

**INTERFRATERNITY CONSTITUTION
& BY-LAWS**

WASHINGTON STATE UNIVERSITY

LAST UPDATED November 18th, 2019

THE RELATIONSHIP BETWEEN WASHINGTON STATE UNIVERSITY AND THE WSU GREEK COMMUNITY

Washington State University has maintained a relationship with fraternal organizations since eight men formed the first 'local' fraternity on the fifth floor of Ferry Hall in 1897. President E.O. Holland actively recruited Greek organizations for the WSC campus. During Dr. Holland's presidency, 22 new Greek chapters were established.

By the late 1990's, there were over 41 residential Greek chapters at WSU. Over the past 40 years, the University has, through various student affairs activities, actively advised the Greek community. Governance of the individual Greek chapters is through the vote of the undergraduate membership in consultation with alumni advisors and house corporations in adherence to (inter)national constitutions and bylaws, and the policies and procedures of Washington State University.

University recognized Greek chapters that comply with the Washington State University Freshman Approved Housing Policy are authorized alternative housing for freshmen. To maintain this status, Greek chapters must adhere to all the policies and the regulations of the University and their respective peer governing Councils. The group must provide appropriate support to this significant group of students, as it does all living groups, in order to assure that living group environment is safe, healthy, and providing for a nurturing living and learning experience.

One of the means for official University recognition with these living groups is provided through the Interfraternity Senate and Panhellenic Association. These Associations establish criteria of membership for qualified chapters. The Board of Regents, through the division of Student Affairs and the Center for Fraternity and Sorority Life, recognize these two governing organizations and their constitutions and, therefore, indirectly recognize their member living group.

The Center for Fraternity and Sorority Life is charged with developing various chapters to enhance the educational mission of the University. The Center provides staff to advise the Interfraternity Council, other associated officers and student groups.

NORTH-AMERICAN INTERFRATERNITY CONFERENCE Principles of Action

IN ORDER THAT the members of the North-American Interfraternity Conference may better serve the educational institutions of which they are an integral part; and

IN ORDER THAT the Conference and college and university administrators may develop and maintain a closer relationship, to their mutual advantage; and

IN ORDER THAT the public may be better informed of the role that fraternities play in the constructive development of the young men of this nation.

THESE PRINCIPLES ARE DECLARED:

- A. Loyalty of the Institution will be achieved by:
 - 1. Indoctrinating associate members and members in the history, traditions, and importance of their college or university; and
 - 2. Planning participation by undergraduates and alumni alike in those events that build pride in their institution.
- B. Constructive Training will be fostered by:

1. Directing formal training dedicated to development and improvement of associate members as citizens and as fraternity men; and
 2. Stimulating full opportunity for the development of positive leadership abilities:
- C. Intellectual Achievement will be encouraged by:
1. Providing an environment in the fraternity chapter which will stimulate intellectual and cultural progress; and
 2. Establish respect for scholarship as the primary purpose of a college education.
- D. Commendable Conduct will be sought by:
1. Teaching and exemplifying the standards for good taste and sound morals; and
 2. Disciplining promptly and effectively any active members or associate members who deviate from these standards.
- E. Management Responsibility will be promoted by:
1. Emphasizing the imperative nature of responsibility in the role of good citizenship; and
 2. Developing progressive experience in management as the members gain maturity.
- F. Democratic Principles will be inculcated by:
1. Encouraging freedom of thought and action within the democratic processes and procedures of the member organizations; and
 2. Lending active support to those who protect our constitutional rights as citizens and as Americans.

In the implementation of these principles, we see the guidance and cooperation of college and university administrators. In turn we pledge ourselves to sincere effort in the achievement of these objectives as evidence that the college fraternities continue to be a powerful force in the constructive development of young men in the transition from youth to manhood.

INTERFRATERNITY SENATE CONSTITUTION & BYLAWS PREAMBLE

We, the fraternities on the campus of Washington State University, believe that a well-organized fraternity community can provide a strong, positive contribution to the primary function of the University. We also believe that through close cooperation between the University and ourselves, we can foster a spirit of goodwill to the benefit of our fellow students, the University and ourselves. We, therefore, establish this constitution for the exercise of a responsible self-government of our affairs within the student body.

INTERFRATERNITY SENATE CONSTITUTION

ARTICLE I: NAME AND PURPOSE

Section I: Name

The name of this organization shall be the Interfraternity Senate of Washington State University (IFS). The presiding nine officers shall be the Interfraternity Council (IFC).

Section II: Purpose

The purpose of this organization shall be to govern the member fraternities, to promote the intellectual, philanthropic, fraternal and social values of the fraternities at Washington State University, and to maintain cooperation between these social fraternities, their respective (inter)national headquarters, alumni, the community of Pullman, and the Washington State University.

Section III: Terminology

For the Purpose of the Interfraternity Constitution and Bylaws the following terminology may be abbreviated:

- A. The Interfraternity Senate (IFS)
- B. The Interfraternity Council (IFC)
- C. The Washington State University Relationship Agreement (RA)
- D. The Washington State University Approved Housing (UAH)
- E. The North-American Interfraternity Conference (NIC)
- F. The National Pan-Hellenic Council (NPHC)
- G. National Association of Latino Fraternal Organizations (NALFO)

ARTICLE II: AUTHORITY AND RESPONSIBILITY

Section I: Scope of Authority

- A. The Interfraternity Senate is the officially recognized organization for communication on fraternity affairs between University administrative officials and the fraternities.
- B. Only those fraternities that are members in good standing of the Interfraternity Senate shall be allowed to participate in the organized fraternity programs conducted under the auspices of the Interfraternity Senate.
- C. The Senate has the authority to establish policy and to discipline fraternity groups for acts perpetrated by those groups (either part or all of one or more fraternities) through the standards process in accordance with the provisions of the bylaws of these articles.
- D. The Interfraternity Council reserves the right to establish policy on a temporary or emergency basis as long as the temporary policy is not in conflict with the current IFS Constitution. The temporary policy must adhere to the ethics and values of the IFS Constitution. All policies created in this capacity must be voted on and passed by a 2/3 vote of the Interfraternity Senators in order for the policy to permanently be part of the Interfraternity Senate Constitution.

Section II: Responsibility

- A. The Interfraternity Senate
 1. The Interfraternity Senate has the responsibility for establishing, promoting, and maintaining high standards of conduct and performance through its program of Interfraternity activities. Self-regulation and self-discipline are essential parts of this experience and are to be exercised by all member fraternities to the end that the fullest possible individual and group development will result.
- B. The Interfraternity Council
 1. The duties of the IFC are:

- i. To act on behalf of the Senate between meetings and in emergencies.
- ii. To serve as a steering committee in planning Senate participation.
- iii. To act as a coordinator with the Panhellenic Council and in turn the sororities at Washington State University.
- iv. To connect the Greek Community with University administration, faculty and other campus leaders through meetings and discussions as appropriate.

ARTICLE III: MEMBERSHIP

Section I: Membership

Full membership in this Association shall consist of all the men's active social fraternities recognized by the Interfraternity Senate by two-thirds majority vote. A chapter attempting to gain full membership must have been an associate member for at least sixteen academic weeks.

Section II: Associate Membership

Associate membership in the Interfraternity Senate shall consist of any fraternal group that desires IFS membership but does not yet meet the requirements for full membership. Chapters seeking associate membership must be approved by an IFS two-thirds majority vote. Associate membership is a provisional IFS status for colonies, re-colonization's or full charter members of an NIC, FLA or NPHC recognized group that was not previously recognized by the Interfraternity Senate for at least four academic years after the year the group lost recognition. Associate members are expected to be fully engaged and involved in the meetings and discussions of the Association, but are not recognized as a voting chapter in the Association. No chapter may be an associate member for longer than two calendar years from when they were voted into associate status.

All associate member chapters must also submit the Chapter Progress Report form to the Center for Fraternity and Sorority Life and to the IFC office every two months by the first day of the month. For the fall semesters, the first report is due in September, and in February for the spring semester.

Section III: Representation

- A. Each fraternity shall be represented by an Interfraternity Senator, who is appointed or elected by the Fraternity.
- B. Each full member fraternity shall have one vote in the Association.

Section IV: Relationship of Chapter to University

Washington State University grants recognition to fraternities in compliance with the Relationship Agreement (RA), barring other sanctions restricting recognition. The privileges and services offered by the University recognition of a fraternity on campus are deemed to be absolutely necessary for the success of IFS chapters. Therefore, no chapter may be granted full or associate membership in the Association without being a University recognized fraternity.

Membership in the Interfraternity Senate (IFS) is necessary before a fraternity can receive certain benefits granted by the University. The IFS is within its rights to establish reasonable criteria for membership in the IFS.

Section V: Criteria for Recognition from IFS

Having gained sponsorship from an NIC, NALFO, or NPHC group, a college chapter seeking IFS recognition must petition the IFC for associate membership status. Upon receiving a petition the IFC must report the petition to the IFS. IFS associate member status will be granted upon determination that the college chapter has established a relationship with the (inter)national group and met the requirements expected by the IFS. A chapter may not re-petition for associate member status until six weeks after the last rejection.

- A. A fraternity may be eligible for associate membership upon completing the following requirements:
 1. The chapter submits a constitution approved by the IFC.
 2. The chapter elects officers for the group and submits their contact information to the IFC Director of Finance and to the Center for Fraternity and Sorority Life.
 3. The chapter's (inter)national organization submits a letter to the IFC expressing their support of the local chapter and their efforts toward recognition.
 4. The chapter officers and members agree to comply with all provisions of the IFS Constitution and Bylaws.
 5. The chapter submits a complete chapter roster to the Center for Fraternity and Sorority Life.
- B. After sixteen academic weeks of associate status, the associate member chapter is eligible to be granted full membership in the IFS when, in addition to the conditions expected of associate membership, the following conditions are met:
 1. The chapter secures an advisor that meets the minimum requirements as documented by the chapter's (inter)national organization.
 2. The chapter establishes a corporation board (or a housing board if the group rents or owns a facility).
 3. The chapter obtains adequate liability insurance, as outlined in the Relationship Agreement.
 4. The chapter is financially solvent and has no outstanding debt to the IFS.
 5. The chapter's (inter)national organization submits a letter to the IFC expressing their support of the local chapter and their efforts toward recognition. This must be a new letter from that of section A, item 3 above.
 6. While the chapter is an associate member, it actively participates in appropriate IFS activities including regularly scheduled meetings, leadership conferences or retreats, Greek Week, and other activities deemed beneficial for the chapter and IFS membership as a whole.
 7. The chapter demonstrates compliance with the Washington State University UAH (if applicable), Student Code of Conduct, and IFS Constitution and Bylaws within its time as an associate member chapter.

The IFC will review the petition for membership and must present its findings to the IFS. The IFS will then vote to decide if the chapter will gain full IFS membership. Two-thirds of the full member association chapters must agree that the membership criteria have been met. If the criteria are not met, a full report from the IFC President will be sent to the chapter and the (inter)national organization listing those areas of deficiency. The group may re-petition six weeks after rejection.

Section VI: Loss of Membership

A fraternity may forfeit its active membership in this Association through disciplinary action by the Association, or as decided by the Greek Standards Board as provided in the bylaws. Furthermore, a fraternity will automatically lose Interfraternity Senate recognition, rights and privileges if their University recognition is lost.

Section VII: Suspension

Any chapter suspended by their Inter/National headquarters is subject to suspension from the Interfraternity Senate by a two-thirds vote of the Interfraternity Senate. A temporary suspension can be enacted by the Executive Council in an emergency situation, but must be confirmed by the Interfraternity Senate within seven days of the Executive Council's suspension.

Section VIII: Regaining Membership

Any fraternal organization which has forfeited full or associate member status in the Interfraternity Senate of Washington State University through disciplinary action on the part of the Interfraternity Senate, the Greek Standards Board or the Office of Student Standards and Accountability must petition the Interfraternity Senate for re-admittance to associate membership status. A chapter must meet the

requirements under this section if it has been unrecognized for four or less academic years. This does not include the year in which the chapter lost recognition. No chapter may petition to reach full membership without first completing sixteen academic weeks under associate member status. Petitions must be ratified by a two-thirds vote of all current IFS member chapters before re-admittance will be granted into the Interfraternity Senate of Washington State University.

In addition to the requirements listed in section V, part A of this article, a petition for re-admittance must include the following:

- A. Alcohol Free Housing for a minimum of one calendar year, beginning when the chapter obtains a facility.
- B. Employment of a qualified (as outlined by the chapter's (inter)national standards or at minimum standard outlined by the UAH requirements) live in advisor for a minimum of one calendar year.
- C. Documentation of compliance with the WSU Relationship Agreement specifically regarding Fire/Health Safety and sprinkler requirements.
- D. In addition to these requirements, the IFC reserves the right to create additional requirements for a group attempting to regain recognition on a case specific basis. The requirements must be approved by a two-thirds vote at an IFS meeting.

ARTICLE IV: MEETINGS

Section I: Regular Meetings

Regular meetings of the senate shall be held once every two weeks during the academic year. Special meetings may be called by the President at his discretion or upon written request of five member fraternities. The date, time, and place of regular meetings may be altered by the Association, the IFC, or the IFC President in case of emergency, necessity, or unavoidable conflict. A minimum of 24 hours' notice shall be given.

The Interfraternity Council shall hold weekly executive meetings in addition to the Association meetings.

Section II: Quorum

Quorum shall consist of a two-thirds majority of all full member chapters of the IFS.

ARTICLE V: CENTRAL OFFICE

Section I: Authority

In order that the records of the IFS and IFC shall be kept in a safe place and that continuity shall be provided, the Executive Council is authorized to establish the Compton Union Building Room 302 as the official offices for the Council.

Section II: Purpose

This office shall be the repository for the records of the IFC and IFS and the principle place of business of the IFC.

ARTICLE VI: AMENDMENTS

Section I: Process

This constitution may be amended by a majority vote of two-thirds of the full member fraternities.

Section II: Method

Amendments may be proposed by the IFC or by any representative of a member or associate member fraternity.

Section III: Timeline

Proposed amendments to this constitution shall be presented in written form at least one meeting prior to the meeting at which the vote is taken.

ARTICLE VII: REMOVAL OF OFFICERS

Section I: Recall of Officers

Any officer may be recalled at any regular meeting by a two-thirds majority vote of the council, providing the recall motion at least one meeting in advance.

Section II: Grounds for Recall

- A. The officer was not compliant with the grade standard required to be an officer of the Interfraternity Council.
- B. The officer was found to have acted unethically in his work.
- C. The officer violated the oath of Interfraternity Council officers.
- D. The Interfraternity Senate finds the officer to not be fulfilling his job duties as stated by his job description.

Section III: Process for Removal

- A. At any Interfraternity Senate Meeting, an Interfraternity Senator can motion for an Interfraternity Council officer to be removed from his position.
- B. Motion must be called one meeting in advance of the next scheduled Interfraternity Senate meeting.
- C. If the motion is seconded then the Interfraternity Council officers standing on the Interfraternity Council will be voted on at the next scheduled Interfraternity Senate meeting.
- D. In order to remove an Interfraternity Council officer there must be a two-thirds vote in favor of removal, in a meeting that has met quorum.
- E. If an Interfraternity Council officer is removed from his position the Interfraternity Council will organize a special election to replace the removed officer.
- F. No election will take place if an officer is removed within two months remaining of his second semester of his term.

INTERFRATERNITY SENATE BYLAWS

ARTICLE I: OFFICERS AND ADVISORS

Section I: IFC Officers

The officers of this Council shall be President, Executive Vice President, Director of Diversity, Equity, and Inclusion, Director of Scholarship, Director of Service and Philanthropy, Director of Finance, Director of Recruitment, Director of Public Relations, Director of Programming, and Director of Policy and Procedure.

Section II: Eligibility to Maintain Office

No candidate shall be eligible to maintain office in IFC unless he meets or exceeds the following requirements during his term.

- A. Must be an active member of an IFS member or associate member fraternity.
- B. Will not hold an office on his chapter's executive board or council during his term as an IFC officer.
 1. Chapter's executive board or council officers include President, Vice President, Secretary, Treasurer, New Member Educator, Recruitment Chair, Service Chair, Philanthropy Chair, Standards Chair, Social Chair and Risk Manager.
- C. Must maintain a cumulative GPA of 2.9 throughout his term on IFC.

Section III: Officer Duties

A. President

1. To preside at meetings of the Interfraternity Senate and the IFC.
2. To call such special meetings as needed.
3. To assume general responsibility for the functioning of the Council, its agencies, and committees including the enforcement of the provisions of the constitution, the bylaws, and the other IFS policies and regulations.
4. To work with chapter presidents.
5. To act as the main communication link between external groups and the Interfraternity Senate.
6. To discharge the duties of any officer in the event of resignation or forfeiture of office until a new officer is elected.
7. Understand the constitution and bylaws of the Interfraternity Senate.

B. Executive Vice-President

1. To complete the duties of the President in the event of the President's absence, resignation, or forfeiture of office.
2. To serve as an ex-officio member of, and to supervise the activities of, all standing committees except through the actions of the Interfraternity Senate
- 3.
4. To work with chapters' New Member Educators and Vice Presidents
5. Understand the constitution and bylaws of the Interfraternity Senate.
6. Oversee member education and initiatives related to relevant community and campus issues including; sexual violence prevention, hazing prevention, mental health awareness, suicide prevention and substance abuse
7. To select, train, and guide the Rho Chis (fraternity recruitment counselors).
8. To plan and execute the Fall men's retreat
9. Administration of the FSES survey every other year.
10. To perform such other duties as assigned by the president

11.

B. Director of Diversity, Equity, and Inclusion

1. Oversee campus issues including diversity, inclusion and the support of marginalized groups within the Greek community.

2. New Member Educators and Diversity Equity Executive Board Members meetings about cultural competency (host)
3. Facilitate Cross-Cultural events that involve Interfraternity Council Chapters and United Greek Council Chapters. The events should consist of both organizations preparing a presentation about the value that their respective organization holds to their members.
4. Create and execute an all Greek unity event per semester with the United Greek Council, Panhellenic Council, and NPHC.
5. Attendance to 3 UGC showcases/ new member presentations per semester.
6. Facilitate a LGBTQ awareness event with Gender Identity/Expression and Sexual Orientation Resource Center
7. Two progress meetings per semester with Associate Vice President for Community, Equity, and Inclusive Excellence.
8. Maintain open lines of communication with all CEIE centers.
9. Individual should review all social events theme for cultural appropriation.
10. Individual will be the first line of communication in the event of a discriminatory act by an Interfraternity chapter.

C. Director of Service

1. To maintain and understand the constitution and by-laws of the Interfraternity Senate.
2. To work with chapter service, and philanthropy chairs.
3. To coordinate community service in the Greek community in collaboration with the Center for Civic Engagement.
4. To help fraternity philanthropy chairs to set up philanthropy events.
5. To organize the philanthropy calendar along with the Panhellenic Vice- President of Scholarship and Service.

D. Director of Finance

1. To handle all financial matters of the Association including preparation of the annual budget for the Association and formal recruitment week.
2. To record and distribute the minutes of the Interfraternity Senate and of the IFC meetings.
3. To perform other duties as assigned by the president.
4. To coordinate the fall scholarship and service awards ceremony.
5. To work with chapter treasurers.

B. Director of Recruitment

1. To organize and coordinate the summer and fall recruitment programs.
2. To annually evaluate the IFC recruitment policy and to enforce that policy year-round.
3. To appoint and train a recruitment committee whose membership shall be subject to final approval by the IFC.
4. To represent the Fraternity Community at university events and recruitment programs.
5. To coordinate year-round recruitment programs.
6. Staff recruitment office during summer dates determined in collaboration with the Director/Assistant Director of the Center for Fraternity and Sorority Life.
7. To work with chapter recruitment chairs.

B. Director of Public Relations

1. To provide a comprehensive public relations program for the IFC and IFS.
2. Ensure distribution of positive press for the WSU Greek community.
3. To maintain written communication with faculty and administrators.
4. Serve as a liaison to the College Hill Association.
5. To serve as a liaison between the IFS and the Greek Alumni Association.
6. To work with chapter public relations chairs.

B. Director of Programming

1. Provide direction and support for chapter programming chairs.
2. Coordinate and implement programs throughout each academic semester in order to aid

- chapter members in completing the outlined programming requirements.
- 3. Maintain the data systems for tracking programming completion, in conjunction with the Center for Fraternity and Sorority Life.
- 4. Send programming completion letters to chapters at the end of each term.
- E. Director of Policy and Procedure
 - 1. Manage the incidents referred to the Greek Standards Board (GSB) by following all steps outlined in Appendix D
 - 2. Provide a fair process to the fraternities referred to the GSB as stated in the Greek Standards Board Constitution (see Appendix D).
 - 3. Educate the fraternities referred to the Greek Standards Board about IFS, University, Federal, State and local policies.
 - 4. Ensure the completion of sanctions given to Fraternities by the Greek Standards Board, within the timeline stated by the Greek Standards Board.
 - 5. Encourage fraternities to take responsibility for their actions and prevent inappropriate behavior by the most positive means available, without unduly penalizing individual students.
 - 6. Work with chapter standards chairs, risk managers, and social chairs.
- F. Director of Scholarship
 - 1. To promote scholarship in the IFS community.
 - 2. To work with chapter scholarship chairman.
 - 3. To identify qualified candidates for the Academic Scholarship Award
 - 4. Facilitate academic sanctions with Fraternities who did not meet the stated academic standard.
 - 5. Ensure the completion of sanctions from non-compliance of the stated academic standard.

Section IV: IFC Advisor

- A. The Official Advisors for the Interfraternity Council of Washington State University shall consist of members of the staff of the Center for Fraternity and Sorority Life.

Section V: Payment of IFC Officers

- A. For every semester worked, IFC officers will receive a stipend not to exceed \$1,000. The Director of Recruitment will receive an additional \$3,000 to cover summer living expenses.
- B. Payment will be dispersed monthly in even amounts throughout the academic year. Payment may be reviewed and adjusted by the staff advisor of the Center for Fraternity and Sorority Life and IFC President, based on the officer's evaluations and the discretion of his advisor. The evaluations must be completed in order to receive payment and will be reviewed with that officer prior to the close of each semester.

ARTICLE II: ELECTIONS AND RECALL

Section I: Time of Elections

The elections of Interfraternity Council Officers shall take place during the fall semester, prior to Thanksgiving Break.

Section II: Voting Committee

- A. The Voting Committee will consist of no more than one representative from each IFS chapter. The same member must be present at all stages of the election in order for their vote to count. IFC officers will facilitate the election, neither IFC officers nor Fraternity and Sorority Life Advisors are members of the voting committee.

Section III: Process

- A. The process for election of the IFC officers will consist of several components:
 - 1. The application by the candidate.

2. Slating
 3. Speech night
 4. Second Round of Slating
 5. Question and Answer Night
- B. Application
1. Information will be made available to interested candidates at least three weeks prior to the candidate speech night. Candidates will have at least 10 (academic) days to complete the application.
 2. Applications will be due no less than five (academic) days before candidate speech night.
 3. Candidates will turn in their applications and evaluations by the deadline to the designated office.
- C. First Round of Slating
1. The slating committee will consist of no more than one representative from each IFS chapter.
 2. The slating committee will review all candidate applications and slate candidates for office(s) the candidate has indicated intention for which to run, and/or recommend another office(s) for which they believe he is well suited. Candidates will be informed of this recommendation and asked for their interest and commitment to the slated positions. These recommendations may be utilized in order to balance the slate of officers. Candidates may decline the recommended change in the slate and remain in their own preferred position.
 3. The slating committee will notify the candidates at least 48 hours before the scheduled speech night.
- D. Speech Night
1. All candidates will have the opportunity to give a 3-5 minute campaign speech during speech night.
 2. Candidates' applications will be distributed to chapter presidents on speech night.
- E. Second Round of Slating
1. The Voting Committee will be allowed time for discussion after all speeches have been completed. After discussion, the chapter representatives will slate a second time. Candidates may not run for positions they are not slated for in the second round of slating.
- F. Question and Answer Night
1. Each candidate will be given up to 10 minutes to answer questions offered by chapter representatives. IFC officers may also ask questions. Questions from IFC officers must be standardized for all candidates running for a given position.
 2. After the question and answer session has been completed for all candidates, the Voting Committee will break into discussion, followed by the final vote regarding the candidates for each position.

Section IV: Special Cases

- A. IFC Executive Officers Running for Office:
1. Current IFC officers must follow the same process as other candidates; filling the application/evaluations by the deadline, speech night, etc.
- B. Suspension of the Bylaws:
1. If such situations arise that are not accounted for in the election by-laws, the members of the Voting Committee may vote to suspend the by-laws to resolve the issue or move and vote to change the bylaws if appropriate.
 2. In situations that prohibit the chapter presidents from being able to exercise the power listed in part A above, the majority of the IFC officers, in consultation with the IFC Advisor may suspend the bylaws as necessary to resolve the issue.
 3. Due process and fairness will be maintained throughout the election process regardless of any issue that arises.

Section IV: Eligibility for Elections to Run for Office

- A. No candidate shall be eligible to hold office in IFC unless he meets or exceeds the following requirements at the time of election:
1. Must have a cumulative GPA of 2.9. The slating committee can evaluate and grant exceptions to the academic requirements.
 2. Must be an active member of an IFS recognized fraternity.
 3. His chapter must be recognized with the IFS and the University (i.e. the candidate and his chapter abide by all IFS and University policies and have had no major infractions with the IFS or WSU for six months prior to elections).
 - i. The six months begins from the date of the major infraction incident.
 4. A joint committee composed of all IFC officers and the slating committee (with the exception of an IFC officer or slating committee member who is running for IFC office or who is affiliated with the potential candidate) can grant exceptions to the infraction requirement after receiving chapter minutes allowing the potential candidate to run for IFC office.
 5. Will not be holding an office on his chapter's executive board or council during his term as an IFC officer.
 - i. Chapter's executive board or council officers include President, Vice President, Secretary, Treasurer, Recruitment Chair, Social Chair and Risk Manager.
 6. The candidate has previously held a chapter office.

Section V: Assuming Office

Officers shall assume their duties at the last regular business meeting of the fall semester.

ARTICLE III: COMMITTEES

Section I: Standing Committees

- A. The Recruitment Committee
1. This committee shall consist of the Director of Recruitment and as many members as determined by the Director of Recruitment.
 2. The duties of this committee shall be:
 - i. To plan and administer a year-round recruitment program.
 - ii. To annually review the IFC recruitment policy and to recommend changes to the recruitment policy.
 - iii. To recommend to the council changes in functions as needed.
 - iv. To be responsible to the IFC Director of Recruitment.
 - v. To establish and facilitate a program intended to offer assistance in recruitment to any individual fraternity that may request it.
- B. The Bylaw Review Committee
1. This committee shall consist of the Director of Policy and Procedure and each IFC chapter president. This committee will meet up with the Panhellenic Council chapter presidents and the Panhellenic VP of Standards and Accountability.
 2. The duties of this committee shall be:
 - i. To review the IFC and Panhellenic Council Bylaws to ensure that they are fair and upheld.
 - ii. To review the sanctioning process of council bylaws and to maintain a realistic and up to date bylaw.
 - iii. This committee will meet once every year (executive term).
- C. The Risk Management Plan Committee
1. This committee shall consist of the Director of Policy and Procedure and each chapter's Risk Manager.

2. The duties of this committee shall be:
 - i. To review the Universal Risk Management Plan and ensure that policies and risk plans are being executed properly.
 - ii. To ensure that the Universal Risk Management Plan represents a realistic risk management plan that corresponds with the current Greek Community.
 - iii. The committee will meet once every semester.
 - iv. Review individual chapter's risk management plans and compare to the universal risk management plan.
 - v. Explore ideas and plans on how risk can be better mitigated.

ARTICLE IV: ROSTER OF FRATERNITY MEMBERS AND ASSOCIATED/NEW MEMBERS

Section I: Submission

A roster of the number and names of members and associated/new members shall be furnished to the Center for Fraternity and Sorority Life as requested.

Section II: Contents

The official roster shall contain the names of all undergraduate members and associate/new members affiliated with that chapter.

Section III: Revisions

The official roster may be reviewed during the semester until the deadline established by the Center for Fraternity and Sorority Life.

ARTICLE V: REGULATIONS

Section I: Attendance at Meetings

- A. Each IFS member and associate member fraternity is required to send a representative to all mandatory meetings of chapter officers as scheduled by any IFC officer. This delegated member must be a member of the executive board of their chapter.
- B. At least 48 hours' notice must be given by email, phone or otherwise to the chapter by the IFC officer in charge of that meeting.
- C. The standard penalty for missing a mandatory IFC scheduled meeting is \$25.00. All attendance records shall be submitted to the IFC Director of Finance and Administration and recorded.
- D. Any chapter that fails to send a representative to two consecutive IFS meetings will forfeit its voting privileges until the meeting after the next attended meeting.
- E. Each chapter must maintain a 70% or better attendance record each semester at all recorded constituent and senate meetings in order to be a chapter with voting privileges at IFS meetings. Those who fail to meet the minimum 70% requirement will be referred to Greek Standards Board for further review.

ARTICLE VI: FINANCES

Section I: Financial Management

- A. Financial support of the Association shall be provided by dues assessed to the member fraternities in accordance through action of the Association, and with the bylaws.
- B. The Interfraternity Council Director of Finance will create an operating budget for the Association during the spring for the following academic year.
 1. The budget will be presented to the Interfraternity Senate and must be passed by a majority vote of Interfraternity Senate representatives at an announced meeting of the Interfraternity Senate.

- C. The Interfraternity Council Director of Finance will distribute chapter-billing statements every semester.
 - 1. Fines for late bills will assess a penalty of 3% for being a week late, 5% for two weeks late, and 7% for being three weeks late.
 - 2. After three weeks, chapters that have not paid their bill will lose voting rights with the Interfraternity Senate. After four weeks the Interfraternity Council will review each chapter that has not yet paid and determine further sanctions.
 - i. Sanctions could include, but are not limited to, withholding recruitment material, not publishing chapter in recruitment publications, extra community service hours, and programming.
 - 3. If a chapter issues a check to the IFC Office to pay for their chapter bill and the check does not clear the bank due to insufficient funds (i.e. the check bounces) the chapter will be required to reissue a check with an additional 10% fee applied. Further late fees will then be applied after the due date of two weeks from the date of re-issuance of chapter bill.
- D. Payment plans can be arranged through the Interfraternity Council Director of Finance.
- E. Financial support shall also come from formal Recruitment fees at the discretion of the Interfraternity Council Directors of Finance and Recruitment.
- F. Colony chapters in their first semester at Washington State University will not be billed Interfraternity Senate dues. The semester following their initial semester they will be billed the full amount.

Section II: Expenses

- A. Extraordinary expenses shall be borne by the member fraternities in the Association. The budget shall outline all anticipated expenses.
- B. Such expenditures shall be approved and apportioned by the Interfraternity Council.
- C. The Interfraternity Council will collect additional assessments from each member chapter following the approval of such assessments.

Section III: New Member Fees

- A. The IFS recruitment budget is financed by a non-refundable assessment determined by the IFC Director of Recruitment and the IFC Director of Finance, passed by a majority vote of the IFS at an announced meeting of the Interfraternity Senate. This assessment is determined from summer signs and potential new members participating in formal fall recruitment.

ARTICLE VII: MEMBERSHIP RECRUITMENT

Section 1: Rules and Procedures for Membership Recruitment

- A. A Potential New Member is defined as follows: any male high school graduate that is either currently attending Washington State University or is going to attend Washington State University within one academic term of acceptance. A Potential New Member must have a 2.9 GPA to be eligible for participation in Membership Recruitment.
 - 1. Any person that does not fit within the preceding definition may not be contacted about matters involving Informal Membership Recruitment.
- B. Participation
 - 1. Only New Members, members and enrolled undergraduate alumni shall participate in chapter Membership Recruitment functions.
 - 2. All university recognized fraternities may choose to participate in all scheduled Membership Recruitment activities or opt out of participation.
- C. Entertainment
 - 1. There will be no third party entertainment during Membership Recruitment, unless approved by the IFC Director of Recruitment and/or the Director/Assistant Director of the Center of Fraternity and Sorority Life.

2. Any persuasive statements made to Potential New Members to influence his opinions against chapters are not allowed.
 3. Neither Organizations nor individuals outside of the chapter membership can assist in Membership Recruitment before, during or after the scheduled process. Therefore, women are not allowed on men's fraternity property and contact of ANY kind with women during the scheduled recruitment period is not allowed.
 4. There are no drugs or alcohol allowed during scheduled recruitment events.
- D. Members in violation of bylaws shall be subject to a formal hearing and punishment by the Greek Standards Board and/or the Office of Student Conduct.

Section 2: Rules and Procedures for Formal Membership Recruitment

- A. Formal Membership Recruitment Schedule
 1. The Membership Recruitment schedule will be decided during spring semester, with minor variations permissible during the summer planning period, prior to each fall Membership Recruitment period by the IFC Director of Recruitment and the Director and/or Assistant Director of Center for Fraternity and Sorority Life.
- B. Membership Recruitment Events
 1. Location of Fall Formal Membership Recruitment Events
 - i. Formal Membership Recruitment functions must be held on chapter property or at designated locations on campus that are approved by the Interfraternity Council.
- C. Conversation
 1. Any verbal or written promise or guarantee of membership given to a Potential New Member during Formal Membership Recruitment is prohibited.
- D. Membership Invitation/Acceptance Procedures
 1. Every Potential New Member must attend the events that they are assigned during Membership Recruitment. Special exceptions are up to the discretion of the IFC Director of Recruitment.
- E. Recruitment Counselors (Rho Chis)
 1. The Recruitment Counselors will be chosen according to the criteria set up by the IFC Director of Recruitment and his committee.
 2. Chapters will be encouraged to evaluate their own Recruitment Counselor candidates through the use of a recommendation form, completed by the chapter's Executive Board.
 - i. If a Recruitment Counselor commits a violation, he will be removed from Membership Recruitment, and his chapter may have a mediation hearing on the matter. He will not be permitted to participate in Formal Membership Recruitment events as a part of his chapter.

Section 3: Rules and Procedures for Informal Recruitment

- A. Informal Membership Recruitment Schedule
 - a. All informal recruitment events must be registered and approved by the Interfraternity Council within 24 hours of the event.
 - b. The Interfraternity Council hold the right to deny or reschedule Informal Membership Recruitment events as deemed necessary
- B. Informal Membership Recruitment Processes
 - a. All Informal Membership Processes must be conducted using only Interfraternity Council approved products, software, and services.

ARTICLE VIII: AMENDMENTS

Section I: Process

These bylaws may be amended by a simple majority vote of the IFS full member fraternities.

Section II: Method

Amendments may be proposed by the IFC or by any representative of a member or associate member fraternity.

Section III: Timeline

Proposed amendments to these by-laws shall be presented in written form at least one meeting prior to the meeting at which the vote is taken.

Adopted April 3, 1958
Revised December 1, 1964
Revised April 3, 1967
Revised April 29, 1970
Revised May 15, 1975
Revised October 16, 1980
Revised April 24, 1993
Revised May 1, 1994
Revised March 10, 1996
Revised October 16, 2002
Revised October 6, 2004
Revised August 20, 2006
Revised October 17, 2006
Revised December 09, 2009
Revised November 29, 2010
Revised November 5, 2012 B. Nelson
Revised November 4, 2013 R. Broyles
Revised April 16th, 2014 by G. Waller
Revised September 12th, 2014 by G. Waller
Revised December 1st, 2014 by G. Waller
Revised April 16th, 2015 by C. Poppe
Revised April 13th, 2016 by J. Reines
Revised November 15th, 2016 by J. Reines
Revised March 7th, 2017 by J. Kurle
Revised April 24th, 2017 by J. Kurle
Revised April 26th, 2018 by T O'Brien
Revised April 9th, 2019 by A. Proteau
Revised November 18th, 2019 by A. Proteau

APPENDIX A
North-American Interfraternity Conference

The Nine Basic Expectations for Fraternity Men:

1. I will know and understand the ideals expressed in my fraternity ritual and will strive to incorporate them in my daily life.
2. I will strive for academic achievement and practice academic integrity.
3. I will respect the dignity of all persons; therefore, I will not physically, mentally, psychologically or sexually abuse or haze any human being.
4. I will protect the health and safety of all human beings.
5. I will respect my property and the property of others; therefore, I will neither abuse nor tolerate the abuse of property.
6. I will meet my financial obligations in a timely manner.
7. I will neither use nor support the use of illegal drugs or alcohol.
8. I acknowledge that a clean and attractive environment is essential to both physical and mental health; therefore, I will do all in my power to see that the chapter property is properly cleaned and maintained.
9. I will challenge all my fraternity members to abide by these fraternal expectations and will confront those who violate them.

APPENDIX B

Hazing

Section I: Initiation and Hazing

The definition of hazing is adhered to by the North-American Interfraternity Conference as well as all local, state and federal laws. Chapters must abstain themselves of all practices, policies and rituals which sponsor, promote or encourage the interference or disruption of the normal routine of students for meals, sleep, studying and class attendance. This is considered hazing.

A. Definition of Hazing

1. Hazing shall be defined as any action taken, voluntarily or involuntarily or situation created intentionally, whether on or off fraternity premises to produce mental or physical discomfort, embarrassment, harassment or ridicule. Such activities and situations include but are not limited to: paddling in any form; creations of excessive fatigue; physical and psychological shocks; quests, treasure hunts, scavenger hunts, road trips or any other such activities carried on outside the confines of your house; wearing publicly, apparel which is conspicuous and not normally in good taste; engaging in public stunts and buffoonery; morally degrading and humiliating games and activities; and any other activities which are not consistent with fraternal law, ritual or policy or the regulations and policies of Washington State University. Actions, required or not, which violate federal, state or local law will also be considered hazing (State of Washington, Substitute Senate Bill #5075).

B. Examples of Hazing - Hazing shall include, but not be limited to, forcing, requiring or expecting new members, associate members, potential members or initiated members to participate in any of the following activities:

- i. Drinking alcohol or any other substance.
- ii. Using any drug, narcotic or controlled substance.
- iii. Eating foods that a reasonable person would not eat.
- iv. Branding.
- v. Permitting less than six (6) continuous hours of uninterrupted sleep per night.
- vi. Nudity at any time.
- vii. Conducting activities that do not allow for adequate time for study.
- viii. Subjecting a person or group to verbal harassment.
- ix. The use of demeaning names.
- x. Misleading new members in an effort to convince them they will not be initiated, that they will be hurt during initiation, or any other activity that would cause mental stress.
- xi. Carrying any items (shields, paddles, bricks, rocks) that serve no constructive purpose and are intended to embarrass the carrier.
- xii. Compelling a person or group to remain at a certain place or transporting a person or group anywhere without their consent (pledge sneaks, road trips).
- xiii. "Trashing" intentionally, any area for the purpose of annoying others or for having others clean the trashed area.
- xiv. Disallowing new members to talk for extended periods of time.
- xv. Having new members perform personal services or errands.
- xvi. Blindfolding and parading individuals in public areas, blindfolding and transporting in motor vehicles, or privately conducting blindfolding activities that serve no constructive purpose.
- xvii. Exposure to the elements.
- xviii. Conducting "interrogations" or any other non-constructive questioning.
- xix. House duties not shared by initiated members.
- xx. Putting new members in a room which is uncomfortable.
- xxi. New members being expected to do anything exclusively "for the fun or entertainment of the members."
- xxii. Requiring new members to identify themselves as new members when answering the telephone, door etc.

APPENDIX C

Values Congruence

Section I – Purpose

The Greek Community rests on an essential set of core values. These values reflect our history and ongoing development as an integral part of student life at Washington State University.

Therefore, it is the duty of our community to hold one another accountable to these values. The values of the Greek Standards Board reflect that of our community and reasonable members of society. Any chapter perceived as not exemplifying the values of our community shall be held accountable by its peers.

Section II – Values

The following are values that every chapter of our community can embrace:

- A. Intellectual Development- Chapters will develop and maintain a scholastic program for its members that will enhance their academic success and contribute to the academic mission of the university
- B. Positive Relationship: Chapters will foster brotherhood and sisterhood between all Greek organizations. Chapters will respect the dignity of people while embracing the free exchange of ideas and beliefs.
- C. Honesty: Chapters will practice fairness and straightforwardness of conduct.
- D. Integrity: Chapters will have strict adherence to organizational values and principles
- E. Understanding and Respect of Others: Chapters will recognize and acknowledge the beliefs, practices, and traditions of others.

Section III – Failure to Comply

Incidents that violate any of the above values may result in a hearing before the Greek Standards Board.

APPENDIX D
The Greek Standards Board Constitution and Bylaws at Washington State University
January 2015

ARTICLE I: PURPOSE OF GREEK STANDARDS BOARD

The purpose of the Greek Standards Board (GSB) is to affirm that fraternity and sorority members are responsible enough to identify and deal with violations of Federal, State, local, University, Panhellenic and Interfraternity Council policies and standards. The GSB will make every effort to discover the truth about reported incidents, provide a fair process and encourage Greek chapters to take responsibility for their actions through education and sanctions.

ARTICLE II: GREEK STANDARDS BOARD COMPOSITION

The Greek Standards Board will be composed of members of Interfraternity and Panhellenic chapters at Washington State University. Board membership will vary, consisting of the two Chairpersons and no more than 20 Greek men and women equally divided and selected by the Chairpersons through an application and interview process. The Interfraternity Council and the Panhellenic Council will confirm the decisions made by the Chairpersons by a two-thirds joint vote and if a potential board member is not confirmed they will not be allowed to serve on the Standards Board. An advisor (herein named GSB Advisor) will be present for hearings, to help with process, take notes, and answer questions. The advisor is an ex-officio member of the GSB and has no authority to make decisions or issue sanctions.

Section I: Criteria for Board Membership

Each Board member must:

- A. Be in good standing at Washington State University.
- B. Be in good standing with his or her individual fraternity or sorority.
- C. Have a minimum cumulative GPA of 3.00.
- D. Must be of at least sophomore class standing at Washington State University.
- E. No more than one member from each chapter shall serve in a Standards Board Hearing. However, more than one chapter member may be a part of the Standards Board selection pool.

Section II: Selection Process

The Board Chairpersons will conduct an application and interview process for the Greek Standards Board. An applicant must qualify through the criteria for board membership stated in Section I above. If an applicant is selected for an interview and then is chosen to be a community representative on the Greek Standards Board, then they will be confirmed by the Interfraternity and Panhellenic Councils. If an applicant is not confirmed by a joint council two-thirds vote then they will be not allowed to serve on the Greek Standards Board for the next academic year.

Section III: Term of Service

Membership on the Standards Board shall be for their academic year career. Those members wishing to serve another term must reapply for membership consideration.

Section IV: Training

Board Chairpersons and the Standards Board Advisor must train all members of the Standards Board on Board purposes, procedures, ethics, rules and regulations on an annual basis or as needed.

Section V: Vacancies

Vacancies created by dismissal or withdrawal will be filled through an application process. Every effort will be made to select a replacement in order to keep the Standards Board membership equal between fraternities and sororities.

Section VI: Removal of Members

Any member of the Standards Board is subject to immediate removal from the Board if they are believed to have compromised the integrity and confidentiality of the Board. Any Board member may also be dismissed by a two-thirds vote by the entire board if they are found to be a non-contributing member of the Board.

ARTICLE III: JURISDICTION

The Standards Board has jurisdiction over all members, chapters and colonies to enforce Panhellenic and Interfraternity policies and University rules and regulations. Instances of alleged misconduct may result in referral to the Standards Board or appropriate University body for disciplinary action under the discretion of the Board Chairpersons and the Standards Board Advisor.

ARTICLE IV: STANDARDS PROCEDURE

Section I: Reporting of Violations

An incident report shall be completed and submitted to the Greek Standards Board Chairpersons, the Standards Board Advisor, and the Director/Assistant Director of Center for Fraternity and Sorority Life, or Office of Student Standards and Accountability within 15 academic days of the alleged violation. Incident reports may be submitted by any student, chapter, Pullman or community member, and a police report, report from Residence Life, or a report from the Office of Student Standards and Accountability serves as an incident report. In the event of an alleged violation being reported by the Office of Student Standards and Accountability, Residence Life, or police, the 15 academic day deadline does not apply. Reports may be submitted anonymously.

Section II: Initial Investigation

The Standards Board Advisor(s) and the Standards Board Chairpersons will review each case to determine if the case is within the Greek Standards Board's jurisdiction. After initial review by Board Advisor(s) and Chairpersons the standard required in a Standards Board hearing will be "preponderance of evidence" (i.e., answer the question, "Is it more believable than not that the situation or incident occurred?"). The Standards Board Chairpersons along with the Standards Board Advisor will determine who is responsible for the accusations described in the case. There will be three areas in which responsibility will be determined, Chapter responsibility, individual responsibility as well as joint responsibility. These are described in Section III below.

If a preponderance of evidence is determined:

- A. The president of the accused fraternity or sorority will be given formal notification of the charges in writing. Included in the notification will be a set time and date for a Greek Standards Board Hearing.
- B. The Greek Standards Board will hear judicial cases that involve both men's fraternities and women's sororities on the Washington State University campus. In cases where multiple fraternities and sororities are involved, the Greek Standards Board will hear the cases jointly.
- C. The Greek Standards Board Chairpersons have the authority to determine whether a Preliminary Meeting will take place to clarify facts or details regarding the Incident Report Form. Following the Preliminary Meeting, the Chairpersons will decide if the full Greek Standards Board hearing is necessary.

Section III: Determining Responsibility

- A. The Standards Board Chairpersons and the Standards Board Advisor will determine preliminary responsibility before the hearing. Based on the facts presented in the incident report form as well as facts discovered through investigation will be determined in deciding preliminary responsibility. The types of responsibility are as follows:
 1. Chapter Responsibility: If Chapter Responsibility is determined by the Standards Board

Chairpersons and the Standards Board Advisor then representatives of the Chapter will be called into a Greek Standards Board hearing. Types of Chapter Responsibility can include but are not limited to:

- i. Events scheduled and announced by the Chapter.
 - ii. Events unscheduled or announced by the Chapter, in which members of the Chapter members participate in. The standard of evaluation will be based of what the Chapters National Organization defines as an event.
 - iii. Acts committed by the Chapter that are determined to be in violation of University Policy, against agreed upon community standards, or are in general distaste as determined by the Rational Person standard.
 - iv. Acts committed by the Chapter that are of general distaste toward other members of the Greek Community as determined by Rational Person Standard.
 - v. Acts committed by the Chapter that defame the community, other Chapters, or the University as a whole as determined by the Rational Person standard.
- B. Individual Responsibility: If Individual Responsibility is determined by the Standards Board Chairpersons and the Standards Board Advisor then representatives of the Chapter will be called into a Greek Standards Board hearing. If the accusations of an individual Chapter member are perceived to be an egregious violation of University Policy then the individual will be referred to the Office of Student Standards and Accountability. If a referral is determined to be unnecessary then representatives and the accused individual member will be called into a Greek Standards Board hearing.
- C. Joint Responsibility: If Joint Responsibility is determined by the Standards Board Chairpersons and the Standards Board Advisor then representatives of both accused Chapters will be called into a Greek Standards Board hearing. Types of joint responsibility can include but are not limited to:
1. Events scheduled and announced by the Chapter's.
 2. Events unscheduled or announced by the Chapter's, in which members of the Chapter's members participate in. The standard of evaluation will be based on what the Chapter's National Organization defines as an event.
 3. Acts committed by the Chapter's that are determined to be in violation of University Policy, against agreed upon community standards, or are in general distaste as determined by the Rational Person standard.
 4. Acts committed by the Chapter's that are of general distaste toward other members of the Greek Community as determined by Rational Person Standard.
 5. Acts committed by the Chapter's that defame the community, other Chapters, or the University as a whole as determined by the Rational Person standard.

Section IV: Hearing Procedure

A. Before the Hearing

1. The Chairpersons will notify the accused party with a copy of the narrative pages of the incident report, the charges faced, as well as the date and time of the hearing within 10 academic days of the incident report form being submitted.
2. The Chairpersons will notify the accused party's alumni board with a copy of the narrative pages of the incident report, the charges faced, as well as the date and time of the hearing within 10 academic days of the incident report form being submitted.
3. The Chairpersons will notify the accused party's international organization with a copy of the narrative pages of the incident report, the charges faced, as well as the date and time of the hearing within 10 academic days of the incident report form being submitted.
4. The Chairpersons will notify the accused party's live in advisor with a copy of the narrative pages of the incident report, the charges faced, as well as the date and time of the hearing within 10 academic days of the incident report form being submitted.
5. Once the accused party is notified of the charge, a hearing must take place within 20 academic days and no earlier than 3 academic days prior to the hearing date.
6. The Chairpersons will answer any questions the referred individual/chapter may have

regarding the case or case proceedings.

7. Standards Board members who are associated with a chapter involved in a hearing may not hear the case. If both Chairs must exclude themselves, then the Greek Standards Board Advisor will appoint a male and female Board member as to temporary Chairpersons.

B. During the Hearing

The Chair Persons will facilitate the hearing in accordance with the following procedures:

1. All hearings will be coed. Fraternity infractions will be heard by at least three men and at least two women; sorority infractions will be heard by at least three women and at least two men. The Greek Standards Board Advisor will be present along with the Chairpersons. In the event that the accused chapter is a member of the National Panhellenic Conference, others may be allowed to attend in accordance with the National Panhellenic Conference; Unanimous Agreements; College Panhellenic Judicial Procedures.
2. All GSB members, the GSB Advisor, and the chapter representatives will sign a confidentiality agreement indicating no discussion in the hearing will be shared with any persons outside of the hearing.
 - i. Chapters wishing to share the information with their membership to explain the nature of the sanctions, or clarify why the organization was called to a hearing to prevent it in the future may do so in a formal chapter meeting setting. Chapter representatives are encouraged to share the same information with their chapter advisors.
3. At the beginning of the hearing, the incident report will be read by the Chairpersons. The person reporting the incident and the accused party will be given an opportunity to speak, but is not required to be present at the hearing.
4. Witnesses for the person(s) reporting the incident and the accused party may add pertinent information to the hearing when appropriate or when asked to do so by Chairpersons. They may not ask questions, unless it is to clarify those of the Chairpersons.
5. The number of witnesses permitted at the hearing will be limited to three per involved chapter. Outside advisors are encouraged to attend but are unable to speak, unless called as a witness.
6. At any time, the Chairpersons may limit the number of individuals present at an open hearing to maintain the order of the hearing.
7. When the Greek Standards Board has no further questions the Chairpersons will close the discussion. At this time, the person reporting the incident and the accused party will each be given the opportunity to give a final statement. Afterward, the accused party and the person reporting the incident will be dismissed. The Board will then deliberate in closed sessions to determine the responsibility of the accused party. If the Board does not feel that enough information was obtained before deliberation, the accused party involved may be asked to return for further questioning.
8. Decisions made by the Greek Standards Board will be valid if quorums of Board members are present, unless otherwise agreed upon by the accused party before the start of the hearing.
9. In the case of a tie, the Chairpersons will vote as one.

C. After the Hearing

If the accused party is found responsible and sanctioned by the Standards Board then the accused party will be contacted within three business days.

ARTICLE V: SANCTIONS

The Standards Board's sanctions are intended to be educational in nature, so each decision will have a specific purpose. Sanctions must correspond to the nature and seriousness of the offense for all infractions. Chairpersons and/or Board members should take into consideration the accused party's level of violation, current status with the University, Center for Fraternity and Sorority Life and the party's National Headquarters, and previous records.

Section I: Sanction Structure

- A. Sanctions will be tiered based off of the frequency that a chapter is called to Greek Standards Board. If a chapter is continually found responsible for what they are called into Greek Standards Board for, then punishment will gradually increase.
- B. Sanctions are to be primarily served as educational in nature. The Greek Standards Board should be focused on the education of Fraternities referred, not the punishment.
- C. The sanctions given by the Greek Standards Board should always be relevant to the events that have taken place.

Section II: Sanction Process

If a judicial hearing takes place then a chapter will have the opportunity to admit responsibility for the charges or choose to plead not responsible to the given charges. If the accused chapter admits responsibility for the violation, they may go straight into the sanction process, as the chapter is accepting responsibility for the alleged incident. The Greek Standards Board members and representative(s) from the accused party will mediate proper disciplinary actions. If the chapter chooses to plead not responsible for the charges then if found responsible will be sanctioned by the Greek Standards Board.

Section III: Types of Sanctioning Methods

The Greek Standards board will have three methods for sanctioning a responsible chapter.

- A. Mediation: Mediation will be used if a chapter pleads responsible at the beginning of the judicial hearing. At that point the accused chapter as well as the Greek Standards board can mediate a fair sanction.
- B. Arbitration: If the accused chapter and the Greek Standards Board cannot effectively mediate a fair sanction then arbitration will begin. For Fraternity arbitration, the Assistant Director of Sororities will arbitrate the fair punishment in order to keep the arbitrator neutral.
- C. Judicial Hearing: If a judicial hearing takes place it is due to a chapter pleading not responsible to the charges presented. If after the hearing the chapter is found responsible, the Greek Standards Board will fairly sanction the chapter. If the chapter disagrees with the sanction they may appeal to the Greek Standards Board Chairpersons.

Section IV: Notification of all Appropriate Parties

- A. After sanctions have been determined, Board Chairpersons shall notify the chapter, the chapter's alumni board, the chapter's international headquarters, as well as an email sent to each individual chapter member via their university issued email account. The chapter is also required to write a letter of explanation to their National Headquarters and a letter of apology to the group(s) affected by the incident (if necessary). Details regarding the current sanctions will be posted online on the Interfraternity Council website until the terms have been completed, after which they will be removed.
- B. Per the Relationship Agreement, chapters have 30 days to notify their inter/national headquarters if found responsible for the violations, regardless of whether sanctions were issued.

Section V: Possible Sanctions

- A. Status of the Chapter
 1. Recommendation that the chapter be placed on University probation. This would include specific requirements that a chapter would be expected to complete during the period of probation and in the stipulation that any subsequent violations during the period of

probation could result in a request for withdrawal of the group's Interfraternity/Panhellenic recognition.

- B. Revocation of Privileges
 - 1. Chapter ineligible to receive campus recognition and awards.
 - 2. Revocation of social privileges for a specified amount of time. Social privileges are defined in the Fraternity Organization Agreement and other Washington State University policy and procedure documents. Groups that have had their social privileges revoked must consult the Standards Board Chairpersons in the beginning stages before planning any event (i.e. a potential philanthropy event).
 - 3. Suspension of an entire chapter from intramural participation for a specific period of time.
- C. Educational Programs
 - 1. The Chapter (or groups of Chapter members) could be required to organize and present an applicable education program for the Greek community.
 - 2. Mandatory attendance at educational sessions, seminars and classes related to the incident.
- D. Monetary Fines
 - 1. Monetary fines. *If the chapter is a member of the National Panhellenic Conference, monetary fines shall be acceptable only for measurable recruitment infractions (i.e. late invitations, late events, etc.). Amount shall be stated in membership recruitment rules.*
 - 2. Financial restitution for damages caused.
- E. Community Service
 - 1. Service hours for an entire chapter.
 - 2. Service related to the Standards Board violation.
- F. Combination of Above
 - 1. The appropriate sanction and possible sanctions are not limited to the listed possibilities.

Section VI: Failure to Comply and Sanction Follow-Up

- A. Failure to comply with the sanctions set forth by the Greek Standards Board (GSB) will automatically result in a second hearing with the Board.
- B. All communication regarding the hearing process, including questions about sanctions, must be handled through the GSB Chairpersons.
- C. A follow-up meeting with the accused party and GSB Chairpersons must be no earlier than 30 days after the hearing and no later than 60 days to assure sanction compliance.

ARTICLE VI: APPEALS

All appeals must be written and rendered within five academic days of notification of the outcome of the hearing. The Standards Board Advisor(s) and Chairpersons will review written appeals. Appeals will be granted if one of the following three criteria is met.

Section I: Criteria for Appeals

- A. Violation of the outlined process.
- B. Emergence of new evidence.
- C. Bias of board members.
- D. Sanctions seem too severe given the violation.

Section II: Appeal Procedure

- A. If an appeal is granted, a closed review of the case will be conducted by the Board Chairpersons, the Greek Standards Board Advisor, and at least two current GSB members who were not present at the original GSB hearing. The Chairpersons will have 15 academic days to notify the chapter of the status of the appeal. If the accused party is found responsible after the hearing and sanctioned with new, updated, or the former sanctions, they will be contacted within three business days.

ARTICLE VII: AMENDMENTS

The Standards Board Constitution is subject to the amendment procedures stated in either the Interfraternity or Panhellenic Constitutions and is an addition to those documents.

APPENDIX E
Fraternity Philanthropy Competition Policy

ARTICLE I: INFORMATION

- A. The Interfraternity Council Director of Service and Philanthropy and the Panhellenic Vice President of Scholarship and Service shall open Philanthropy registration on Monday of dead week for the following semester. All philanthropy events must be registered within two weeks of the beginning of each semester.
- B. A detailed schedule of events including the activities, timeline, organization for which the proceeds are being given, etc. shall be submitted for approval at the time of registration. After approval, a member of Panhellenic or the Interfraternity Council will contact each chapter as to whether an event has been approved by the councils. If a chapter chooses to participate without approval, they will be in violation of this policy and will be referred to the Greek Standards Board. Each chapter will receive access to the philanthropy calendar.
- C. The host chapter shall notify eligible chapters by 5 pm on the Monday two weeks prior to the competition. At this time, the approved schedule will be given to the chapter President, social or philanthropy chairmen.
- D. The competition shall not exceed a total of three (3) days and two (2) nights. Events scheduled on weekdays shall go on during five (5) hour blocks of time. Weekend schedules can include the hours of 8 AM to 7 PM.
- E. There can be no more than two (2) philanthropies per day. No events can be scheduled during Greek Week, Homecoming week, dead week or finals week.
- F. There cannot be two similar philanthropies at the same time. Similar philanthropy competitions are those that draw from the same pool of participants as an already scheduled philanthropy event, and would therefore take participation away from the already scheduled philanthropy event.
- G. The minimum number of participants will be five (5), and the maximum number of participants in any competition will be 15. Competitions must be open to all members and new members. An unlimited number of observers may be present.
- H. Exceptions can only be granted by the Interfraternity Council Director of Service and Philanthropy (for men's fraternity competitions) and the Panhellenic Vice President of Scholarship and Service (for women's fraternity and women's sorority competitions).
- I. The host chapter will provide evidence of the money raised from the philanthropy being given to the philanthropy benefactor. This evidence will be provided to the Director of Service and Philanthropy of the Interfraternity Council.

ARTICLE II: RULES AND GUIDELINES

Section I: Participation

- A. Contestants/Team Members (as a team) shall only be on the host chapter's premises during scheduled event times. Scheduled event times are those times that are included on the detailed schedule given to Panhellenic/Interfraternity Council in which all of the contestants are invited and present. Contestants may not return to the host chapter until the following day with the exception of serenades.
- B. There shall be a \$60.00 per chapter fee cap on any competition or philanthropy in which any fraternity or sorority is asked to participate. Entry fee checks or T-shirts checks may only be written to the charity or vendor, NEVER a fraternity or sorority. Tasteless or inappropriate messages on T-shirts will not be allowed.
- C. At the beginning of each semester, chapters must turn in a philanthropy release form. If they fail to do so and they host or participate in a philanthropy event they will be sent to standards.

Section II: Events

- A. The host chapter shall not schedule events that will cause a team to spend money, or provide teams

- with money for activities such as fixing dinner, desserts, etc.
- B. No inappropriate or degrading props or materials may be used in the activities scheduled by the host chapter (i.e. Jell-O, mud, or food items). Other props and additional materials can only be used by the teams during skits. No inappropriate or degrading props, materials, or clothing may be worn or used by the participants. Inappropriate or degrading materials, props, and clothing will be defined in a list prepared by the Panhellenic Executive Council and/or Interfraternity Council and distributed to chapters at the beginning of each semester. If further interpretation is needed the Greek Standards Board has the authority to interpret what is inappropriate and degrading.
 - C. Competitions shall be fun and positive, and activities shall not single out or embarrass any contestants. No demeaning activities (by hosts or participants) shall be allowed. Slandering of other chapters will not be allowed. Negative activities shall be considered hazing. Greek Standards Board has the authority to interpret what is demeaning and negative.
 - D. Alcohol shall never be involved in any activity during the time in which the competition is being held. Contestants shall not purchase or provide alcohol for the host chapter or any of its members, nor shall the host chapter use corporate or personal funds for purchase of any alcohol for their chapter or the contestants.
 - E. In the case of any sporting activity as a competition event, a First Aid Kit and a certified First Aid person must be present at all times.

Section III: Gifts

- A. Competitors shall not give gifts of any sort to the host chapter or any of its members or new members, other than posters or banners (i.e. no food, alcohol, mini-posters, flowers, etc.). All advertising, fliers, team posters, etc. will only be posted and delivered according to university policy and with the necessary approval.
- B. Posters and/or banners may not be brought to the host chapter until the starting date of the competition.

Section IV: Chapter Participation

- A. Chapter serenades and other events of that sort are only allowed prior to midnight.
- B. No social functions shall be held by the host chapter the day(s) of the philanthropy.
- C. In the case of All-Greek Philanthropies, social functions may be held the day of the philanthropy, only after the time in which the philanthropy ends.
- D. All-Greek Philanthropies are defined as a philanthropy event which is hosted by the Interfraternity and/or Panhellenic Councils. This does not include Greek Week.
- E. Unrecognized chapters shall not compete under national organization name in a recognized chapter's philanthropy. Recognized chapters shall not participate in unrecognized chapter's philanthropy.

ARTICLE III: FAILURE TO COMPLY WITH THE PHILANTHROPY POLICY

- A. A report must be filed to the Interfraternity Council, Panhellenic Council or Center for Fraternity and Sorority Life in a timely manner from when the violation is known.
- B. Non-compliance with this policy may result in the suspension of the competition or the removal of competitors. The Interfraternity Council and/or Panhellenic Executive Council has the authority to suspend all competition in the event they believe a competition violates any of these policies.
- C. If a chapter is found responsible for violating this policy twice in any semester, possible sanctions may include but are not limited to restricted participation in philanthropy competitions for the following semester or academic year.

APPENDIX F
Community Service Bylaws

ARTICLE I. Purpose

The Greek Councils and the Center for Fraternity and Sorority Life at Washington State University believe that community service for undergraduate fraternity and sorority members enhances their college experience outside of the classroom. On top of pre-approved community service opportunities organized by the chapter and/or individual members, the Council's, CFSL, and Center of Civic Engagement provide service opportunities that benefit the surrounding areas of the University and provides both fraternity men and sorority women the opportunity to be active local and global citizens.

ARTICLE II. Requirements

- A. Chapters that meet one of the following requirements will have satisfied the community service requirements and will not be subject to penalties outlined in Article IV, Appendix H.
1. Sixty percent (60%) of each chapter of the Interfraternity Senate are required to complete eight hours of community service.
 2. Average hours per member of the chapter meets or exceeds 10 hours per member.
 3. In order for service opportunities to be recorded by the CCE and hours to count towards a chapter's final report, the community partner or event must be pre- approved with the CCE.

ARTICLE III. Chapters who meet requirements

- A. Chapters that fulfill a minimum of one of the requirements outlined in Article II, Appendix H will be eligible to receive the following incentives.
1. A letter written to the chapters National Headquarters about your excellence in community service.

ARTICLE IV. Chapters who do not meet requirements

- A. Chapters who do not meet requirements outlined in Article II, Appendix H will be subject to the following penalties.
1. Community Service Plan 1: 55-40% of the chapter complete their service hours
 - i. The chapter's community service chairman shall meet with the Director of Service and Philanthropy within the first two weeks of the semester to discuss community service hours and create a goal for the mid-term report and final report. Two weeks following the initial meeting, the chapter must submit a written community service plan that includes:
 - a. Community service chair, president, and vice-president's name and phone number.
 - b. Date, time, and location of three planned community service events.
 - c. Any bylaw from the chapter or chapter's international/national headquarters that pertains to community service.
 - d. Any other information that the community service chairman feels is valuable to the success of his chapter.
 - ii. Failure to complete any portion of this subsection shall result in supervised probation as outlined in Appendix K until completion of this subsection.
 2. Community Service Plan 2: 39-25% of the chapter complete their service hours
 - i. The chapter's community service chairman shall meet with the Director of Service and Philanthropy within the first two weeks of the semester to discuss community service hours and create a goal for the mid-term report and final report. Two weeks following the initial meeting, the chapter must submit a written community service

- plan that includes:
- a. Community service chair, president, and vice-president's name and phone number.
 - b. Date, time, and location of four planned community service events.
 - c. Any bylaw from the chapter or chapter's international/national headquarters that pertains to community service.
 - d. Any other information that the community service chairman feels is valuable to the success of his chapter.
- ii. Failure to complete any portion of this subsection shall result in supervised probation as outlined in Appendix K until completion of this subsection.
3. Community Service Plan 3: 24% or less of the chapter complete their service hours
- i. The chapter's community service chairman shall meet with the Director of Service and Philanthropy within the first two weeks of the semester to discuss community service hours and create a goal for the mid-term report and final report. Two weeks following the initial meeting, the chapter must submit a written community service plan that includes:
 - a. Community service chair, president, and vice-president's name and phone number.
 - b. Date, time, and location of five planned community service events.
 - c. Any bylaw from the chapter or chapter's international/national headquarters that pertains to community service.
 - d. Any other information that the community service chairman feels is valuable to the success of his chapter.
 - ii. Chapters on this tier will fall into supervised probation as outlined in Appendix K.

APPENDIX G Greek Educational Events

ARTICLE I. Purpose

The Greek Councils and The Center for Fraternity and Sorority Life at Washington State University (WSU) believe that educational programming for undergraduate fraternity and sorority members enhances their college experience outside the classroom. The programming provided at WSU highlights the more critical topics that influence fraternity and sorority life and informs men and women how to react to a variety of situations in college and life.

Washington State University recommends educational programming for their fraternity and sorority students. Because fraternity men and sorority women are held to a higher standard and belong to organizations that value the holistic college experience, programming completion has become an expectation for this student body.

Each semester the list of events that will qualify for chapter programming requirements will be announced. This may be amended, and new event lists will be distributed at the Interfraternity Senate.

ARTICLE II: Mental Health First Aid

- A. Chapters may decrease their percentage completion rate for out of house programming by attending Mental Health First Aid Training
 - 1. For every member of an organization that completes the Mental Health First Aid Training will result in a 2% decrease of out of house programming completion rate percentage.
 - 2. A maximum of 5 members can attend the programming, and only 2 out of the 5 may be freshmen.

ARTICLE III. Membership Attendance Requirements

- A. All chapters are held to the following minimum standard per academic semester in order to fulfill individual fraternity and sorority programming requirements:
 - 1. 80% of the chapter membership must attend one (1) educational out of house events per semester, which is approved by the Interfraternity Council.
 - 2. An “out of house” program is defined as an educational opportunity that is open to all Greek students and the general public. The Director of Programming is responsible for creating and accepting the educational events and communicating them to chapter houses.
- B. A chapter roster is defined as the list of members included on the official chapter roster that is submitted to the Interfraternity Council and The Center for Fraternity and Sorority Life.
 - 1. New members who join a chapter during the fall semester prior to the submission of the official chapter roster must complete their programming requirements by the end of that academic semester.
 - 2. If a member is no longer part of the fraternity, it is the duty of the fraternity to let the Interfraternity Council and The Center for Fraternity and Sorority Life know within two weeks of their removal from the chapter. If a student leaves the chapter after the submission there can be a request made for a roster change by the chapter leadership.
 - 3. Members who join the chapter in the spring semester must be added to the chapter roster within two weeks of their having received a bid card. This updated roster must be provided to the Interfraternity Council and The Center for Fraternity and Sorority Life.
- C. Chapters will be required to complete two (2) additional in-house programs with an 80% chapter completion rate per semester for both in-house events.
 - 1. The chapter must complete an “in-house” that has educational value to its members. An “in house” program is a program that is not open to the public and is done either in the chapter

house, closed classroom, or an area that is seen as private for the members of the chapter. This is intended to promote more intimate conversation revolving around the culture and traditions of each individual chapter. The speaker or presenting group must be approved by the Council two weeks prior to the event and supporting documents must be completed within one week of the event. The Programming Chair for each chapter is required to meet with the Director of Programming and discuss their in-house event and the reasoning behind the in-house one week in advance.

2. The chapter must complete an in-house Membership Development event that is different than the first in-house and have a different educational message unless approved by the Director of Programming. This is intended to promote more intimate conversation revolving around the culture and traditions of each individual chapter. The speaker or presenting group must be approved by the Council and supporting documents must be completed within one week of the event. The Programming Chair for each chapter is required to meet with the Director of Programming and discuss their in-house event and the reasoning behind the in-house one-week in advance.

ARTICLE IV. Programming Availability

- A. The Panhellenic Council, Interfraternity Council, and/or United Greek Council sponsored programs will be offered throughout the year as chosen by the councils.
- B. Programs offered through Washington State University departments or student groups will fulfill programming requirements only if the program is endorsed by the Panhellenic, Interfraternity, and/or United Greek Council(s).
- C. Chapters have the ability to host any event “in-house.” It is mandatory that it be approved by the Interfraternity Council.
 - a. In order to do so they must complete the CougSync form and have it be approved by the IFC Director of Programming two weeks prior to their event.
- D. The final day to complete programming requirements is the Friday before the University- declared “Dead Week”.
- E. University departments interested in providing educational events must complete the CougSync Program Interest Form.

ARTICLE V – Learning Outcomes

There will be 5 standard categories with listed learning outcomes which will be the basis for all survey data.

ARTICLE VI – Data Collection and Verification

- A. Card Swipes will be exclusively used for the tracking of attendance at educational events. This data will be used to send members their attendance survey.
 1. Chapters choosing to complete an in-house program will be required to supply their own card-swipe or check one out from the council.
- B. Starting in 2015 all members will be required to complete the baseline educational survey to assess the knowledge base of our members. New members will be required to complete this prior to their attendance at their first educational event.
- C. Those who attend an educational event will be required to complete the outcome survey for that category. This survey will consist of demographic information and five (5) questions about the learning outcomes for the program. Those who attend will have 48 hours to complete the outcome survey.
- D. Council officers may be requested or appointed to attend an in-house event in order to help with data collection.
- E. A margin of error will be set by the IFC Director of Programming and his advisor to negate any possible errors.

ARTICLE VII – Programming Compliance

- A. Should a chapter complete their programming at the end of an academic semester, correspondence will be sent to the chapter's (Inter)National organization informing them of the chapter's success.
- B. Any chapter that is required to attend programs as part of sanctions will not be allowed to count these programs towards the requirements outlined in this appendix, unless approved by IFC.
- C. The following Arete Awards will be distributed:
 - 1. Most Creative Educational Program
 - 2. Highest Percentage of Attendance
 - 3. Most Educational Programs Completed

ARTICLE V. Noncompliance with Programming Requirements

- A. Failure to meet the outlined programming requirements will result in the following:
 - 1. Programming Tier 1
 - i. If the chapter fails to satisfy the educational requirements in an academic semester, the chapter will be required to meet with the Director of Programming to discuss the inability to complete the chapter education requirements.
 - ii. The chapter programming chair will be required to submit a plan to the Interfraternity Council of how he intends to ensure compliance the following semester.
 - 2. Programming Tier 2
 - i. If a chapter fails to meet programming requirements for three (3) consecutive semesters, in addition to Tier 2 sanctions, the chapter will be placed on supervised probation until all programming requirements are completed.
 - 3. Programming Tier 3
 - i. If a chapter fails to meet programming requirements for four consecutive semesters, the chapter will be sent to the Greek Standards Board for further sanctioning.
 - ii. The chapter will remain on supervised probation until all programming requirements are completed.
- B. A "tier" is applied for one academic semester.
- C. If a chapter is on a tier and completes all of the additional requirements, that chapter will not be on any tier the following semester.
 - 1. Each chapter will start fresh once they complete a tier, they will not be required to work backwards through the different tiers.

APPENDIX H
Academic Success and Scholarship Standards

ARTICLE I: Stated Academic Standard for Chapters and New Member Classes

- A. The Stated Academic Standard for Fraternities at Washington State University will be a **2.9 cumulative Chapter GPA** per semester.
- B. The Stated Academic Standard for New Member Classes of Fraternities at Washington State University will be a **2.7 cumulative Class GPA** per semester.
- C. Chapters that do not adhere to the Stated Academic Standards above will be placed on an Academic Plan Level.
- D. Each Academic Plan Level differs in severity and will increase with how far under the stated academic standard that a Fraternity performs.
- E. The Academic Plan Levels are stated in Appendix J, Article II of the Interfraternity Council Bylaws.
- F. Continual Failure to meet the stated Academic Standards are stated in Appendix J, Article III of the Interfraternity Council Bylaws.

ARTICLE II: Academic Scholarship Award

- A. A reward of \$1,250 will be awarded to the chapter with the greatest increase in GPA for each semester. The scholarship will come in the form of a reduction of membership dues owed to the IFC at the beginning of each school year. There will be two awards each year, one for each semester.
- B. Additional scholarships of \$1000, \$500, and \$250 will be awarded to individuals upon application and will be selected by an IFC Senate committee. Applicants will have a minimum of a 3.5 cumulative GPA and have held a position in their chapter.

ARTICLE III: Failure to meet the Stated Academic Standard

- A. Academic Plan Level 1: Chapter GPA under 2.89-2.75
 - 1. Written Plan for Scholastic Improvement
 - i. Must be submitted within two weeks of the beginning of the next semester, chapter will be placed on “supervised probation” until Scholastic Improvement plan has been submitted and approved by the CFSL, if not turned in within the established two week mark.
 - 2. Regular meetings with the Interfraternity Council Director of Scholarship
 - i. Chapters must meet with the Interfraternity Council Director of Scholarship and service at least twice per semester, in regards to the Chapter’s current academic standing. If a chapter neglects to have a monthly meeting, then they will be placed on “supervised probation” for one month’s time, until the date of the next monthly meeting.
- B. Academic Plan Level 2: 2.74-2.60
 - 1. Supervised Probation
 - i. Refer to IFC Bylaws Appendix I
 - 2. Written Plan for Scholastic Improvement
 - i. Refer to Academic Plan Level 1, Sub section 1, Sub sub section i.
 - 3. Regular meetings with the Interfraternity Council Director of Scholarship and service as well as a CFSL Staff Member
 - i. Refer to Academic Plan Level 1, Sub section 2, Sub sub section i.
 - 4. Educational Programming
 - i. A Chapter on Academic Plan Level 2 must have an in house academic success program, within one month of the following semester. If a chapter neglects to host the in house academic programming then they will be referred to the Greek Standards Board.

- C. Academic Plan Level 3: 2.59-0.
 - 1. Supervised Probation
 - i. Refer to IFC Bylaws Appendix I
 - ii. Chapter will lose its ability to host or openly participate in Greek Sponsored Philanthropic events as stipulated in the Interfraternity Council Bylaws.
 - 2. Written Plan for Scholastic Improvement
 - i. Refer to Academic Plan Level 1, Sub section 1, Sub sub section i.
 - 3. Regular meetings with the Interfraternity Council Director of Scholarship and service, a CFSL Staff Member, as well as the Chapters Advisor.
 - i. Refer to Academic Plan Level 1, Sub section 3, Sub sub section i.
 - 4. Educational Programming
 - i. Refer to Academic Plan Level 2, Sub section 4, Sub sub section i.
 - 5. Letter to National Organization
 - i. If a Chapter reaches Academic Plan Level 3, a letter will be sent to the Chapters National Organization notifying them of the failure to achieve the stated academic standard. They will be notified of how far below the standard the Chapter was and a recommendation that they intervene or provide the Chapter with resources to improve.

ARTICLE IV: Repeated Offenses of Non-Compliance with stated Academic Standards

- A. Three Consecutive semesters on Academic Plan Level 1:
 - 1. If a Chapter remains on Academic Plan Level 1 2.89-2.75 cumulative Chapter GPA for **three consecutive semesters** then the chapter will move up to Academic Plan Level 2 until the Chapter is compliant with the stated academic standards.
- B. Three Consecutive semesters on Academic Plan Level 2:
 - 1. If a Chapter remains on Academic Plan Level 2 2.74-2.60 cumulative Chapter GPA for **three consecutive semesters** then the chapter will move up to Academic Plan Level 3 until the Chapter is compliant with the stated academic standards.
 - 2. The Chapters National Office will be notified as stated in Section 3 of Article II Failure to meet stated academic standard.
- C. Three Consecutive semester on Academic Plan Level 3:
 - 1. The Chapters National Office will be notified as stated in Section 3 of Article II Failure to meet stated academic standard.
 - 2. The Chapter in question will also be subject to further actions taken by the University.
 - 3. Membership within the Interfraternity Senate will be brought into question.

ARTICLE V: Non-Compliance with New Member stated academic standards

- A. The stated academic standard for New Member classes is a **2.7 cumulative GPA.**
- B. If a Chapter's New Member class GPA is below a 2.7 cumulative average in a semester, then the Chapter's New Member class will be required to attend a University Sponsored academic program at the beginning of the following semester. The Chapter must schedule the program through the IFC Director of Scholarship. 100% of the New Member Class must attend the academic program.
- C. If a Chapters New Member class GPA is below a 2.7 cumulative average for both the fall and spring semesters of the academic year, then the chapter must write an academic plan that specifically refers to new members and what they will do to prevent this from happening in the future. The report will be handed into the IFC Director of Service no later than the end of the second week of the beginning of the new academic semester.
- D. If a Chapter does not comply with Article IV parts A or B above then they will be placed on supervised probation until the sanctions are completed.

Appendix I

Supervised Probation

Section I: Supervised Probation Definition

“Supervised probation is defined as the inability to host or participate in events / functions with other organizations where alcohol is present. This includes but is not limited to, “wet” exchanges, social functions planned in conjunction with one or more fraternities or sororities, date dashes, open-to-closes, etc. Supervised probation does not include chapter or new member meetings, brother/sisterhoods, chapter service projects, philanthropies, etc. where alcohol is not present.”

Section II: Violation of Supervised Probation

- A. If a Fraternity on supervised probation violates their supervised probation in any way the fraternity in question will be immediately referred to the Greek Standards Board.

Appendix J Public Relations

- A. All recognized chapters of IFC must have a Social Media/Public Relations Policy
 - a. A template policy is available from the Greek Council Office.
- B. Each recognized chapter of IFC must submit a copy of their Social Media/Public Relations policy to the Director of Public Relations by a deadline set by the Director of Public Relations annually.
 - a. Any subsequent changes made to the chapter's Social Media/Public Relations policy requires a new copy (with highlighted changes) to be submitted to the Director of Public Relations.
- C. Chapters may be sent to GSB for violations of generally accepted public relations practices. The Director of Public Relations will use discretion and work in conjunction with the Director of Policy and Procedure when considering violations to this policy. These include but are not limited to:
 - a. Offensive posts, likes, or shares from chapter or individual member accounts on Facebook, Instagram, Twitter, Snapchat or any account that is managed by a member of a recognized Chapter of IFC
 - b. Behavioral issues at public events such as philanthropies, community service events, brotherhoods, serenades, or other events sponsored or affiliated with the Chapter.
 - c. Chapter apparel that could be considered offensive
 - d. Chapter event themes which could be considered offensive
 - e. Any activity which could be considered degrading or discriminatory in nature to any individual or group of people, based on religious association, race, sexual orientation, ability, socioeconomic status, or gender affiliation.
- D. Chapters will not at any time publicly promote anything that is outside of common decorum or that is discriminatory in nature which reflects negatively on the chapter and/or the Greek Community as a whole.
 - a. Decorum is defined as, "behavior in keeping with good taste and propriety".

Standing Rules

- 1) All chapters must abide by: State laws of Washington; Federal laws of the United States; Washington State University Interfraternity Council Social Policy and Standing Rules; NIC Health and Safety Initiative policies; (Inter)National Fraternity/Sorority Risk Management Policies and Insurance Policies; Washington State University Alcohol Policy and Applicable Washington Administrative Codes; and the Washington State University Relationship Agreement.

- 2) Health and Safety
 - a. All chapters must abide by the North American Interfraternity Conference Health and Safety policies:
 - i. Alcohol is only permitted in private living quarters of chapter facilities for residents above the legal drinking age and must be below 15% alcohol by volume (ABV); AND
 - ii. During a registered event, alcohol possession and distribution must be restricted to common spaces of a chapter facility for the duration of the event; AND
 - iii. Alcohol above 15% ABV may only be served by a licensed and insured third-party vendor (regardless of event location) at registered events; AND
 - iv. Washington State University Fraternity chapters may host or participate in no more than 45 events with alcohol; AND
 - v. Events must be limited to a guest-to-member ratio of no more than 3:1 for events with alcohol, provided that no event with alcohol may exceed X attendees (set campus standard) or fire code (whichever is lower).

- 3) Social Policy Parameters AND Definitions
 - a. Event/Function
 - i. Any activity that is planned, organized, funded or sponsored/hosted by a chapter that an observer would associate with that chapter.
 - b. Exchanges
 - i. An exchange is defined as an event hosted by one men's fraternity and one women's fraternity or women's sorority.
 - ii. Members of both chapters that wish to attend the event must also attend a risk management meeting that shall take place no later than one hour before the start of the event.
 1. The risk management team (i.e. risk management chair, social chair, standards chair, etc.) shall plan and execute these meetings. All relevant risk management information must be presented at these meetings.
 - iii. Members of both chapters that wish to attend the event must present a valid wristband or other form of identification (i.e. stamp, etc.) signifying their eligibility to attend the event. These wristbands or other forms of identification must only be given to those attending the pre-event risk management meeting.
 - iv. Both the participating fraternity and sorority will be held equally responsible for policy compliance.
 - c. Joint Functions
 - i. A joint function is defined as any fraternity hosting an event with another fraternity or fraternities.
 - ii. Members of the host chapters that wish to attend the event must also attend a risk management meeting that shall take place no later than one hour before the start of the event.
 1. The risk management team (i.e. risk management chair, social chair, standards chair, etc.) shall plan and execute these meetings. All relevant risk management information must be presented at these meetings.

- iii. Members of the host or co-hosting chapters that wish to attend the event must present a valid wristband or other form of identification (i.e. stamp, etc.) signifying their eligibility to attend the event. These wristbands or other forms of identification must only be given to those attending the pre-event risk management meeting.
 - iv. Any guest attending the party must present a valid Cougar Card or other form of valid age identification.
 - v. All participating chapters will be held equally responsible for policy compliance.
 - d. Formal
 - i. A chapter formal is defined as one fraternity/sorority member and their date dressing in formal attire and attending an organization sponsored event.
 - e. Member Class Bonding's
 - i. Events involving one-member class of a fraternity or sorority hosting an event with another member class of a fraternity or sorority.
 - f. Sponsorship/Host – A chapter is a sponsor or host if they meet any of the below criteria:
 - i. An organization that is hosting or providing event location;
 - ii. An organization that is listed on the registration form;
 - iii. An organization that contributes resources and/or funds to the event;
 - iv. An organization that announces, promotes, or participates in the event;
 - v. AND, Organizations that are on social probation are forbidden to sponsor a social event.
 - g. Co-sponsorship/Co-host – A chapter is a co-sponsor or co-host if they meet any of the below criteria:
 - i. An organization that is listed on the registration form;
 - ii. An organization that contributes resources and/or funds to the event;
 - iii. An organization that announces, promotes, or participates in the event;
 - iv. AND, Organizations that are on social probation are forbidden to co-sponsor a social event.
 - h. Risk Monitor
 - i. A member of a sponsoring or co-sponsoring organization that remains sober prior to and for the duration of the event.
 - i. Guests
 - i. A person who is not a member of the Sponsoring or Co-sponsoring chapters.
 - ii. AND, a guest must be at least 18 years of age.
 - j. Third-party vendors
 - i. A licensed establishment and/or caterer that is permitted to sell alcohol.
 - k. Other Parameters
 - i. Greek Weddings are not allowed by any circumstance. A Greek Wedding is when an organization(s) imitates a wedding by designating a bride and groom from participating organizations during an event.
 - ii. Recognized Fraternities and Sororities may not conduct any activities or events with unrecognized chapters. This includes but is not limited to social events, service events, philanthropy events, and meetings.
 - iii. If any chapter chooses to host an event where alcohol is permitted, alcoholic drinks below 15% alcohol-by-volume (ABV) shall be the only types of alcohol consumed by members and approved guests of legal age.
 - iv. In accordance with state and federal law, in addition to (Inter)National Fraternity risk management policies and insurance policies, no illegal drugs of any kind may be stored or consumed on chapter property or be present at any chapter social event.

4) Event Registration

- a. All IFC Chapters will be required to register their social events. This will allow the Director of Policy and Procedure to be notified of upcoming events. This is intended to notify the

IFC of upcoming events and all events should follow the Social Event Policies mentioned herein.

- b. Any event sponsored/hosted or co-sponsored/co-hosted by an IFC affiliated fraternity in good standing (i.e. not on social probation) must follow the below guidelines:
 - i. Event registration form must be filled out by the sponsoring/host organization and MUST identify all co-sponsoring/co-hosting organizations; AND
 - ii. The form must be completed in full; AND
 - iii. The deadline to submit event registration forms is 72 hours prior to the event. This requirement can be waived on an individual basis at the discretion of the IFC Director of Policy and Procedure and must be met by the registering organization; AND
 - iv. May require additional risk management items as directed by the IFC Director of Policy and Procedure.

5) Tiered Events Criteria

- a. Tier 1 – Involving no more than 1 organization and fewer than 200 attendees.
 - i. Risk Management Requirement:
 - 1. Minimum of 1 Executive member and 6 risk monitors stationed and split between high risk areas, the entrance to the event, and roaming event venue.
- b. Tier 2 – Involving exactly two organizations and between 201 – 400 attendees.
 - i. Risk Management Requirement:
 - 1. Minimum of 1 Executive member and 6 risk monitors from the sponsoring/host organization stationed and split between high risk areas, the entrance to the event, and roaming the event venue.
 - 2. An additional 1 Executive member and 4 risk monitors from co-sponsoring/co-hosting organization stationed and split between high risk areas, the entrance to the event, and roaming the event venue.
- c. Tier 3 – Involving more than two organizations and 401+ attendees.
 - i. Risk Management Requirement:
 - 1. Minimum of 2 Executive members and 8 risk monitors from the sponsoring/host organization stationed and split between high risk areas, the entrance to the event, and roaming the event venue.
 - 2. An additional 1 Executive member and 5 risk monitors from each co-sponsoring/co-hosting organization stationed and split between high risk areas, the entrance to the event, and roaming the event venue.
 - 3. Third party Security may be required. The need for Third Party Security will be at the discretion of the IFC Director of Policy and Procedure.

6) Requirements for all Social Events:

- a. Chapters are required to register all social events at least 72 hours prior to the start time of the event occurring, thereby allowing the IFC Director of Policy and Procedure adequate time to review for policy and theme compliance, unless waived at the discretion of the IFC Director of Policy and Procedure; AND
- b. All social events must follow social policy parameters and procedures as outlined in these bylaws including
 - i. Having a documented risk management plan, submitted with the event registration.
 - ii. Having a pre-event risk meeting with all attending members and guests for the event no later than 1 hour prior to the start of the event.
 - iii. Having a pre-event team meeting between risk monitors of every participating organization; AND
- c. Risk management allocation must meet the requirements as discussed in Section 4: Tiered Events Criteria; AND

- d. There must be only one entrance and exit for the duration of the event; AND
 - e. All participating organizations must supply bottled water relative to expected guest attendance; AND
 - f. All participating organizations must supply snacks relative to expected guest attendance; AND
 - g. The contact information of the executive risk member for EACH organization will be given to all risk monitors responsible for the event; AND
 - h. All areas of the house have proper lighting as to avoid tripping hazards; AND
 - i. All guests and members must remain in the designated common spaces of the event and all rooms not pertinent to the event must be locked and unoccupied until the conclusion of the event, excluding the current tenant of the room; AND
 - j. Cougar Cards or a valid form of Identification must be presented at the entrance, to risk monitors, for entrance into the event; AND
 - k. Wristbands or distinct form of identification (i.e. stamp) differentiating different organizations from each other and from guests are required; AND
 - l. Wristbands or distinct form of identification (i.e. stamp) differentiating individuals of legal drinking age from those below the legal drinking age are required; AND
 - m. Alcohol that is below 15% ABV is only permitted in common spaces of the registered event location for the duration of the event; AND
 - n. Alcohol above 15% ABV shall only be served by a licensed and insured third-party vendor at registered events; AND
 - o. Any further policies administered by the IFC and at the discretion of the IFC Director of Policy and Procedure.
- 7) Each fraternity chapter will be responsible for creating and submitting a baseline risk management plan, which will describe the operations of the chapter during a social event (i.e. sober brothers, etc.), by the end of the first month of the fall semester. This plan will be subject to change by the chapter depending on the needs of each event but will serve as a baseline for the Interfraternity Council to hold each chapter accountable to as well as an opportunity to improve risk management among individual chapters and the community as a whole.
- a. Baseline risk management plans should follow the Universal Risk Management Plan that was created by the Risk Management Plan Committee. Each chapter should have their own specific risk management plan that corresponds to the specifics of their event.
- 8) Compliance with these parameters and procedures
- a. Any chapter or chapters found in violation of any of these social policy parameters and procedures shall be subject to the Greek Standards Board.
 - b. For information regarding the processes of the Greek Standards Board, please refer to Appendix D of the Interfraternity Council Bylaws.