RISK MANAGEMENT POLICY FOR
Gender Sex & Sexuality Alliance
GSSA

ALCOHOL/SUBSTANCES

GSSA’s position on alcohol consumption in relation to events, programs, travel, and group activities is that no student shall consume alcohol during any group related campus event. As UT Tyler is a “dry campus” and has no tolerance in relation to the use, sale, or possession of drugs, GSSA will respect campus policy, and will use references from Chapters 7 and 8 of the UT Tyler Manual of Policies and Procedures, UT Tyler Wellness and Prevention, and Alcohol 101 Plus in order to offer students information on our policy relating to alcohol and substance use.

HAZING

GSSA’s position on hazing is simple - there will be no hazing or unethical initiation process involved to become a member or to maintain membership status within the group. This is a hard limit for the GSSA and if any instances are reported, direct action will be taken and the event will be turned over to investigation by the UT Tyler campus authorities. GSSA will refer to the following references in order to educate members about hazing: Series 50101 of the UT System Regents’ Rules and Regulations, Chapter 8 of the UT Tyler Manual of Policies and Procedures, and StopHazing.org.

ORGANIZATION EVENTS AND MEETINGS

GSSA implements organization and meeting rules that will best accommodate all members collectively.

a) In dealing with and mitigating conflict, GSSA will set a high standard of conflict resolution occurring within meetings with a high level of transparency. Any offensive comments or language use that subjugates another member or visitor to the group will be dealt with immediately.

b) During events, if bad weather occurs, we will take all safety precautions within the group’s power to make the event safe- either by relocating, rescheduling, or brainstorming with group members and faculty advisors to find the best solution to hold the event with the unsatisfactory weather.

c) Any negative publicity that is directed at the group will be met with honesty and open dialogue about what events caused the negative publicity.

d) GSSA will handle any injuries with the University Health Clinic or local medical hospitals and emergency centers if any injury occurs at during a GSSA function.

e) GSSA will go through UT Tyler paperwork before hosting any events on campus with food items (with the exclusion of baked goods). We understand that the UT Tyler catering company does not require any paperwork confirmation of safe food handling.
f) GSSA will make sure that every meeting and event is accessible to any group members or potential group members who are differently abled or who have limitations that require the meetings to be held on campus.

**RISK MANAGEMENT EDUCATION**

GSSA will inform and educate all members of our risk management policy and the University regulations expressed at the Student Organization Orientation. We will cover the following topics during a mandatory group meeting, at which all members will be present. We will also have information about the topics fleshed out in a Organization binder that holds all GSSA education material, constitution and full risk management policy paperwork.

**GSSA TOPICS OF EDUCATION:**

a) Sexual Harassment  
b) Hazing  
c) Alcohol/Drug policies  
d) Travel  
e) Meeting Accommodations

**SEXUAL HARASSMENT**

GSSA will take direct action on any sexual harassment violations with respect to confidentiality of the victim. If ANY member of the group feels emotionally or physically unsafe due to unwanted attention, or verbal/physical aggression by any other group member, GSSA will take the offenses to the University in order to have the instance/s investigated. Our mission for the GSSA is to provide a safe space for all group members and all students on campus. GSSA understands that the definition of sexual harassment is solely defined by the victim and that the victim’s feelings of fear or discomfort are to be respected and validated at all times. GSSA will use Chapter 8 of the UT Tyler Manual of Policies and Procedures in order to educate group members about sexual harassment. In the event that an individual of GSSA feels that they have been a victim of sexual harassment, a GSSA officer will contact the UT Tyler Police Department at (903) 566-7300 and the Vice President for Student Affairs, Dr. Howard Patterson at (903) 566-7018.

**TRAVEL**

GSSA’s main commitment regarding organization travel is to ensure that all vehicles are safe to drive whatever distance we are traveling. During any weather emergency during travel, GSSA will find a comfortable and safe place to stop, or will abide by general safety knowledge regarding bad weather while driving. During organization oriented travel to events or retreats, information about all group member’s and visitor’s emergency contact information will be on hand. If distance traveled will be over 25 miles, GSSA will use the University Travel Policy to address any topics not listed above in regards to organization travel.

**OPTIONAL SECTIONS**
Some additional sections you can consider including are: Finances, Personal and Organizational Liability, and Discipline Procedures.

*Please work with your advisor when creating your organization risk management policy.