



# Alpha Chi Sigma Fraternity

Professional in the Chemical Sciences

## HEALTH & SAFETY OVERVIEW



## Health and Safety Overview

Risk Management Policies began to be developed and adopted by many Fraternities including Alpha Chi Sigma in the late 1980's / early 1990's. In an effort to create a culture in fraternities to improve the health and safety of its members, Dr. Lori Hart, Director of Educational Initiatives, from Holmes Murphy Fraternal Practice created the 3P2E approach to member health and safety. Unlike previous Risk Management Policies which were provided to Alpha Chi Sigma by an attorney or an insurance provider, the Health and Safety Policy, which replaces previous Risk Management Policies, was developed by Alpha Chi Sigma with process guidance from Dr. Lori Hart and Holmes Murphy Fraternal Practice.

Dr. Hart worked for a men's national fraternity for 16 years in the area of risk management. Through her work trying to "change culture" the 3P2E idea emerged over time with some brilliant colleagues and hard work. 3P2E, or Philosophy, Policy, Procedures, Education, and Enforcement is important not only as a reminder of the important parts of maintaining the health and safety of our members, but also lays out how the entire initiative fits together.

# The 3P2E Process

## Philosophy

The Health & Safety Philosophy of Alpha Chi Sigma focuses on what the Fraternity believes is important in order to keep our members safe. This incorporates the Three Objects of the Fraternity and should be something that all members strive to promote.



## Policy

Policies were developed based off of the Health and Safety Philosophy to spell out the "rules" that Alpha Chi Sigma expects our Brothers and Pledges to abide by.



## Procedures

Procedures are driven by the Health and Safety Policy. These procedures are to act as resources for the Chapters, Brothers, and Pledges to help follow the Health and Safety Policy.



## Education

In order for our Brothers and Pledges to understand what is expected of them, there must be an education piece. This will define the Fraternity's efforts to ensure that our members are educated on the aspects of the Health and Safety Philosophy, Policy, and Procedures.



## Enforcement (Accountability)

The Enforcement piece defines what actions the chapters or the Supreme Council may take to hold members and chapters accountable for following the Health and Safety Policy. All situations and violations are unique and the Fraternity follows a progressive discipline strategy.