



Alcohol and Drug Use Policy

Sigma Gamma Rho Sorority, Inc.

Sigma Gamma Rho Sorority, Inc., (“Sigma”) recognizes that the abuse and misuse of drugs and alcohol is a threat to the health and welfare of the sorority, its members, and the community-at-large, and that such abuse is not compatible with an optimal environment for living and learning. In recognition of the damage and harm resulting from the abuse and misuse of drugs and alcohol, Sigma Gamma Rho Sorority, Inc., adopts as policy, adheres to, and promotes compliance with the Drug-Free Workplace Act of 1988 and the Drug-Free Schools and Communities Act Amendments of 1989 (Public Laws 101-226, 100-440, 100, 690) and other applicable drug-free workplace and drug-free school laws as have been adopted by state and local jurisdictions.

All sorority and affiliate members, Sigma employees, and prospective members who are participants in the sorority membership intake program are required to comply with the Sigma Gamma Rho Sorority, Inc. policies prohibiting the abuse and misuse of drugs and alcohol. Members, affiliate members, and prospective members who refuse and/or fail to adhere to the prohibitions applicable to the abuse and misuse of drugs may be subject to discipline up to and including the permanent loss of membership in the sorority. Any violator also will be subject to applicable civil and criminal penalties and the penalties imposed by local, state, and federal law.

Drug Use Prohibitions

Sigma prohibits the use, possession, distribution, dispensation, and unlawful manufacture of illicit drugs/controlled substance, including the excessive and unauthorized possession, use, or distribution/sale of prescription drugs.

The sorority’s International Corporate Headquarters is declared a drug-free workplace. The unlawful possession, distribution or use of a controlled substance is prohibited at Sigma’s International Corporate Headquarters. Employees found to be in violation of the this policy may be subject to corrective action, up to and including dismissal, or may be required at the discretion of the sorority’s board of directors upon advisement of the Personnel Committee, to participate satisfactorily in an approved counseling or rehabilitation program.

Use of any illicit drug is prohibited at any sorority function at any time. Presiding over meetings or performing other sorority duties while under the influence of any illicit drug is prohibited.

Alcohol Use Prohibitions

Sigma prohibits the serving of alcohol at any sorority sponsored undergraduate chapter activities.

Sigma prohibits the consumption of alcohol during any sorority sponsored event by any intoxicated individual or anyone under the legal drinking age of the state in which the event is being held. Using, serving or permitting the consumption of alcohol by intoxicated and/or underage persons at sorority sponsored events is prohibited. Alternatives to alcohol must be provided at all sorority sponsored events. The sponsoring alumnae chapter is responsible for ensuring compliance with the policies governing the use and serving of alcoholic



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beverages. The sponsoring alumnae chapter that fails to ensure policy compliance shall be subject to discipline for alcohol related policy violations. Alumnae chapters applying for site licenses (individually or collectively with other chapters or organizations) for the sale of alcoholic beverages to the public must notify the sorority's International Corporate Headquarters prior to this action.

Heavy consumption of alcohol such as to result in intoxication (i.e., under local regulations) by members, affiliate members, and/or prospective members at a sorority sponsored event is unacceptable behavior and may result in discipline. Presiding over meetings and performing other sorority duties while under the influence of alcohol is prohibited.

Any consumption of alcohol by pregnant women presents health risks to her unborn child and is thus discouraged. While recognizing the danger of substance abuse, the sorority's board of directors is aware that substance abuse problems require intervention and treatment. Most universities have set up systems of education, intervention, and referral services for treatment. If an individual is not affiliated with a university, they may contact the following agencies in their local area for assistance:

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| Alcoholic Anonymous | AL-ANON Family Groups |
| Betty Ford Center (800-854-9211) | The Salvation Army Social |
| National Council on Alcoholism and Drug Dependency Services Program | |