

Pennsylvania DeMolay Zero Tolerance Policy

(Revised 06-12-2023)

"Pennsylvania DeMolay enforces a Zero Tolerance policy with regard to the use of alcohol, illegal drugs, weapons, hazing, pornographic and/or explicit materials, or any physical, verbal sexual or emotional abuse of any kind at any DeMolay function. This policy applies to both Active DeMolays, prospective members, visitor/guests and adult volunteers. Violations of risk management, youth protection, or prohibited substance policies enacted to enforce this ZERO TOLERANCE policy will result in suspension or expulsion from DeMolay."

This statement will be published on the cover of the jurisdictional publication and the website to emphasize to youth and adults alike the importance of its message.

Zero Tolerance means exactly what it says. The Order of DeMolay will not tolerate these items, actions or behaviors in conjunction with DeMolay programs. We will not look the other way. We will be proactive in this and take all necessary steps to ensure the safety of our members. Parents who permit their children to participate in the activities of DeMolay have a right to expect us to strictly observe this standard of care.

Our Zero Tolerance Policy demands adherence to the principles of common decency, respect and common sense, and is consistent with the ideals of DeMolay. All DeMolay Members, senior DeMolays, advisors, parents and adult volunteers (hereinafter "adults") should instantly recognize that the foundation of the Zero Tolerance Policy is built upon the Seven Cardinal Virtues, and the ancient injunction about thinking twice before speaking or acting on anything. Zero Tolerance is based on the simple expectation that participating adults know the difference between right and wrong, and that they are willing to stand for our basic principles. Zero Tolerance is the uncompromising expectation that these adults will practice common sense, self-discipline, emotional and physical restraint, and all the normal behaviors required for living peacefully within society.

Zero Tolerance is also about reaching maturity, and the need for young people who are seeking independence and personal identity to *know* the moral and social boundaries that should be respected if they want to be treated like adults. It is about earning the rights granted at the legal age of 18, **ONLY** by accepting the responsibilities that go with those rights. DeMolays who are of legal age are held to the same high standards of behavior as adults who participate with the organization. DeMolay members who are minors are also expected to obey these rules and regulations, and it is expected that they will be taught these behaviors by both the instruction and example of adult participants.

There is no definitive list of "do's and don'ts," nor a list of specific punishments for each violation. However, by way of providing a representative example, all participating adults *should EXPECT to be suspended, expelled, or otherwise forbidden to participate in the program:*

- if they physically, verbally or sexually abuse anyone, *whether or not they are at a DeMolay function*, or allow it to happen to a member or guest.
- if they endanger someone (driving recklessly, for instance) or threaten them with any weapon--real or imagined, or allow it to happen.
- if they provide, or allow others to provide, members or guests such substances (tobacco products included) that they are not legally allowed to have.
- if they use, or are even found in possession of, weapons, prohibited materials or illegal substances at a DeMolay function, or knowingly allow others to use or possess them.
- if they possess, view, share or distribute pornographic, explicit, or graphic material at a DeMolay function, or knowingly allow others to possess, view or share such material
- if they incorporate or allow any kind of hazing or scare tactics in ANY activity of the Chapter with the intent to frighten, degrade or purposely embarrass a member or guest, (such as an "old Chapter tradition" that might have been incorporated in any of the rituals

or ceremonies of the Chapter, or used as an "additional initiation rite," at conventions, etc.)

Additionally, if any of these actions also violate laws of the city, state or nation, while at a DeMolay function, they **must** be reported to proper authorities for potential prosecution.

Participating adults who knowingly turn a blind eye and allow these things to happen may also be subject to appropriate disciplinary action.

The Executive Officer must be notified immediately after the notification of the proper authorities.

This is a no-nonsense, hard-line approach, and doesn't leave any room for the old "boys-will-be-boys" attitude. Part of our program is to occasionally allow young men to make mistakes and learn from them, however, participating adults must teach, and strictly adhere to, the policy of Zero Tolerance. There are some mistakes that require drastic consequences, in order to assure that the lesson will be learned. Zero Tolerance defines boundaries that must never be crossed.