

Hi Everyone! My name is Sydney Loura, and I am the PHC VP of Risk Management. I wanted to reiterate previous VP Risk Flynn's message regarding the evaluation process for houses on the PHC social calendar, as I know it can seem very confusing.

First, **What is the PHC social calendar?** The PHC social calendar dictates which greek houses are in good standing with PHC. Chapters can be taken off of the PHC social calendar if there has been a risk-related issue that warrants their removal. When a house is removed from the calendar, it is strongly advised that no PHC member attend events at that chapter until they are put back on the social calendar because they have improved their risk practices. A house is taken off of the social calendar during the President's Risk Roundtable.

What is the Presidents' Risk Roundtable? On the first Tuesday of every month, I host a roundtable with the PHC President, Roma Bedekar, and the 13 sorority chapter Presidents. Together we review the progress made by greek houses that are off of the social calendar and go over any incidents of risk-related issues that have been reported throughout the last month. Issues involving brought up at the roundtable are evaluated thoroughly and the 13 sorority Presidents vote anonymously on whether or not they believe the house should be ON or OFF of the social calendar; we rule on a majority vote basis. I then inform all Presidents who's chapters have been removed from the social calendar and begin my risk management process with each suspended house.

Items brought up at the roundtable include anything reported to myself or individual PHC chapter Presidents during the month in between roundtable meetings. These reports can range from poor risk practices, like a lack of security at an event, to an alleged incident of sexual violence and sexual harassment (SVSH). Nothing is off the table in terms of what can be reported. If you or someone you know have been in a situation involving members of the greek community and have felt unsafe or disrespected, I hope you are comfortable reaching out to me or the risk chair and President of your chapter to report. All reports are confidential, and there is never identifiable information shared with anyone that could further harm those who come forward to report.

When a house is removed from the social calendar, they are prohibited from hosting any events until they are put back on the social calendar. Reevaluations typically only occur when we meet at the next month's roundtable, with only very few exceptions. Throughout the month until the next roundtable, I meet with chapter Presidents to update their risk practices and procedures. Improvements can be made in a variety of ways; whether it be hosting internal education events to address problematic house culture, updating their bylaws, or contracting outside organizations to lead educational workshops on SVSH awareness and prevention, I see to it that chapters take the necessary steps to address their problematic tendencies. Whatever improvements the house has made are considered at the next roundtable meeting when the Presidents reevaluate their status on the social calendar.

I want to be clear that my top priority is to make sure that the members of PHC are safe and protected. Reports of any kind where someone has felt unsafe at a greek event are treated with the utmost importance. I work to the best of my ability to make sure that the events you all attend have the proper safety measures in place to prevent any harm. When those measures fail and a risk incident occurs, the President's council and I work to hold houses accountable for their wrongdoings. The PHC chapter Presidents would not put houses back on the social calendar if they did not feel the improvements made by a suspended house were sufficient to eliminate risk. Your safety and well-being are and will always be my priority. I want to be a source of support for all PHC members, and if you ever have any questions or concerns or would like advice regarding a situation in which you have felt unsafe, please do not ever hesitate to reach out to me.

Sincerely,

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