



IFC Development Initiative
January 12, 2020

Dear member of the IFC Community,

In response to the recent events within our community, it has become increasingly clear to the Council and individual chapter leadership that the Greek community at Washington State must change. The following IFC Development Initiative serves as an initial step forward, but by no means is a finalized solution.

A mourning period for the community at large following the death of Sam Martinez – a valued brother in the greater Greek community – was essential for the healing of those who knew him well. And in an effort to prevent any similar future tragedy, leadership within our Greek community is taking ownership of our actions through collaborative efforts.

The Implementation of the IFC Development Initiative is a necessary step forward; not solely sufficient on its own. The Council wants to make it clear; significantly more steps will be taken on top of the following.

Aaron Fandel, IFC President

Andrew Thomas, IFC Public Relations
ifc.pr@wsu.edu

1. Membership Behavior Assessment

- a. In addition to a grade release form, chapters will be provided a conduct release form, pending individual approval, allowing chapter leadership to view their members conduct records. This will allow chapters to further assess their membership based on academic and behavioral performance.
 - i. This includes police interactions.
- b. Chapters will be provided metrics on police interactions within their chapter.
 - i. Identification of individual members will not be provided.



2. New Member Education

- a. IFC chapters may conduct recruitment but after receiving a bid, no IFC chapter may conduct new member activities until the following requirements are met:
 - i. Before IFC chapters resume new member activities, the New Member Educator must meet with the IFC Executive Vice President and provide an outline of all new member education activities for the remainder of the semester; AND
 - ii. The New Member Educator must attend Greek Leadership Camp held January 24th – 26th 2020.
- b. All IFC chapters must send every new member intended to initiate in spring 2020, as well as the New member Educator, to a new member program held by IFC. At the completion of this program the chapter will be eligible to start their new member education and will have eight weeks to conclude their new member process.
 - i. The dates of the new member program will be February 9th, February 16th, and February 23rd. The Program will be held in CUE 203 at 5 PM.

3. Big-Little

- a. No Big-Little events can have any alcohol (i.e. they must be dry events) and they must follow all IFC/NIC policies and bylaws and all State, Local and Federal laws. All Big-Little and brotherhood events must be registered one week prior to the event.

4. Chapter Advisors

- a. By the end of spring semester 2020, each chapter must have a chapter advisor or representative alumni come to a conference with the Center for Fraternity and Sorority Life and the Interfraternity Council.
 - i. This conference may be held consecutively with FAB 5.
 - ii. This conference will be to update chapter advisors and hold open discussion about community problems to allow advisors help.
 - iii. Chapter advisors or representative alumni may video conference in if travel to pullman is undoable.



5. Legislative Lobbying Committee

- a. IFC will create a committee dedicated to lobbying the Washington State Legislature on laws pertaining to hazing, furnishing alcohol, and other items that affect the Greek community at Washington State University.

6. Alcohol/Risk Education

- a. Each chapter will be **REQUIRED** to host an in-house risk management and alcohol education programming with a speaker, approved by the Interfraternity Council and must:
 - i. Provide proof of attendance through Photo evidence; AND
 - ii. Completion of a follow up survey pertaining to the in-house program curriculum.
 1. 80% of chapter membership must complete the survey to receive credit for this requirement.
- b. All educational requirements must be met by each IFC chapter no later than February 16th, 2020; AND
- c. Failure to meet either requirement under “Alcohol/Risk Education” will result in an interim social suspension until above requirements have been met.

7. Washington State University Greek Community Contingency Plan

- a. Before January 27th, the IFC will host a presidents meeting.
 - i. The purpose of this meeting will be to identify a tangible, effective change in the Greek community before coming off social suspension.
 - ii. IFC wants to ensure the community is able to illustrate their interest in creating positive change and is willing to accept responsibility for the community’s actions.
 - iii. Once the community displays sufficient understanding and acceptance of positive change, all IFC chapters will be taken off social suspension.



8. Policy Violations

- a. Any chapter or individual in violation of possessing or consuming alcoholic drinks above 15% alcohol-by-volume (ABV), will result in immediate referral to the Greek Standards Board of either the chapter or the individual.
- b. Sanctions
 - i. If a chapter is found responsible for possession or consumption of alcohol above 15% ABV at any chapter sponsored or associated event, the chapter will receive a sanction of no less than eight weeks of social probation.
 1. After the Second violation of this policy, the responsible chapter will be subject to a 14-week social suspension.
 - a. These sanctions do not run concurrently.
 2. After the Third violation of this policy, the responsible chapter will be subject to removal, pending senate approval.
 - ii. If an individual is found responsible for possession or consumption of alcohol above 15% ABV at any chapter sponsored or associated event, the individual will be referred to the local chapter and the national headquarters for immediate expulsion.
 1. If the chapter has taken punitive actions against the member, AND the Greek Standards Board is satisfied with the reported actions, then the chapter will not be found responsible and will receive no sanction by the Greek Standards Board.
 2. If the chapter has failed to hold the individual member accountable by the standards set in our community, then the chapter will be referred to the Greek Standards Board and will receive a sanction of no less than eight weeks of social probation.
 - iii. The Greek Standards Board may not impose sanctions less than those prescribed in this action plan but may impose sanctions greater than, or in addition to, those identified in this action plan.
 1. Refer to "Possible Sanctions"



9. Social Suspension

- a. Interfraternity Council, in partnership with the Panhellenic council, have extended the suspension of social events permitting alcohol until January 27th with the completion of the following requirements:
 - i. Each chapter is **REQUIRED** to RSVP and send their President, Risk Manager, and New Member Educator to Greek Leadership Camp held January 24th – 26th 2020; AND
 1. If a chapter has a documented excuse for not sending the above three executive officers, the chapter may request to send replacements. The replacements must be approved by the IFC President.
 2. Greek Leadership Camp will consist of Greek life consultants from the NIC, NPC, and other Greek national organizations. This time will be used to develop future policy, actions, and behaviors of and for the Greek community.
 - ii. Each chapter Risk Manager must provide a written risk management plan demonstrating their understanding of all IFC, (Inter)National, NIC, State, Local, and Federal laws, regulations and policies. All expectations and requirements not specifically stated herein will be at the discretion of the IFC Director of Policy and Procedure and it will be the responsibility of the chapter Risk Manager to understand these expectations.
- b. If any Chapter fails to meet either requirement, the chapter will be placed on an interim social probation.

###