



# The Amnesty Program Procedure

The purpose of Phi Sigma Pi's Amnesty Program is to provide a path for Phi Sigma Pi's Members to report hazing and/or poor risk management practices that jeopardize the integrity of our Brotherhood to the National Office without the fear of being singled out or sanctioned for these practices. Members who opt to participate in the Amnesty Program must be committed to reforming Chapter hazing and other poor Risk Management practices and must agree to work with the National Office to effect change in Chapter policies and practices.

## What are the Procedures After Reporting?

### Report

- Chapters or Members must come forward with a request for Amnesty and open dialogue about hazing and other risk management violations prior to the National Office investigating the events.

### Assessment

- When Amnesty has been requested by a Chapter, a Member or a group of Members, the National Staff will conduct a preliminary assessment of the situation with the Member or Members who have requested Amnesty.
- The assessment will require an open and honest dialogue about the Chapter's current and past practices.
- Once an assessment has been completed, the National Council will authorize the granting of Amnesty to the requesting participants. Council reserves the right not to grant Amnesty to a Chapter or Members who come forward after an investigation has begun.

### Plan of Action

Because each situation is unique, subsequent steps may be taken according to the circumstances and facts determined from the preliminary assessment.

#### Entire Chapter Requesting Amnesty

- National Staff will work directly with the Chapter to formulate and implement a plan of action to effect change. This may include (but is not limited to) reorganizing the Chapter's Bylaws, Operating Policies, Initiation Program and Risk Management Program. The Chapter may be required to meet periodically with the National Staff and may be required to submit reports or other documentation as needed. Additional requirements shall be determined by the National Office.

#### Single or Group Members Requesting Amnesty

- The National Council may choose to suspend the Chapter and/or open an Official Investigation, in accordance with the steps outlined in the National Constitution and National Operating Policies. The results of any Investigation will be considered in constructing a plan of action for the Chapter. The National Council may also choose to enact disciplinary action of the Chapter and/or of specific Members not part of the group requesting Amnesty. Where possible, the Chapter may be reorganized provided the group is of sufficient size and willing to continue to operate as a Chapter.