



---

# INTERFRATERNITY CONSTITUTION & BYLAWS

---

WASHINGTON STATE UNIVERSITY



Last Updated: November 2024

# **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 the 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:
  - a) Emphasizing the imperative nature of responsibility in the role of good citizenship; and

- b) 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 ten 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:

- 1) The Interfraternity Senate (IFS)
- 2) The Interfraternity Council (IFC)
- 3) The Washington State University Relationship Agreement (RA)
- 4) The Washington State University Approved Housing (UAH)
- 5) The North American Interfraternity Conference (NIC)
- 6) The National Pan-Hellenic Council (NPHC)
- 7) National Association of Latino Fraternal Organizations (NALFO)

## ARTICLE II: AUTHORITY AND RESPONSIBILITY

### Section I: Scope of Authority

- 1) The Interfraternity Senate is the officially recognized organization for communication on fraternity affairs between university administrative officials and the fraternities.
- 2) Only 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.
- 3) 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.
- 4) The Interfraternity Council reserves the right to establish policy on a temporary or emergency basis if it does not 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 for the policy to permanently be part of the Interfraternity Senate Constitution.

### Section II: Responsibility

- 1) The Interfraternity Senate

- a) The Interfraternity Senate is responsible for establishing, promoting, and maintaining high standards of conduct and performance through its Interfraternity activities program. 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.
- 2) The Interfraternity Council
  - a) The duties of the IFC are:
    - b) To act on behalf of the Senate between meetings and in emergencies.
    - c) To serve as a steering committee in planning Senate participation.
    - d) To act as a coordinator with the Panhellenic Council and in turn the sororities at Washington State University.
    - e) 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

Membership into the IFS requires a two-thirds majority vote by the IFS. 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 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 IFS but are not recognized as a voting chapter in the IFS.

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

- 1) Each fraternity shall be represented by an Interfraternity Senator, who is appointed or elected by the Fraternity.
  - a. Constituent chapters may assign the duties of Senate Delegate to one of their existing executive and elected positions OR constituent chapters may

create and elect a position solely designated as their Interfraternity Senate delegate

2) Each full member fraternity shall have one vote in the Senate.

### 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 necessary for the success of IFS chapters. Therefore, no chapter may be granted full or associate membership in the Interfraternity Council 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.

- 1) A fraternity may be eligible for associate membership upon completing the following requirements:
  - a) The chapter submits a constitution approved by the IFC
  - b) 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.
  - c) The chapter's (inter)national organization submits a letter to the IFC expressing their support of the local chapter and their efforts toward recognition.
  - d) The chapter officers and members agree to comply with all provisions of the IFS Constitution and Bylaws.
  - e) The chapter submits a complete chapter roster to the Center for Fraternity and Sorority Life.
- 2) 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:
  - a) The chapter secures an advisor that meets the minimum requirements as documented by the chapter's (inter)national organization.
  - b) The chapter establishes a corporation board (or a housing board if the group rents or owns a facility).
  - c) The chapter obtains adequate liability insurance, as outlined in the Relationship Agreement.
  - d) The chapter is financially solvent and has no outstanding debt to the IFS.

- e) 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
- f) 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.
- g) 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 IFS, 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 Councils 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 WSU Center of Community Standards 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:



- 1) Alcohol Free Housing for a minimum of one calendar year, beginning when the chapter obtains a facility.
- 2) 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.
- 3) Documentation of compliance with the WSU Relationship Agreement specifically regarding Fire/Health Safety and sprinkler requirements.
- 4) 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.

## Section IX: IFC Engagement

- 1) All IFS chapters will be required to elect or appoint the following chairman positions (or positions of similar purpose) and they must attend all required meetings as scheduled by Executives of the Interfraternity Council. Elected chairman should remain the same person through the duration of their term (constant with each chapter's election terms). The position can be a responsibility of a current chapter executive officer.
  - a) Scholarship chair, Service chair, Philanthropy chair, Diversity Equity and Inclusion chair, Recruitment chair, Public Relations chair, Programming chair, and Mental Health Chair.

## 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 IFC 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 IFS, 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 Senate 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

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

### Section III: Process for Removal

- 1) At any Interfraternity Senate Meeting, an Interfraternity Senator or Interfraternity Council Officer can motion for an Interfraternity Council officer to be removed from his position.
- 2) A motion must be called one meeting in advance of the next scheduled Interfraternity Senate meeting.
- 3) If the motion is seconded, the Interfraternity Council officer(s) motioned for removal will be voted on at the next scheduled Interfraternity Senate meeting.
- 4) To remove an Interfraternity Council officer there must be a two-thirds vote in favor of removal in a meeting that has met quorum.
- 5) If an Interfraternity Council officer is removed from his position the Interfraternity Council will organize a special election to replace the removed officer, or the president appoints a interim councilmember
  - a) Any appointment will be confirmed a majority vote in the senate.
- 6) No election will take place if an officer is removed within two months remaining of his second semester of his term.

### Section IV: Special Election Procedure:

- 1) The interfraternity council shall post the application for the vacant position(s)
  - a) The application must be posted and accessible to all members of the IFC community for a minimum of 5 regular academic calendar days.

- b) Candidates must meet the minimum requirements established in the Interfraternity Senate Bylaws.
- 2) Applications will be reviewed by an appointed special election subcommittee.
  - a) The subcommittee shall review materials and determine eligibility of candidates in line with the IFC Senate Bylaws
- 3) All Eligible candidates will be invited to interview in front of the special election subcommittee.
- 4) Following all interviews, the special elections subcommittee shall make a recommendation for appointment to the vacant position to the Executive board of the interfraternity council
  - a) In the event that candidates are determined to not meet minimum qualifications, or not able to perform the duties of the role, the special election subcommittee should provide a recommendation to re-open the application.
- 5) The Executive Board of the Interfraternity Council shall then vote to appoint the individual into office.
- 6) A passing vote is 2/3 of the existing executive council.

### Section V: Special Elections Subcommittee:

- 1) Composition and Selection:
  - a) Shall be composed of an odd number of members of the IFC Executive Officers
  - b) Members shall be selected by the President
    - i) In the event that the presidency is vacant, the Executive Vice President shall select the membership
    - ii) In the event that both previously listed positions are vacant, the next officer listed in the Officer Duties Section of the IFS Bylaws shall appoint the committee
  - c) A majority of membership on the committee may not hold membership in a single fraternity chapter.

# INTERFRATERNITY SENATE BYLAWS

## ARTICLE I: OFFICERS AND ADVISORS

### Section I: IFC Officers

The officers of this Council shall be:

- 1) President
- 2) Executive Vice President
- 3) Director of Policy and Procedure
- 4) Director of Finance and Administration
- 5) Director of Diversity, Equity, and Inclusion
- 6) Director of Recruitment
- 7) Director of Scholarship
- 8) Director of Service and Philanthropy
- 9) Director of Public Relations
- 10) Director of Programming

### 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:

- 1) Must be an active member of an IFS member or associate member fraternity.
- 2) Does not hold a position on his chapter's executive board during his term as an IFC officer
  - a) 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.
- 3) Must maintain a cumulative GPA of 3.0 throughout his term on IFC.

### Section III: Officer Duties

#### 1) **President**

- a) To preside at meetings of the Interfraternity Senate and the IFC.
- b) To call such special meetings as needed.
- c) 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.
- d) To work with chapter presidents
- e) To act as the main communication link between external groups and the Interfraternity Senate.
- f) To discharge the duties of any officer in the event of resignation or forfeiture of office until a new officer is elected.
- g) Understand the constitution and bylaws of the Interfraternity Senate.

#### 2) **Executive Vice-President**

- a) To complete the duties of the President in the event of the President's absence, resignation, or forfeiture of office.

- b) 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
- c) To work with chapters' New Member Educators and Vice Presidents
- d) Understand the constitution and bylaws of the Interfraternity Senate.
- e) 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
- f) To select, train, and guide the Recruitment Leaders and Recruitment Mentors, formally Recruitment Counselors / Rho Chi's.
- g) To plan and execute the Spring men's retreat
- h) Administration of the FSES survey every other year.
- i) The Executive Vice President will receive New Member Education Plans (New Member Syllabus) from all chapters. New Member Education Plans are due 3 weeks (21 days) from the start of each academic semester. Chapters who fail to submit a new member education plan will be subject to the Greek Standards Board. New Member Education Plans must be submitted before an initiation of new members may take place.
- j) To perform such other duties as assigned by the president

### **3) Director of Diversity, Equity, and Inclusion**

- a) Oversee campus issues including diversity, inclusion and the support of marginalized groups within the Greek community.
- b) New Member Educators and Diversity Equity Executive Board Members meetings about cultural competency (host)
- c) 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.
- d) Create and execute an all Greek unity event per semester with the United Greek Council, Panhellenic Council, and NPHC.
- e) Attendance to 3 MGC showcases/ new member presentations per semester.
- f) Facilitate a LGBTQ awareness event with Gender Identity/Expression and Sexual Orientation Resource Center
- g) Two progress meetings per semester with Associate Vice President for Community, Equity, and Inclusive Excellence
- h) Maintain open lines of communication with all CEIE centers.
- i) Individual should review all social events theme for cultural appropriation.
- j) Individual will be the first line of communication in case of a discriminatory act by an Interfraternity chapter.

### **4) Director of Service**

- a) To maintain and understand the constitution and bylaws of the Interfraternity Senate
- b) To work with chapter service, and philanthropy chairs.
- c) To coordinate community service in the Greek community in collaboration with the Center for Civic Engagement.

- d) To help fraternity philanthropy chairs to set up philanthropy events.
- e) To organize the philanthropy calendar along with the Panhellenic Vice-President of Scholarship and Service.

#### **5) Director of Finance**

- a) To handle all financial matters of the Association including preparation of the annual budget for the Association and formal recruitment week.
- b) To record and distribute the minutes of the Interfraternity Senate and of the IFC meetings
- c) To perform other duties as assigned by the president.
- d) To coordinate the fall scholarship and service awards ceremony.
- e) To work with chapter treasurers.

#### **6) Director of Recruitment**

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

#### **7) Director of Public Relations**

- a) To provide a comprehensive public relations program for the IFC and IFS.
- b) Ensure distribution of positive press for the WSU Greek community.
- c) To maintain written communication with faculty and administrators.
- d) Serve as a liaison to the College Hill Association.
- e) To serve as a liaison between the IFS and the Greek Alumni Association.
- f) To work with chapter public relations chairs.

#### **8) Director of Programming**

- a) Provide direction and support for chapter programming chairs.
- b) Coordinate and implement programs throughout each academic semester in order to aid chapter members in completing the outlined programming requirements
- c) Maintain the data systems for tracking programming completion, in conjunction with the Center for Fraternity and Sorority Life
- d) Send programming completion letters to chapters at the end of each term.

#### **9) Director of Policy and Procedure**

- a) Manage the incidents referred to the Greek Standards Board (GSB) by following all steps outlined in Appendix D

- b) Provide a fair process to the fraternities referred to the GSB as stated in the Greek Standards Board Constitution (see Appendix D).
- c) Educate the fraternities referred to the Greek Standards Board about IFS, University, Federal, State and local policies.
- d) Ensure the completion of sanctions given to Fraternities by the Greek Standards Board, within the timeline stated by the Greek Standards Board
- e) Encourage fraternities to take responsibility for their actions and prevent inappropriate behavior by the most positive means available, without unduly penalizing individual students.
- f) Work with chapter standards chairs, risk managers, and social chairs.

#### **10) Director of Scholarship**

- a) To promote scholarship in the IFS community.
- b) To work with chapter scholarship chairman.
- c) To identify qualified candidates for the Academic Scholarship Award
- d) Facilitate academic sanctions with Fraternities who did not meet the stated academic standard
- e) Ensure the completion of sanctions from non-compliance of the stated academic standard.

#### **Section IV: IFC Advisor**

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

#### **Section V: Payment of IFC Officers**

- 1) For every semester worked, IFC officers will receive a stipend not to exceed \$1,250. The Director of Recruitment will receive an additional \$3,000 to cover summer living expenses. The Director of Public Relations will receive an additional \$250 for collaboration and creating content over the summer.
  - a. If a council position becomes vacant and cannot be filled for any reason, the councilman who fills that position may be eligible for the vacant positions' stipend.
- 2) Payment will be dispersed twice a semester 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

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 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

The process for election of the IFC officers will be as follows:

- 1) The application by the candidate
- 2) Slating
- 3) Speech night
- 4) Second Round of Slating
- 5) Question and Answer Night

The outline of each step is as follows:

- 1) Application
  - a) 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.
  - b) Applications will be due no less than five (academic) days before candidate speech night.
  - c) Candidates will turn in their applications and evaluations by the deadline to the designated office.
- 2) First Round of Slating
  - a) The slating committee will consist of no more than one representative from each IFS chapter.
  - b) 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 to balance the slate of officers. Candidates may decline the recommended change in the slate and remain in their own preferred position.
  - c) The slating committee will notify the candidates at least 48 hours before the scheduled speech night.
- 3) Speech Night
  - a) All candidates will have the opportunity to give a 3–5 minute campaign speech during speech night.
  - b) Candidates' applications will be distributed to chapter presidents on speech night.
- 4) Second Round of Slating
  - a) 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.

- 5) Question and Answer Night
  - a) 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.
  - b) 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

- 1) IFC Executive Officers Running for Office:
  - a) Current IFC officers must follow the same process as other candidates, filling the application/evaluations by the deadline, speech night, etc.
- 2) Suspension of the Bylaws:
  - a) 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.
  - b) 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.
  - c) Due process and fairness will be maintained throughout the election process regardless of any issue that arises.

## Section V: Eligibility for Elections to Run for Office

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 3.0. The slating committee can evaluate and grant exceptions to the academic requirements.
  - a) Must be an active member of an IFS recognized fraternity.
  - b) 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.
  - c) A joint committee composed of all IFC officers and the slating committee (except for 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.
- 2) Will not be holding an office on his chapter's executive board or council during his term as an IFC officer.
  - a) Chapter's executive board or council officers include President, Vice President, Secretary, Treasurer, Recruitment Chair, Social Chair and Risk Manager.
- 3) The candidate has previously held a chapter office.

## Section VI: Assuming Office

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

## ARTICLE III: COMMITTEES

### Section I: Standing Committees

- 1) The Recruitment Committee
  - a) This committee shall consist of the Director of Recruitment and as many senators as determined by the Director of Recruitment.
  - b) 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.
  
- 2) The Bylaw Review Committee
  - a) This committee shall consist of the Director of Finance and Administration and as many senators as determined by the Director of Finance and Administration.
  - b) The duties of this committee shall be:
    - i) To review the Interfraternity 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.
  - c) This committee will meet once a semester.
  
- 3) The Risk Management Plan Committee
  - a) This committee shall consist of the Director of Policy and Procedure and as many senators as determined by the Director of Policy and Procedure.
  - b) 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.
  
- 4) Scholarship Committee
  - a) This committee shall consist of the Director of Scholarship and as many Senators as determined by the Director of Scholarship.
  - b) The duties of this committee shall be:
    - i) Review IFC scholarship entries

- (1) Select IFC applicants to award scholarships to based on majority vote of the committee.
- (2) This committee shall meet each senate meeting after applicant's submissions are released and until applicants who are to receive rewards are selected.
- ii) Select recipient of "Greek Scholar of the Month" award.
  - (1) This will be selected via majority vote of the committee.
  - (2) This will take place once a month, selecting the recipient for the previous month at the earliest possible meeting.

## 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

- 1) 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 or the most related position to the IFC Officer's meeting
- 2) 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
- 3) 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.
  - a) A \$5.00 late fee will be issue after one month of the issuing of the \$25.00 fee, if not paid in full already.
- 4) 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.
- 5) Each chapter must maintain a 70% or better attendance record each semester at all recorded constituent and senate meetings 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

- 1) Financial support of the IFS shall be provided by dues assessed to the member fraternities in accordance with action of the IFS and with the bylaws.
  - a) The Interfraternity Council Director of Finance will create an operating budget for the IFS during the fall for the next term.
- 2) 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.
- 3) The Interfraternity Council Director of Finance will distribute chapter-billing statements every semester.
  - a) 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.
  - b) 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 the chapter in recruitment publications, extra community service hours, and additional programming requirements.
  - c) 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.
- 4) Payment plans can be arranged through the Interfraternity Council Director of Finance.
- 5) Financial support shall also come from formal Recruitment fees at the discretion of the Interfraternity Council Directors of Finance and Recruitment.
- 6) 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

- 1) Extraordinary expenses shall be borne by the member fraternities in the IFS. The budget shall outline all anticipated expenses
- 2) Such expenditures shall be approved and apportioned by the Interfraternity Council.
- 3) The Interfraternity Council will collect additional assessments from each member chapter following the approval of such assessments.

### Section III: New Member Fees

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 I: Rules and Procedures for Membership Recruitment

- 1) 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 2.7 GPA to be eligible for participation in Membership Recruitment.
  - a) Any person that does not fit within the preceding definition may not be contacted about matters involving Informal Membership Recruitment.
- 2) Participation
  - a) Only New Members, members and enrolled undergraduate alumni shall participate in chapter Membership Recruitment functions.
  - b) All university recognized fraternities may choose to participate in all scheduled Membership Recruitment activities or opt out of participation.
- 3) Entertainment
  - a) 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.
  - b) Any persuasive statements made to Potential New Members to influence his opinions against chapters are not allowed.
  - c) 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.
  - d) There are no drugs or alcohol allowed during scheduled recruitment events
- 4) Members in violation of bylaws shall be subject to a formal hearing and adjudication by the Greek Standards Board and/or the Office of Student Conduct.

### Section II: Rules and Procedures for Formal Membership Recruitment

- 1) Formal Membership Recruitment Schedule
  - a) 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) Recruitment rules shall go into effect the Friday before move-in day, and continue through 12:00pm the first Monday of classes.
- 2) Membership Recruitment Events
  - a) 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.
- 3) Conversation

- a) Any verbal or written promise or guarantee of membership given to a Potential New Member during Formal Membership Recruitment is prohibited.
- 4) Membership Invitation/Acceptance Procedures
  - a) 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.
    - i) Potential New Members who drops out of (or withdraws from) Formal Membership Recruitment will not be eligible for membership in an IFC Fraternity until the following semester. Special exceptions are up to the discretion of the IFC Director of Recruitment.
- 5) Recruitment Counselors (Rho Chis)
  - a) The Recruitment Counselors will be chosen according to the criteria set up by the IFC Executive Vice President.
  - b) 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.
  - c) Recruitment Counselors should have access to all areas of chapter facilities where Potential New Members are present or expected to be present during scheduled recruitment events
- 6) Chapter Eligibility
  - a) To be eligible for participation in Formal Recruitment, chapters are required to submit a new member education plan to the IFC Executive Vice President for review.
  - b) Chapter Presidents and Recruitment Chairs must sign a document showing that they understand the rules of Formal Recruitment and the sanction associated with violating said rules.

### Section III: Rules and Procedures for Informal Recruitment

- 1) Informal Membership Recruitment Schedule
  - a) All informal recruitment events must be registered and approved by the Interfraternity Council within 48 hours of the event.
  - b) The Interfraternity Council hold the right to deny or reschedule Informal Membership Recruitment events as deemed necessary
- 2) Informal Membership Recruitment Processes
  - a) All Informal Membership Processes must be conducted using only Interfraternity Council approved products, software, and services.

### Section IV: Recruitment Violations

- 1) Violations occurring during recruitment that require immediate adjudication may be resolved by direct intervention of the Director of Recruitment
  - a) The Director of Recruitment may enforce the following:
    - i) Written Warning issued to the chapter

- ii) Recruitment Fine: Violations may result in but are not limited to, up to a fine of \$25 per member, social probation up to 21 days (about 3 weeks), and the potential shortening of parties during Formal Recruitment. All of these are subject to the Director of Recruitment.
  - iii) Referral to Greek Standards Board
  - iv) Any appropriate sanction available to the Greek Standards Board
  - v) Suspension of a chapter from participating in Formal Recruitment
    - (1) This should only be levied after all other options have been explored
- 2) Right to full review:
- a) In the event that the Director of recruitment takes immediate action, the chapter has the right to a full review before the Greek Standards Board following all GSB protocol.
    - i) The Chapter must follow the appeal processes in order to engage in the full review process providing adequate information to identify that the Director of Recruitment has taken action that exceeds their jurisdiction.

## 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 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

### Section IV: Historical Record

Adopted April 3, 1958  
 Revised December 1, 1964  
 Revised April 3, 1967  
 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 26<sup>th</sup>, 2018, by T O'Brien  
Revised April 9<sup>th</sup>, 2019, by A. Proteau  
Revised November 18<sup>th</sup>, 2019 by A. Proteau  
Revised February 10<sup>th</sup>, 2020, by A. Fandel  
Revised February 25<sup>th</sup>, 2020, by A Fandel  
Revised March 9<sup>th</sup>, 2020, by A. Fandel  
Revised April 20<sup>th</sup>, 2020, by A. Fandel  
Revised November 2<sup>nd</sup>, 2020, by A. Fandel  
Revised November 16<sup>th</sup>, 2020, by A. Fandel  
Revised April 19<sup>th</sup>, 2021, by B. Sherry  
Revised November 1<sup>st</sup>, 2021, by D. Lopez  
Revised April 18<sup>th</sup>, 2022, by D. Lopez  
Revised May 1<sup>st</sup>, 2023, by W. McGaughey  
Revised November 11<sup>th</sup>, 2023, by W. McGaughey  
Revised March 18<sup>th</sup>, 2024, by Z. Mayer  
Revised April 18<sup>th</sup>, 2024 by B. Skolfield  
Revised March 31<sup>st</sup>, 2025 by C. Roth

## **APPENDIX A: Expectations of Fraternity Men**

### **ARTICLE I: 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: Initiation and Hazing**

### **ARTICLE 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.

#### 1) Definition of Hazing

- a) 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).

#### 2) 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:

- a) Drinking alcohol or any other substance.  
b) Using any drug, narcotic or controlled substance.  
c) Eating foods that a reasonable person would not eat.  
d) Branding.  
e) Permitting less than six (6) continuous hours of uninterrupted sleep per night.  
f) Nudity at any time.  
g) Conducting activities that do not allow for adequate time for study.  
h) Subjecting a person or group to verbal harassment.  
i) The use of demeaning names.  
j) 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.  
k) Carrying any items (shields, paddles, bricks, rocks) that serve no constructive purpose and are intended to embarrass the carrier.  
l) 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).

- m) "Trashing" intentionally, any area for the purpose of annoying others or for having others clean the trashed area.
- n) Disallowing new members to talk for extended periods of time.
- o) Having new members perform personal services or errands.
- p) Blindfolding and parading individuals in public areas, blindfolding and transporting in motor vehicles, or privately conducting blindfolding activities that serve no constructive purpose.
- q) Exposure to the elements.
- r) Conducting "interrogations" or any other non-constructive questioning.
- s) House duties not shared by initiated members.
- t) Putting new members in a room which is uncomfortable.
- u) New members being expected to do anything exclusively "for the fun or entertainment of the members."
- v) Requiring new members to identify themselves as new members when answering the telephone, door etc.

## **APPENDIX C: Values Congruence**

### **ARTICLE I: 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:

- 1) 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
- 2) 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.
- 3) Honesty: Chapters will practice fairness and straightforwardness of conduct.
- 4) Integrity: Chapters will have strict adherence to organizational values and principles
- 5) 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**

## **ARTICLE I: Purpose**

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**

### **Section I: Jurisdiction**

- 1) The Code will apply to the following:
  - a) Any organization that has membership within the Interfraternity Council;
  - b) Any organization interested in membership within the Interfraternity Council; or
  - c) Any group of students not currently recognized, but under probation or suspension, by the Interfraternity Council.
- 2) Definition of Organizational Accountability:
  - a) The conduct is endorsed by the fraternal organization (FO) or any of its officers including, but not limited to, active or passive consent or support, having prior knowledge that the conduct was likely to occur and not taking any substantive action to prevent it (e.g., canceling the event, notifying the Interfraternity Council, University and./or local police, etc.), or helping to plan, advertise, or promote the conduct;
  - b) The conduct is committed during an activity paid for by the FO, or paid for as a result of one or more members of the FO contributing personal funds in lieu of or in addition to organizational funds to support the activity or conduct in question;
  - c) The conduct occurred on property owned, controlled, rented, leased, or used by the FO or any of its members for an organizational event;
  - d) The purpose of the activity was related to initiation, admission into, affiliation with, or as a condition for continued membership in the FO;
  - e) Non-members of the FO learned of the activity through members, advertisements, or communications associated with the FO, or otherwise formed a reasonable belief that the conduct or activity was affiliated with or endorsed by the FO;
  - f) Members of the FO attempted to conceal the activity of other members who were involved; or
  - g) One or more officer(s) of the FO had prior knowledge or reasonably should have known that the conduct would take place.

## Section II: Violations

Violations are activities which directly and significantly interfere with the Interfraternity Council's (1) primary educational responsibility of ensuring the opportunity of all members of the community to attain their educational objectives, or (2) subsidiary responsibilities of protecting the health and safety of persons in the community, maintaining and protecting property, keeping records, providing living accommodations and other services, and sponsoring non-classroom activities such as lectures, concerts, athletic events, and social functions.

The violations listed below are considered in the context of the Organizations responsibility as a member of the fraternal community; other actions which may be considered as violations may be defined by other documents, such as, for example, the WSU Alcohol Policy.

## Section III: Reporting Violations

All reports are acted upon promptly while every effort is made by the Interfraternity Council to preserve the privacy of such reports. Such reports may also be anonymous. Anonymous reports will be investigated to determine if remedies can be provided.

Reports of alleged violations should be reported to the Interfraternity Council such as the Incident Report Form, Interfraternity Council Executive Officers, Greek Standards Board members, Panhellenic Council Officers, and Center for Fraternity and Sorority Life staff.

## Section IV: Academic Misconduct

- 1) **Cheating:** The act or attempted act of deception by which a student seeks to misrepresent that he/she has mastered information on an academic exercise that he/she has not mastered.
- 2) **Facilitating Academic Misconduct:** Assisting in another person's academic misconduct.

## Section V: Disruption of Interfraternity Operations

- 1) **Causing a Disturbance:** Disturbance resulting in substantial disruption of authorized activities.
- 2) **Failure to Comply with Sanction:** Failure to comply with or attempts to circumvent a sanction(s) imposed by the Director of Policy and Procedure, Greek Standards Board, or CFSL.
- 3) **Failure to Identify:** Failing to properly identify oneself accurately as a fraternity member, in pursuit of official duties.
- 4) **Interference with Code Enforcement:** Interference with a Reporting Party, Responding Party, witness, investigation or the carrying out of procedures defined in the WSU IFC Bylaws and/or the Washington Administrative Code.
- 5) **Interference with or Failure to Comply with a Council Representative:** Direct interference with or failure to comply with a Council Representative in the performance of his/her official duties.
- 6) **Supplying False Information:** Knowingly supplying false information to the Interfraternity Council in pursuit of their official duties or to the Greek Standards

Board in the course of a standards board proceeding, or knowingly causing false information to be thus supplied.

- 7) **Violation of University Policies:** Violation of university policies, except when the university policies specifically provide for an alternate procedure or remedy for the violation concerned.
- 8) **Violation of Relationship Agreement:** Violation of a campus-specific or system-wide regulation, policy, standard of conduct, or code of ethics applicable to the activity in which the student is engaged, and which has been adopted, published or otherwise made known to students participating in such activity.

## Section VI: Health and Safety Violations

- 1) **Creating a Dangerous Condition:** Creation of a fire hazard or other dangerous condition.
- 2) **Endangering Health or Safety:** Conduct which threatens or endangers the health or safety of any individual. This includes failing to put in place sufficient protections to prevent falls from heights.
- 3) **False Reporting of Dangerous Conditions:** Giving or causing to be given false reports of fire or other dangerous conditions.
- 4) **Illegal Possession, Use, or Sale of Drugs:** Illegal possession, use, or sale of drugs or drug paraphernalia. The misuse of legal prescription drugs.
- 5) **Interference with Safety Equipment or Alarms:** Tampering with, disabling, or causing malfunction of fire and safety equipment or alarm systems.
- 6) **Possession or Misuse of Weapons:** Violation of regulations concerning possession or misuse of firearms or other dangerous weapons, as defined by policies established for each campus.
- 7) **Use or Possession of Chemicals or Explosives:** Unauthorized use or possession of explosive components, chemicals, etc., such as fireworks, explosives, gas or compressed air.
- 8) **Violation of Alcohol Policies:** Violations of Interfraternity Council risk management protocol ([LINK](#)).
- 9) **Violation of Health or Safety Policies:** Violation of Interfraternity Council health or safety regulations ([LINK TO NIC](#)).

## Section VII: Offenses Involving Organizations

- 1) **Causing Fear of Physical Harm:** Intentionally or recklessly placing a person or persons in reasonable fear of imminent physical harm, caused specifically by another organization.
- 2) **Harassment:** Repeated and/or severe acts of unwelcome behavior that creates a hostile working, educational, or living environment between two or more organizations, that interfere with others academic or job performance and opportunities.
- 3) **Hazing:** Any action taken, or situation created by a person or an organization, or with the knowledge or Consent of an organization, which recklessly or intentionally endangers the mental or physical health of a student. (See WSU Definition)
- 4) **Intimidation:** Implied or actual threats or acts that cause a reasonable fear of harm in another, and may be inferred from conduct, words, or circumstances reasonably calculated to cause fear.

- 5) **Retaliation:** Action taken by the Interfraternity Council or any individual or group against any person for opposing any practices prohibited by the Bylaws or for filing a complaint, testifying, assisting, or participating in an investigation. This includes action taken against a bystander who intervened to stop or attempt to stop a violation of the Bylaws.
  - a) Retaliation includes intimidating, threatening, coercing, or in any way discriminating against an individual because of the individual's complaint or participation
  - b) Action is generally deemed retaliatory if it would deter a reasonable person in the same circumstances from opposing practices prohibited by the Code or from participating in the resolution of a complaint.

### Section XIII: Offenses Involving Property

- 1) **Defacement, Destruction, or Misuse of Property:** Intentional and/or reckless misuse, destruction, or defacement of Property or of the property of other people without authorization
- 2) **Tampering, Destruction, or Falsification of Records:** Tampering with, destroying, or falsifying official records.
- 3) **Theft or Unauthorized Use:** Theft, attempted theft, or unauthorized acquisition, removal, or use of the property of another.

### Section IX: General Infractions

- 1) **Aiding Infraction:** Knowingly assisting in the violation of any of the provisions of the IFC Bylaws.
- 2) **Continued Infraction:** Continued infractions of the IFC Bylaws.
- 3) **Other Illegal Activity:** Violating local, state, or federal laws otherwise not covered under the Code.

### Section X: Sanctions

If a Responding Party admits to a violation of the Bylaws to the Director of Policy & Procedure, Investigator, Greek Standards Board; or upon determination by the Director of Policy and Procedure, or Greek Standards Board that a Responding Fraternity has been found in violation of the Bylaws, one or more of the following sanctions may be imposed in accordance with the provisions of the Bylaws (see Procedures Section):

- 1) **Assigned Educational Projects:** This may include research projects, reflective essays, counseling assessments, sanction seminars or other related assignments intended to promote learning.
- 2) **Community Service:** The type of service may be related to the nature of the violation.
- 3) **Deferred Sanction:** A specific period of time during which a sanction has been imposed but is stayed. Any further violation of the Code during that time may, at minimum, result in the imposition of the deferred sanction, and any new or additional sanctions deemed necessary.

- 4) **Disciplinary Probation:** A specified period of time when any further violation may result in additional sanctions, up to and including loss of recognition from the council.
- 5) **Fine:** Payment of money. Responding Parties who are unable to pay may discuss alternate payment arrangements.
- 6) **Official Warning:** Official acknowledgment of a violation and the expectation that it will not be repeated.
- 7) **Restitution:** Restitution, up to the replacement value of the items damaged, stolen, removed, or used without authority and damages incurred.
- 8) **Such other action(s) as the Greek Standards Board, Director of Policy and Procedure or Council Advisor may reasonably deem appropriate** (e.g., suspension of an organization's ability to host events with alcohol, suspension of organization's ability to participate in specific events including homecoming and Greek week, or other sanctions determined to be appropriate).

The standards board may impose a more severe sanction on a Responding Party when the board determines that a Responding Party intentionally selected the person or organization against whom the violation was committed, or selected the property damaged or stolen, because of the race, religion, color, sex, Sexual Orientation, Gender Identity, Gender Expression, national origin or citizenship status, age, disability, genetic information or veteran status of that person, or the persons in the organization or the owner of the property.

## Section XI: Procedures

Each Interfraternity Council Standards Board may adopt procedures for carrying out the provisions of the bylaws within the guidelines set forth as described below and consistent with the bylaws.

Administration and interpretation of the bylaws will be solely within the jurisdiction of the IFC Director of Policy and Procedure, the Greek Standards board, or the Center for Fraternity and Sorority Life. Such interpretation being pursuant to the procedures described in the bylaws.

## Section XII: Preliminary Inquiry

Alleged violations of the Bylaws brought to the attention of the Interfraternity Council by University Employees, students, or members of the general public will result in the initiation of a Preliminary Inquiry. A Preliminary Inquiry will determine if there is sufficient information to warrant a Formal Investigation or informal resolution. Before interviewing or questioning of the Parties, notification must be provided under Notice of Investigation Section, Notice of Formal Investigation, unless doing so would be likely to jeopardize health or safety, or the integrity of the investigation, or lead to the destruction of evidence.

Informal resolution may be used to resolve cases where:

- 1) There is sufficient information to support the allegations
- 2) All parties have mutually consented to the process; and
- 3) The process is acceptable to the IFC Director of Policy and Procedure.

The parties have the right to end the informal process at any time and begin the formal complaint process. Mediation may not be used in cases of allegations of Alcohol or Health and Safety Violations.

If, during the Preliminary Inquiry or at any point during the Formal Investigation, the Director of Policy and Procedure determines that there is no reasonable cause to conclude that the Bylaws have been violated, the standards board process will end, and the Responding Party will be notified.

The Director of Policy and Procedure, Greek Standards Board Members, and CFSL staff are expected to conduct due diligence to determine if there is a potential conflict of interest. If there is a conflict of interest for the Director of Policy and Procedure, the Director will refer the matter to another IFC Officer. If any member of the Standards Board or CFSL are conflicted, an alternate will be appointed.

- 1) The parties have the right to raise any potential conflict of interest with the Director of Policy and Procedure or any member of the Standards Board or CFSL.

The Interfraternity Council aims to complete the investigation, including the Preliminary Inquiry and Formal Investigation, if any, within a sixty(60) business daytime period from the date of initial notice to completion of the Formal Investigation, if any, which time period may be extended as necessary for appropriate cause.

### Section XIII: Interim Measures and Actions

- 1) If the alleged violation is a Health and Safety, Alcohol Policy, Hazing, or other sufficiently severe violation, the Interfraternity Council may provide Interim Measures or Actions intended to address the short-term effects of the alleged violation, and/or Retaliation, to the Parties and the community, and to prevent further violations of the Code
- 2) A Responding Party may be suspended from hosting events with alcohol or have privileges revoked pending the outcome of a Greek standards board proceeding if, in the judgment of the Director of Policy and Procedure, the Responding Party's continued operation in the fraternity community, pending the outcome of the proceeding, is likely to pose a substantial threat to the Reporting Party or to other people and/or is likely to cause significant property damage and/or disruption of or interference with the normal operations of the Fraternity Community. The Director of Policy and Procedure may converse with the Parties when such Interim Measures and Actions are considered.
- 3) Responding Parties who have been issued an Interim Measures or Actions may seek review of that decision by requesting the Interfraternity Council President or designee to review the decision. The Interfraternity Council President or designee will review the request within five (5) business days of receipt.
- 4) In accordance with Notification Standards, if the alleged violation is Alcohol Policy, Health and Safety, Hazing, or Sufficiently severe the Director of Policy and Procedure may inform the Fraternity/Sorority Community of any Interim Measures or Actions.



- 5) Interim Measures or Actions, including but not limited to: interim social suspension, will be implemented to ensure as minimal negative impact on all involved while maintaining the safety of the University community and integrity of the investigation.

#### Section XIV: Notice of Formal Investigation

- 1) Prior to commencement of a Formal Investigation, the Director of Policy and Procedure will notify the Responding Chapter in writing per the Notification Standards of the following:
  - a) Alleged bylaw violation(s);
  - b) Date(s) of alleged occurrence(s);
  - c) Maximum possible sanctions which may be imposed;
  - d) The procedures that will be used to resolve the complaint; and
  - e) Responding Party right of review.

#### Section XV: Formal Investigation Process

- 1) Upon the Director of Policy and Procedure's decision to commence a Formal Investigation, the Director of Policy and Procedure will initiate the investigation or assign it to a trained investigator, as soon as practical.
- 2) The Interfraternity Council may undertake a delay in its investigation when criminal or university charges on the basis of the same behaviors that invoked this process are being investigated. The IFC will promptly resume its investigation and resolution processes once notified by law enforcement and/or university that their processes are complete.
- 3) All investigations will be thorough, reliable, impartial, prompt and fair. Investigations entail interviews with relevant parties and witnesses, obtaining available evidence, and identifying sources of information, as necessary.
- 4) The Director of Policy and Procedure and/or investigator will provide regular updates to the Responding Party throughout the investigation, as appropriate.
- 5) During the Investigation the Parties may be accompanied by a Silent Advisor.
- 6) If no charges are being brought at the conclusion of the Formal Investigation, the Director of Policy and Procedure will provide such notification to the Responding Chapter.

#### Section XVI: Hearing before the Greek Standards Board

A Hearing Before the Greek Standards Board will be held for cases that have not been resolved informally, and where the Director of Policy and Procedure believes there is sufficient evidence to implicate a Bylaws violation of the bylaws of the Interfraternity council.

#### Section XVII: Composition of the Greek Standards Board

- 1) Each standards board will be comprised of at least 3 people and no more than 9 members consisting of:
  - a) Greek Standards Board Chair who is the Panhellenic Vice President of Standards and accountability
  - b) At least 3 Standards board members who have:
    - i) Completed the policy and procedure training
    - ii) Maintain a 3.0 or greater cumulative GPA,

- iii) Active membership in an organization that has either full or associate membership in their respective council, and
  - iv) Selected to serve on the Greek standards board and appointed by their respective governing council
- 2) The Director of Policy and Procedure may appoint up to 2 external community members on a standards board, depending on the nature of the case and violation
  - 3) The Director of Policy and Procedure may choose to invite an external community member in cases that have involved organizations outside of the IFC/PAN community (e.g. in a case of cultural appropriation it may be appropriate to invite a member of the harmed community to be a member of the board)
  - 4) Each standards board will have 1 Council Advisor present throughout the entirety of the process to aid in making procedural decisions.
  - 5) All members of a Greek Standards Board will avoid both the appearance and reality of any conflict of interest. Any Greek Standards Board member who has a potential conflict of interest or feels that s/he is unable to render an unbiased decision in the case will decline assignment to that Greek Standards Board.
  - 6) The composition of the Greek Standards Board will have equitable gender representation whenever practicable.

### **Section XVIII: Policy Investigator**

The Director of Policy and Procedure may select a Policy Investigator who will aid in investigations and adjudication of chapters. The Policy Investigator will take the place of the Director of Policy and Procedure in the event that the Director must recuse themselves from an investigation or hearing.

- 1) The Policy Investigator will be selected from an open application and is preferred to have served on the Greek Standards board prior to taking on the Policy Investigator position
- 2) Any candidates for the position must meet the criteria for membership on the Greek Standards Board. (See Section I)
- 3) The Policy Investigator will serve on a 1-year term and must be an active member of an Interfraternity Council chapter of good standing.
- 4) The Policy Investigator may not be associated with the same chapter as the Director of Policy and Procedure.

#### **Criteria for use of an Investigator:**

When the Director of Policy and Procedure cannot perform investigative duties for the purposes of the Greek Standards Board, the Policy Investigator may take the Director's place under the following circumstances:

- 1) When an investigation is being conducted into the Director of Policy and Procedure's affiliated chapter.
- 2) When the Director of Policy and Procedure's workload requires assistance to fulfill duties.
- 3) When the Director of Policy and Procedure is absent or unable to fulfill duties.
- 4) If the Director of Policy and Procedure is removed from office.

The Policy Investigator may be removed at any time for behavior unbecoming of an agent of the Interfraternity Executive Council:

- 1) Removal must be approved by the Interfraternity Council President and Advisor as well as the Director of Policy and Procedure after detailed information is presented regarding the Policy Investigator's behavior.
- 2) In the event the IFC President and Director of Policy and Procedure are associated with the same chapter the Center of Fraternity and Sorority Life will determine the grounds for removal.

### Section XIX: Hearing Preliminaries

- 1) The Parties or the Director of Policy and Procedure will have the right to challenge, for cause, any Greek Standards Board member by submitting to the Greek Standards Board Chair written notice stating the grounds for the challenge at least two (2) business days prior to the scheduled hearing. Removal of members for cause will be within the authority and at the discretion of the Greek Standards Board Chair or another member of the Greek Standards Board if the Chair is unable to exercise that function or is challenged for cause.
- 2) At any proceeding before the Greek Standards Board, the Parties and witnesses may have the assistance of a silent Advisor.
- 3) The hearing will be closed to the public. The Greek Standards Board Chair may permit, in addition to the Party's Advisor, one support person for each Party to observe the proceedings. At the discretion of the Greek Standards Board Chair, the Greek Standards Board Chair reserves the right to close the hearing.
- 4) If any Party or witness is not present at the time appointed for the hearing, the Standards Board will attempt to determine the reason for that party's absence. The Standards Board may proceed: (1) in a normal manner without their attendance; (2) hear only a portion of the testimony and adjourn to a later date; or (3) continue the entire hearing to a later date. The Greek Standards Board may not consider the absence of a party as relevant to whether the Responding Party committed the alleged violation of the bylaws.

### Section XX: Hearing Procedures

- 1) Responsibility for recognizing and permitting persons to speak lies exclusively with the Greek Standards Board Chair.
  - a) Persons disruptive at any stage of the hearing may be evicted at the reasonable discretion of the Greek Standards Board Chair.
- 2) The names of witnesses and/or copies of written statements will be submitted to the Director of Policy and Procedure at least two (2) business days prior to the hearing for inclusion in the materials presented to the Greek Standards Board. At the discretion of the Greek Standards Board Chair, the Parties may submit written documents, oral testimony of witnesses, and all relevant documents, records, and exhibits at the time of the hearing.
- 3) The Director of Policy and Procedure will first present the results of the Investigation, clearly identify the violations that are being charged, and the evidence supporting that violation.

- 4) The Reporting Party may present oral testimony and/or written statements from any person(s) including the Responding Party, and all relevant documents, records and exhibits.
  - a) The Responding Party may then present oral testimony and/or written documentation themselves and/or from other witnesses, and all relevant documents, records and exhibits.
- 5) At any time during the proceedings, members of the Greek Standards Board may question witnesses or parties to the proceeding; witnesses or parties may only ask questions of each other at the discretion of and through the Greek Standards Board Chair. Questioning by any Advisor is not permitted. Advisors and support people may not speak at the hearing, except to their advisee.
- 6) After the presentation of all the information to the Committee, the Director of Policy and Procedure and the Responding Party may present summaries of their arguments to the Committee.
- 7) During the hearing, the Greek Standards Board may consider any relevant information and will not be bound by the strict rules of legal evidence and may take into account any information which is of value in determining the issues involved. Efforts will be made to obtain the most reliable information available.
- 8) After all parties have presented their respective information, the Greek Standards Board will go into closed session to determine whether the Responding Party is in violation of the Bylaws. Deliberations are not recorded. A Greek Standards Board member should vote that the Responding Party is in violation of the Code only if a Preponderance of the Evidence demonstrates behavior that is in violation.
- 9) A simple majority vote of responsible or not responsible for a violation of the bylaws by the Greek Standards Board members present will prevail. If the majority of the Greek Standards Board votes for not responsible or there is a tie, the Responding Party will be found not responsible.
- 10) If a Responding Party is found to be responsible for the violation of Code, the Director of Policy and Procedure and the Responding Party may make recommendations to the Greek Standards Board as to the appropriate sanctions. The Greek Standards Board will go back into closed session and deliberate on sanctions. Deliberations are not recorded. A majority vote of the Greek Standards Board members is needed for an imposition of a sanction(s).
- 11) After Greek Standards Board deliberations are concluded, the Greek Standards Board Chair will:
  - a) Inform the Responding Party of the finding of the Greek Standards Board, per the Notification Standards including:
    - i) The section(s) of the bylaws found to have been violated;

- ii) The sanction imposed; and
  - iii) The rationale for both the finding(s) and the sanction(s).
- 12) Sanctions imposed as the result of the Greek Standards Board hearing are implemented immediately unless the Chair of the Greek Standards Board stays their implementation in extraordinary circumstances, pending the outcome of a Greek Standards Board hearing.

### Section XXI: Right of Review beyond the Greek Standards Board

- 1) In the event the Greek Standards Board finds the Responding Party responsible for a violation, or a sanction has been imposed, the Responding Party may request a review of the finding and/or sanction.
- 2) Requests for review will be in writing, state the issue(s) to be reviewed, and provide a detailed rationale for the request. The written request for a review will be submitted to the IFC President & Council Advisor within seven (7) calendar days after the Party(ies) has received notice of the Greek Standards Board finding(s) and shall not exceed five (5) pages in length.
- 3) The request for review to the IFC President & Council Advisor will be limited to the following grounds:
  - a) A procedural error or omission occurred that significantly impacted the outcome of the hearing (e.g. substantiated bias, material deviation from established procedures, etc.).
  - b) To consider new evidence, unknown or unavailable during the original hearing or investigation, that could substantially impact the original finding or sanction. A summary of this new evidence and its potential impact will be included in the written request for review.
  - c) The sanction imposed is significantly disproportionate to the severity of the violation and/or the cumulative record of the Responding Party.
  - d) Reconsideration of existing information and whether it supports the Greek Standards Board finding.
- 4) The IFC President and Council Advisor will review request(s) for review. The original finding(s) and sanction(s) will stand if the request for review is not timely or is not based on the grounds listed at which point such a decision is final.
- 5) The IFC President and Council Advisor review may result in:
  - a) a change to the finding(s);
  - b) a change in sanction(s), including a higher sanction, a lower sanction, the same sanction, or no sanction at all being imposed; or
  - c) refer to university Center for Community Standards.

# APPENDIX E: Fraternity Philanthropy Competition Policy

## ARTICLE I: Information

- 1) 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. Events must be registered at least 2 weeks prior to the event. Chapter's must prioritize scheduling all philanthropy events in the first month of the semester.
- 2) 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.
- 3) 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.
- 4) There can be no more than two (2) philanthropies per day. No events can be scheduled during Homecoming week, dead week, or finals week. The Interfraternity Council Director of Service and Philanthropy shall release a tentative schedule ten (10) days prior to the first day of Greek week. 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.
- 5) Competitions must be open to all members and new members. An unlimited number of observers may be present.
- 6) 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).
- 7) 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

- 1) 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.

- 2) 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.

## Section II: Events

- 1) 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.
- 2) 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.
- 3) 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.
- 4) 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.
- 5) In the case of any sporting activity as a competition event, a First Aid Kit and a certified First Aid person must always be present.

## Section III: Gifts

- 1) 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.
- 2) Posters and/or banners may not be brought to the host chapter until the starting date of the competition.

## Section IV: Chapter Participation

- 1) Chapter serenades and other events of that sort are only allowed prior to midnight.
- 2) No social functions shall be held by the host chapter the day(s) of the philanthropy.
- 3) 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.
- 4) 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.

- 5) 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 Philanthropy Policy**

- 1) 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.
- 2) 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.
- 3) 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**

- 1) 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.
- 2) Eighty percent (80%) of each chapter of the Interfraternity Senate are required to complete eight hours of community service.



- a) 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
- b) Hour reductions will be given to chapters for philanthropy events. A 1-hour reduction for having a philanthropic event. An additional hour will be given if a fraternity is able to raise \$25 per member. Each chapter can have a max of a 4-hour reduction. A max reduction of 2 hours for events, and 2 hours for dollars raised
  - i) Example A: If Chapter A has 100 members, holds 2 events and they raise \$2500, they will receive a 3-hour reduction. This means their service requirement is 5 hours per member.
  - ii) Example B: If Chapter B has 100 members, holds 1 event and they raise \$5000, they will receive a 3-hour reduction. This means their service requirement is 5 hours per member
  - iii) Example C: If Chapter C has 100 members, hold 2 events and raise \$300, they will receive a 2-hour reduction. This means their service requirement is 6 hours per member.
- c) Average hours per member of the chapter meets or exceeds 10 hours per member.

### ARTICLE III: Chapters who Meet Requirements

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

### ARTICLE IV: Chapters that do not Meet Requirements

Chapters who do not meet requirements outlined in Article II, Appendix F will be subject to the following penalties.

- 1) Community Service Plan 1: 80-55% of the chapter complete their service hours
  - a) 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:
    - i) Community service chair, president, and vice-president's name and phone number.
    - ii) Date, time, and location of three planned community service events.
    - iii) Any bylaw from the chapter or chapter's international/national headquarters that pertains to community service.
    - iv) Any other information that the community service chairman feels is valuable to the success of his chapter.
  - b) Failure to complete any portion of this subsection shall result in supervised probation as outlined in Appendix I until completion of this subsection.
- 2) Community Service Plan 2: 54-40% of the chapter complete their service hours

- a) 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:
    - i) Community service chair, president, and vice-president's name and phone number.
    - ii) Date, time, and location of four planned community service events.
    - iii) Any bylaw from the chapter or chapter's international/national headquarters that pertains to community service.
    - iv) Any other information that the community service chairman feels is valuable to the success of his chapter.
  - b) Failure to complete any portion of this subsection shall result in supervised probation for no less than 6 weeks, as outlined in Appendix I until completion of this subsection.
  - c) To get off supervised probation, a chapter must complete the requirements for the semester outlined in Article II Section A
- 3) Community Service Plan 3: 39% or less of the chapter complete their service hours
- a) 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:
    - i) Community service chair, president, and vice-president's name and phone number.
    - ii) Date, time, and location of five planned community service events.
    - iii) Any bylaw from the chapter or chapter's international/national headquarters that pertains to community service.
    - iv) Any other information that the community service chairman feels is valuable to the success of his chapter.
- 4) Community Service Plan 4: two (2) consecutive semesters on Community Service Plan 3
- a) The chapter's community service chairman shall meet with the Director of Service and Philanthropy within the first two week 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:
    - i) Community service chair, president, and vice-president's name and phone number. Date, time, and location of six planned community service events.
    - ii) Any bylaw from the chapter or chapter's international/national headquarters that pertains to community service.
    - iii) Any other information that the community service chairman feels valuable to the success of his chapter
  - b) Chapters who fall under this Service Plan will continuously fall under this tier until 80% of the chapter completes 8 or more hours of community on their chapter's service report.

## ARTICLE V: Service Appeals process

- 1) When Chapter's service reports for each semester are released, all chapters will have two weeks to appeal any misinformation on their reports. The appeals process shall cover:
  - a) Individual member's service hours
  - b) Philanthropies that were not included in initial service report
- 2) When the Service Appeals Process is complete, chapters on their designated tiers shall complete the designated requirements as outlined in Appendix F, Article II.
- 3) When the service appeals process is complete, chapters on any tier will have 10 (ten) days to complete their chapter's service plan.
  - a) Failure to complete the chapter service plan will result in the corresponding punishment outlined in IV for each chapter's designated tier.

## ARTICLE VI: Day of Service

Once every fall semester, IFC, Panhellenic and MGC shall coordinate a day of service where multiple community service opportunities shall be available for members of the community to complete

## 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

- 1) Chapters may decrease their percentage completion rate for out of house programming by attending Mental Health First Aid Training

- a) For every member of an organization that completes the Mental Health First Aid Training will result in a 2% decrease of Member Development programming completion rate percentage.
- b) A maximum of 5 members can attend the programming, and only 2 out of the 5 may be freshmen.

### ARTICLE III: Big Training

- 1) To be considered eligible for becoming a “Big Brother” in the Greek Community at Washington State University, all interested candidates must attend a “Big Training Workshop” facilitated within four (4) weeks of the first day of the academic semester in which they would receive their “Little Brother”.
- 2) There shall be only one (1) Big Training Workshop conducted per semester, unless a second workshop is deemed necessary by the Executive Vice President of the Interfraternity Council.
- 3) Planning, Facilitating, and Executing each Big Training Workshop shall be the responsibility of the Executive Vice President of the Interfraternity Council.
- 4) Members of the community not meeting this requirement shall be referred to the Greek Standards Board for trial.
- 5) Chapters of the community found to be facilitating members not meeting this requirement shall be referred to the Greek Standards Board for trial.
- 6) Notification of each Big Training Workshop shall be given to all constituent chapters at least one (1) month prior to the event.
- 7) There shall be a test given at the end of the workshop to measure learning. Should a potential “Big Brother” NOT pass the test, they will not be eligible to receive a little that semester.
  - a) Upon passing the test, potential “Big Brothers” will be eligible to receive one or more littles for two (2) years following their training.

### ARTICLE IV: Membership Attendance Requirements

All chapters are held to the following minimum standard per academic semester in order to fulfill individual fraternity and sorority programming requirements:

- 1)
- 2) 80% of the chapter membership must attend two (2) **member development** events per semester, which is approved by the Interfraternity Council. These events can be attended “in-house”, or “out of house”
  - a) Requirements for this category will only be satisfied if members attend at least two (2) of this event type
    - i) Ex. If a member attends only one (1) event of this type, they will not have met requirements and will not contribute to membership attendance.
  - b) 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.
  - c) An “in house” program is defined as an educational opportunity that is open to only members of a single chapter.

- d) 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.
- e) 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.
  - i) Educational programs must be provided by a presenter who has expertise in a relevant topic area.
  - ii) Educational programs cannot be sales demonstrations or other events that lack appropriate educational outcomes.
- 3) 80% of the chapter membership must attend one (1) **sexual misconduct prevention** education training.
  - a) This requirement can be fulfilled through attending “community wide prevention education programming” events that are hosted by the Greek Councils or by hosting a “chapter based prevention education program” on each topic that is approved by the IFC Director of Programming.
  - b) The council will host at least 4 community wide prevention education programs to enable membership to complete this
- 1)
- 4) 80% of the chapter membership must attend one (1) **alcohol and drug abuse prevention** education training.
  - a) This requirement can be fulfilled through attending “community wide prevention education programming” events that are hosted by the Greek Councils or by hosting a “chapter based prevention education program” on each topic that is approved by the IFC Director of Programming.
  - b) The council will host at least 4 community wide prevention education programs to enable membership to complete this
- 2)
- 5) 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.
  - a) 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.
  - b) 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.
  - c) 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.
- 3)

- 6) Requirements and sanctions will be calculated using an average of all three (3) programming categories
  - a) Ex. If a chapter has 90% attendance for membership development, 70% for sexual misconduct prevention and 80% for alcohol and drug abuse prevention their overall membership attendance would be 80%, and therefore not be subject to sanctions or tiers.

## ARTICLE V: Programming Availability

- 1) The Panhellenic Council, Interfraternity Council, and/or Multicultural Greek Council sponsored programs will be offered throughout the year as chosen by the councils.
- 2) 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 Multicultural Greek Council(s).
- 3) 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 Presence form and have it be approved by the IFC Director of Programming two weeks prior to their event.
- 4) The final day to complete programming requirements is the Friday before the University- declared “Dead Week”.
- 5) University departments interested in providing educational events must present at a meeting of the programming chairs from the Panhellenic, Interfraternity and Multicultural Greek councils.

## ARTICLE VI: Learning Outcomes

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

## ARTICLE VII. Data Collection and Verification

- 1) Data collection through the mobile app “Modern Campus Presence” will be exclusively used for the tracking of attendance at educational events. This data will be used to send members their attendance survey.
  - a) Chapters choosing to complete an in-house program will be required to supply their own card-swipe or check one out from the council.
- 2) 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.
- 3) 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.
- 4) Council officers may be requested or appointed to attend an in-house event in order to help with data collection.
- 5) A margin of error will be set by the IFC Director of Programming and his advisor to negate any possible errors.

## ARTICLE VIII: Programming Compliance

- 1) 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.
- 2) 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.
- 3) The following Arete Awards will be distributed:
  - a) Most Creative Educational Program
  - b) Highest Percentage of Attendance
  - c) Most Educational Programs Completed

## ARTICLE IX: Noncompliance with Programming Requirements

Failure to meet the programming requirements outlined in appendix G, article IV above, will result in the following:

- 1) Programming Tier 1: Overall average membership attendance is between 79-75%
  - a) 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.
  - b) 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.
  - c) A letter via email will be sent to the President, Programming Chair, the Chapter Advisor and any other members or faculty that the Director of Programming deems necessary to communicate the violation to.
- 2) Programming Tier 2: Overall average membership attendance is between 74-70% **or** the chapter failed to meet expectations two (2) semesters in a row
  - a) The chapter will be subject to all tier 1 sanctions
- 3) Programming Tier 3: Overall chapter membership attendance is below 69% **or** a chapter fails to meet programming requirements for three (3) consecutive semesters
  - a) Be required to complete all Tier two (2) sanctions.
  - b) Be sent to the Greek Standards Board for further sanctioning
- 4) Programming Tier 4
  - a) If a chapter fails to meet programming requirements for four (4) or more consecutive semesters, the chapter will
    - i) Be subject to Tier 3 requirements
    - ii) Be sent to senate for a vote to remove from IFC following standard Robert rules of parliamentary procedure.
    - iii) Require national headquarters to meet virtually or in-person with the following:
      - (1) CFSL
      - (2) Chapter Leadership

- (3) Director of Programming, IFC President, IFC Executive Vice President
- 5) If a chapter is on tier 2, 3, or 4 and successfully completes their programming requirement they will be moved to tier 1.
  - 6) Chapters that successfully completes their programming requirement on tier 1 will be removed from tiers.



## **APPENDIX H: Academic Success and Scholarship Standards**

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

- 1) The Stated Academic Standard for Fraternities at Washington State University will be a **3.0 cumulative Chapter GPA** per semester.
- 2) The Stated Academic Standard for New Member Classes of Fraternities at Washington State University will be a **3.0 cumulative Class GPA** per semester.
- 3) Each semester the Director of Scholarship shall send a letter to each chapter's national headquarters informing them of academic performance of the chapters for the previous semester.
- 4) Chapters that do not adhere to the Stated Academic Standards above will be placed on an Academic Plan Level.
- 5) Each Academic Plan Level differs in severity and will increase with how far under the stated academic standard that a Fraternity performs.
- 6) The Academic Plan Levels are stated in Appendix H, Article III of the Interfraternity Council Bylaws.
- 7) Continual Failure to meet the stated Academic Standards are stated in Appendix H, Article IV of the Interfraternity Council Bylaws.

### **ARTICLE II: Academic Scholarship Award**

- 1) 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.
- 2) Additional scholarships of \$2000, \$1000, and \$500 will be awarded annually to individuals upon application and will be selected by an IFC Senate committee. Applicants must have a minimum of a 3.5 cumulative GPA and must have held a position in their chapter.
  - a) This scholarship will be linked to the WSU general scholarship application which applicants must complete to be eligible.
- 3) With respect to the IFC scholarship awards, specifically the three awards pertaining to individual success, they shall be awarded to no more than one person per IFC chapter.

### **ARTICLE III: Failure to meet the Stated Academic Standard**

- 1) Academic Plan Level 1: Chapter GPA is 2.99-2.85
  - a) Written Plan for Scholastic Improvement
    - i) Must be submitted within two weeks of the beginning of the next semester.
  - b) Regular meetings with the Interfraternity Council Director of Scholarship
    - i) The Chapter's Scholarship Chair is required to meet with the IFC Director of Scholarship at least twice per semester to discuss the chapter's academic standing
  - c) Letter to local chapter advisor

- i) A letter will be sent to the chapters local advisor notifying them on the failure to meet the academic standard requesting that they check in with the chapter.
  
- 2) Academic Plan Level 2: Chapter GPA is 2.84-2.70
  - a) Written Plan for Scholastic Improvement
    - i) Refer to Academic Plan Level 1, Section 1, Sub section i.
  - b) Regular meetings:
    - i) The chapter's scholarship chair must meet with the IFC Director of Scholarship at least 3 times per semester
    - ii) Any scheduled meeting is not fulfilled by the deadline set by the IFC Director of Scholarship will incur a \$25 fine per missed meeting with a \$5 late fee if the fee is not covered one month after being issued. The IFC Director of School also reserves the right to require additional meetings as needed
  - c) 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.
    - ii) The chapter must have a required 80% attendance. If they fail to reach this attendance, they must schedule another in-house academic success program.
    - iii) Failure to comply with this standard will result in a \$50 fine for each week it is not met
  - d) Letter to local Chapter Advisor
    - i) Refer to Academic Plan level 1, Section 3, Sub section i
  
- 3) Academic Plan Level 3: Chapter GPA is 2.69-0.
  - a) Written Plan for Scholastic Improvement
    - i) Refer to Academic Plan Level 1, Section 1, Sub section i.
  - b) Regular meetings:
    - i) The chapter's Scholarship Chair is required to meet with the IFC Director of Scholarship at least 4 times per semester. These meetings may also include additional personnel (e.g. CFSL Staff or the chapter's local advisor) as deemed necessary.
    - ii) Any scheduled meeting that is not fulfilled by the deadline set by the IFC Director of Scholarship will incur a \$25 fine per missed meeting. The IFC Director of Scholarship also reserves the right to require any additional meetings as needed.
  - c) Educational Programming
    - i) Refer to Academic Plan Level 2, Section 4, Sub section i.
  - d) Letter to National Organization and local Chapter Advisor
    - i) If a Chapter reaches Academic Plan Level 3, a letter will be sent to the Chapters National Organization and local Chapter Advisor, 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.

4) Academic Success Plan

- a) At the beginning of each new semester, the scholarship constituent for each chapter who has failed to meet the minimum academic requirement must submit a success plan two weeks after the grade reports have been released by the Director of Scholarship. This must be within the following guidelines:
  - i) Every member with a semester GPA below a 3.0 must be on it.
  - ii) It must include some form of accountability for studying such as a minimum requirement for hours studied per a week while supervised by another member, registration for academic tutors for specific classes, proof of attendance to office hours of classes or a combination of any of the above and more.
    - (1) The members on this academic success plan must have their grades checked bi-weekly by the scholarship chair to ensure improvement in grades.
    - (2) Chapter members who exceed a 3.0 GPA during the semester based on chapter grade checks must remain on the academic success plan until the semester's end.
  - iii) The Academic Success Plan must be submitted by the designated due date. Upon submission, the IFC Director of Scholarship will review the plan for completeness and adequacy. If the plan is deemed insufficient it will be returned to the chapter for revision. Failure to submit an approved Academic Success Plan by the due date will result in a \$100 fine for each week the plan remains unapproved.

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

- 1) Two Consecutive semesters on Academic Plan Level 1
  - a) If a Chapter remains on Academic Plan Level 1 2.99-2.85 cumulative Chapter GPA for **two consecutive semesters**, then the chapter will move up to Academic Plan Level 2 until the Chapter is compliant with the stated academic standards.
- 2) Two Consecutive semesters on Academic Plan Level 2:
  - a) If a Chapter remains on Academic Plan Level 2 2.84-2.70 cumulative Chapter GPA for **two consecutive semesters**, then the chapter will move up to Academic Plan Level 3 until the Chapter is compliant with the stated academic standards.
  - b) The Chapters National Office will be notified as stated in Section 3 of Article II Failure to meet stated academic standard.
- 3) Two Consecutive semester on Academic Plan Level 3:
  - a) The Chapters National Office will be notified as stated in Section 3 of Article II Failure to meet stated academic standard.

- b) The Chapter in question will also be subject to further actions taken by the University.
- c) Membership within the Interfraternity Senate will be brought into question.

## ARTICLE V: Non-Compliance with New Member stated Academic Standards

Chapters who do not have any new members from the previous semester will not be put on a new member academic tier.

1. Academic Plan Level 1: New Member Class GPA is 2.99-2.85
  - a. Written Plan for Scholastic Improvement
    - i. A plan written by the chapter's New Member Educator for scholastic improvement must be submitted within two weeks of the release of the new member class grade reports.
  - b. Regular Meetings:
    - i. The chapter's Scholarship Chair and New Member Educator are required to meet with the IFC Director of Scholarship at least twice per semester to review the academic performance of the new member class
    - ii. Any scheduled meeting that is not fulfilled by the deadline set by the IFC Director of Scholarship will incur a \$25 fine and \$5 late fee per missed meeting. The IFC Director of Scholarship also reserves the right to require additional meetings as needed.
2. Academic Plan Level 2: New Member Class GPA is 2.84-2.70
  - a. Written Plan for Scholastic Improvement
    - i. A plan written by the chapter's New Member Educator for scholastic improvement must be submitted within two weeks of the release of the new member class grade reports.
  - b. Regular Meetings:
    - i. The chapter's Scholarship Chair and New Member Educator are required to meet with the IFC Director of Scholarship at least three times per semester to review the academic performance of the new member class
    - ii. Any scheduled meeting that is not fulfilled by the deadline set by the IFC Director of Scholarship will incur a \$25 fine and \$5 late fee per missed meeting. The IFC Director of Scholarship also reserves the right to require additional meetings as needed.
  - c. Educational Programming
    - i. Within one month of the following semester, the new member class must participate in an in-house academic-success program arranged by the chapter. Failure to host or attend the program may result in further action

- ii. The chapter must have a required 80% attendance. If they fail to reach this, they must schedule another in-house academic success program.
        - iii. Failure to comply with this standard will result in a \$50 fine for each week it is not completed by
      - d. Letter to Local Chapter Advisor
        - i. A letter will be sent to the chapter's local advisor as described in Level 1.
- 3. Academic Plan Level 3: New Member Class GPA is below 2.70
  - a. Written Plan for Scholastic Improvement
    - i. A plan written by the chapter's New Member Educator for scholastic improvement must be submitted within two weeks of the release of the new member class grade reports.
  - b. Regular Meetings:
    - i. The chapter's Scholarship Chair and New Member Educator are required to meet with the IFC Director of Scholarship at least three times per semester to review the academic performance of the new member class
    - ii. Any scheduled meeting that is not fulfilled by the deadline set by the IFC Director of Scholarship will incur a \$25 fine and \$5 late fee per missed meeting. The IFC Director of Scholarship also reserves the right to require additional meetings as needed.
  - c. Educational Programming
    - i. Within one month of the following semester, the new member class must participate in an in-house academic-success program arranged by the chapter. Failure to host or attend the program may result in further action
    - ii. The chapter must have a required 80% attendance. If they fail to reach this, they must schedule another in-house academic success program.
    - iii. Failure to comply with this standard will result in a \$50 fine for each week it is not completed by
  - d. Letter to National Headquarters
    - i. A letter will be sent to the chapter's National Organization and the local advisor notifying them of the continued failure to meet the academic standard and outlining further corrective recommendations

## **Appendix I: Supervised Probation**

### **ARTICLE 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.

### **ARTICLE II: Violation of Supervised Probation**

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**

### **ARTICLE I: Public Relations Policy Expectations**

- 1) All recognized chapters of IFC must have a social media/Public Relations Policy
  - a) A template policy is available from the Greek Council Office.
- 2) 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.
- 3) 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.
- 4) 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".

## **Interfraternity Senate Standing Rules**

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.

### **ARTICLE I: Health and Safety**

- 1) All chapters must abide by the North American Interfraternity Conference Health and Safety policies:

- 2) 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
- 3) 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
- 4) Alcohol above 15% ABV may only be served by a licensed and insured third-party vendor (regardless of event location) at registered events; AND
- 5) Washington State University Fraternity chapters may host or participate in no more than 45 events with alcohol: AND
- 6) 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).

## ARTICLE II: Social Policy Parameters and Definitions

- 1) Event/Function
  - a) Any activity that is planned, organized, funded or sponsored/hosted by a chapter that an observer would associate with that chapter.
- 2) Exchanges
  - a) An exchange is defined as an event hosted by one men's fraternity and one women's fraternity or women's sorority.
  - b) 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.
    - i) 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.
  - c) 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.
  - d) Both the participating fraternity and sorority will be held equally responsible for policy compliance.
- 3) Joint Functions
  - a) A joint function is defined as any fraternity hosting an event with another fraternity or fraternities.
  - b) 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.
    - i) 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.
  - c) 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.



- d) Any guest attending the party must present a valid Cougar Card or other form of valid age identification.
- e) All participating chapters will be held equally responsible for policy compliance.
- 4) Formal
  - a) A chapter formal is defined as one fraternity/sorority member and their date dressing in formal attire and attending an organization sponsored event.
- 5) Member Class Bonding's
  - a) Events involving one-member class of a fraternity or sorority hosting an event with another member class of a fraternity or sorority.
- 6) Sponsorship/Host – A chapter is a sponsor or host if they meet any of the below criteria:
  - a) An organization that is hosting or providing event location;
  - b) An organization that is listed on the registration form;
  - c) An organization that contributes resources and/or funds to the event;
  - d) An organization that announces, promotes, or participates in the event;
  - e) AND, Organizations that are on social probation are forbidden to sponsor a social event.
- 7) Co-sponsorship/Co-host – A chapter is a co-sponsor or co-host if they meet any of the below criteria:
  - a) An organization that is listed on the registration form;
  - b) An organization that contributes resources and/or funds to the event;
  - c) An organization that announces, promotes, or participates in the event;
  - d) AND, Organizations that are on social probation are forbidden to co-sponsor a social event.
- 8) Weekday Social Events
  - a) There shall be no social events at which alcohol is present, beginning each Sunday at 8:00am Pacific Time, extending until each Thursday until 5:00pm Pacific Time.
- 9) Risk Monitor
  - a) A member of a sponsoring or co-sponsoring organization that remains sober prior to, for the duration of, and until 7 am the morning following the event.
- 10) Guests
  - a) A person who is not a member of the Sponsoring or Co-sponsoring chapters.
  - b) AND, a guest must be at least 18 years of age.
- 11) Third-party vendors
  - a) A licensed establishment and/or caterer that is permitted to sell alcohol.
  - b) Other Parameters
- 12) 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.
- 13) 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.
- 14) 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.

- 15) 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.

## ARTICLE III: Event Registration

### Section I: Introduction

- 1) 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.
- 2) 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:
  - a) Event registration form must be filled out by the sponsoring/host organization and MUST identify all co-sponsoring/co-hosting organizations; AND
  - b) The form must be completed in full; AND
  - c) 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
  - d) May require additional risk management items as directed by the IFC Director of Policy and Procedure.

### Section II: Tiered Events Criteria

- 1) Tier 1 – Involving no more than 1 organization and fewer than 200 attendees.
  - a) Risk Management Requirement:
    - i) 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.
- 2) Tier 2 – Involving exactly two organizations and between 201 – 400 attendees.
  - a) Risk Management Requirement:
    - i) 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.
    - ii) 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
- 3) Tier 3 – Involving more than two organizations and 401+ attendees.
  - a) Risk Management Requirement:
    - i) 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.
    - ii) 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.

- (1) 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.

### Section III: Requirements for all Social Events

- 1) 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
- 2) All social events must follow social policy parameters and procedures as outlined in these bylaws including
  - a) Having a documented risk management plan, submitted with the event registration.
  - b) 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.
  - c) Having a pre-event team meeting between risk monitors of every participating organization; AND
- 3) Risk management allocation must meet the requirements as discussed in Section 4: Tiered Events Criteria; AND
- 4) There must be only one entrance and exit for the duration of the event; AND
- 5) All participating organizations must supply bottled water relative to expected guest attendance; AND
- 6) All participating organizations must supply snacks relative to expected guest attendance; AND
- 7) The contact information of the executive risk member for EACH organization will be given to all risk monitors responsible for the event; AND
- 8) All areas of the house have proper lighting as to avoid tripping hazards; AND
- 9) 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
- 10) Cougar Cards or a valid form of Identification must be presented at the entrance, to risk monitors, for entrance into the event; AND
- 11) Wristbands or distinct form of identification (i.e. stamp) differentiating different organizations from each other and from guests are required; AND
- 12) 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
- 13) Alcohol that is below 15% ABV is only permitted in common spaces of the registered event location for the duration of the event; AND
- 14) Alcohol above 15% ABV shall only be served by a licensed and insured third-party vendor at registered events; AND
- 15) Any further policies administered by the IFC and at the discretion of the IFC Director of Policy and Procedure.

## Section IV: Baseline Risk Management

- 1) 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.

## Section V: Compliance with these Parameters and Procedures

- 1) Any chapter or chapters found in violation of any of these social policy parameters and procedures shall be subject to the Greek Standards Board.
- 2) For information regarding the processes of the Greek Standards Board, please refer to Appendix D of the Interfraternity Council Bylaws.

# Appendix K: Free Speech, Hate Speech, and Discrimination

## ARTICLE I: Background and Definitions

We support every individual right to free speech and do not condone, accept, or promote the use of hate speech within the Greek community.

- 1) Hate speech is any language used to specifically target marginalized groups of people.
  - a) This includes the use of terms that have historically discriminated against groups also known as derogatory language or slurs.

We respect the freedom of speech from every individual in our community.

- 1) Freedom means the words we can use and the actions we can take to express ourselves that are protected by the first amendment of the U.S. constitution.
  - a) However, free speech rights do not allow people to say whatever they want without consequences. We will not tolerate hate speech and individuals and chapters will face consequences for their use of hateful language.

## ARTICLE II: Education Expectations

- 1) The Vice President of Diversity, Equity, and Inclusion (VP DEI) must educate their constituents about the importance of language use.
  - a) Before the conclusion of the first month of the Spring Semester, the VP DEI will provide training for their constituents, which defines Free speech vs. Hate speech, and provides reporting resources for DEI chairs to bring to their chapters.

- 2) The VP DEI must also provide resources regarding hate speech to DEI Constituents, to ensure members are aware of the history and implications of discriminatory language.
  - a) The VP DEI shall provide, at the constituent education meeting referenced above, a brief presentation with visual-aids (eg: powerpoint, prezzi, canva, etc) covering the material listed, in a common shared drive that chapters can access and use to present at a chapter meeting.
  - b) Chapters are required to present this information at a chapter meeting before the end of February.

### **ARTICLE III: Behavioral Expectations and Accountability**

- 1) Organizations are expected to maintain the highest standards of membership and utilize their membership accountability process (judicial, standards process, honor code, etc) as it relates to discrimination and hate speech. Chapters are expected to hold their membership accountable for the use of discriminatory actions and speech.
  - a) The failure of an organization to hold its membership accountable can create a permissible environment for this behavior to perpetuate inside of the organization. The creation of this permissible environment may trigger an organizational investigation for the chapter not operating in line with their values.
  - b) Organizations that do not meet their values, shall be referred to the Greek Standards Board for a violation of this bylaw, and done so in accordance with their governing councils GSB process and the values incongruence violation bylaws.

### **ARTICLE IV: Council Management of Reports**

Members and chapters that are reported engaging in discriminatory behavior may be reported to local authorities, including but not limited to; the chapter president, the Greek Standards Board, the Pullman Police Department, the WSU Police Department, Chapter Headquarters, The Center for Fraternity and Sorority Life, The Center for Community Standards, and the Center of Civil Rights and Compliance.

## **Appendix L: Financial Incentive Program**

### **ARTICLE I: Rationale and Intention**

This provides chapters positive feedback, for meeting requirements as established by IFC.

### **ARTICLE II: Purpose**

At the end of each semester, each respective chapter's performance in the areas of academics, programming, community service and conduct will be evaluated for the application of a chapter dues reduction. There are two levels at which a reduction can be applied

## ARTICLE III: Levels

### Section I: Crimson Level

At the time that initial reports are first distributed, chapters that meet all the following requirements, as established in the IFC bylaws, will qualify for a reduction of up to 15% of the chapter's dues:

In the semester prior to the application of the dues reduction the following criteria must be met

- 1) Chapter must achieve an overall Chapter GPA Average of 3.30 in the sem.
- 2) Chapter must achieve over 80%-chapter attendance on the following programming categories:
  - a) Sexual Misconduct Prevention Programming
  - b) Substance Abuse Prevention Programming
  - c) Hazing Prevention Programming
  - d) Member Development Programming
- 3) Chapter must achieve 80% of chapter members completing 8 hours of community service as reported in GivePulse
- 4) Chapter must have no finding of responsibility as a chapter in either the Greek Standards Board or University Conduct.
- 5) Chapter must achieve at least 80% attendance for constituent meetings and senate meetings as well as perfect attendance for scheduled meetings with the Center for Fraternity and Sorority Life advising team.
- 6) Chapter must have the appropriate members in attendance for FAB 5, Men's Retreat and Greek Leadership Camp if it occurs that respective semester unless previously approved by the managing authority.

A chapter who achieves this level of performance will also be issued a letter to their nationals within four weeks of the beginning of the following semester, describing the specific chapter's accomplishments to promote the chapter's success with their national headquarters to increase the level of support issued to the respective chapter. Additionally the IFC will issue a plaque to the chapter show the chapter has achieved IFC Crimson Level performance.

### Section II: Grey Level

At the time that initial reports are first distributed, chapters that meet all of the following requirements, as established in the IFC bylaws, will qualify for a reduction of up to 5% of the chapter's dues:

In the semester prior to the application of the dues reduction the following criteria must be met:

- 1) Chapter must achieve an overall Chapter GPA Average of 3.10 in the sem.
- 2) Chapter must achieve over 70%-chapter attendance on the following programming categories:
  - a) Sexual Misconduct Prevention Programming
  - b) Substance Abuse Prevention Programming
  - c) Hazing Prevention Programming

- d) Member Development Programming
- 3) Chapter must achieve 70% of chapter members completing 8 hours of community service as reported in Give Pulse.
- 4) Chapter must have no finding of responsibility as a chapter in either the Greek Standards Board or University Conduct.
- 5) Chapter must achieve at least 80% attendance for constituent meetings and senate meetings as well as perfect attendance for scheduled meetings with the Center for Fraternity and Sorority Life advising team.
- 6) Chapter must have the appropriate members in attendance for FAB 5, Men's Retreat and Greek Leadership Camp if it occurs that respective semester unless previously approved by the managing authority.

A chapter who achieves this level of performance will also be issued a letter to their nationals within four weeks of the beginning of the following semester, describing the specific chapter's accomplishments to promote the chapter's success with their national headquarters to increase the level of support issued to the respective chapter.

## ARTICLE IV: Terms and Conditions

- 1) A chapter that is placed on tier 1 (or greater) in more than a single (two or more) categories shall not be eligible for either Crimson or Grey incentives.
- 2) To preserve a balanced budget, there shall be no more than 2 Crimson Awards granted in each semester, and 5 Grey Awards granted in each semester
  - a) If more than the listed number of chapters qualify for the awards, the chapter which exceeds the requirements for the awards to the greatest degree in the greatest number of categories shall be awarded the deduction in dues.
- 3) After a reduction is issued to a chapter the following semester, chapter dues must be paid on time. Failing to pay dues on time will result in:
  - a) a late fee being applied and
  - b) the reduction being revoked, and the full total of the initial dues being applied to the chapter

## Appendix M: Event Incentives Program

### ARTICLE I: Introduction

Event-eligible days will be earned through completion of programming, community service and academic benchmarks.

Chapters may apply their event-eligible days on the calendar days of their choice; however, event registration procedures must be followed as dictated by the IFC and the University Relationship Agreement

### ARTICLE II: Event-Eligible Days

- 1) "Event-eligible days" refers to days earned through the incentive program.
- 2) Event-eligible days may be applied on Thursdays-Saturdays on weeks of normal WSU operation and cover all events registered for that day.
  - a) The maximum number of "event-eligible days" may vary by semester. The maximum number will be calculated by the number of regular weeks (weeks

- that are of normal WSU operation and are not mandated by IFC to be alcohol free) multiplied by three.
- b) Any “wet” event requires an event-eligible day including and not limited to, formals, camp-trips, exchanges, and date-dashes.
  - c) Dry events, such as dry brotherhoods and philanthropies do not require an event-eligible day.
  - d) Any weekends or days mandated to be dry by IFC will not be event-eligible, and any events scheduled for that day will not be approved.
- 3) Any chapter participation (hosting or attending) in any event requires an event-eligible day.
  - 4) IFC will maintain a record of each chapter’s earned event-eligible days, and each chapter will be notified of the quantity of event-eligible days earned from the prior semester. If a chapter has no event-eligible days, the event will not be approved.
  - 5) Chapters may earn up to 1/3 of event-eligible days per category of programming, community service, academics.
  - 6) This system will work retroactively, considering chapter’s data from the prior semester.
  - 7) Violations of this bylaw may be reported utilizing the Fraternity/Sorority Documentation form on Presence. Violations of this bylaw will be referred to the Director of Policy and Procedure for review, potential investigation, and referral to GSB if appropriate. Violations of this may result in a Greek Standards Board Hearing.

## ARTICLE III: Percentage Range

Programming	
Range (%)	Event-Eligible Days
0-69.99	0
70-70.99	1
71-71.99	2
72-72.99	3
73-73.99	4
74-74.99	5
75-75.99	6
76-76.99	7
77-77.99	8
78-78.99	9
79-79.99	10
80+	10

Community Service	
Range (%)	Event-Eligible Days
0-34.99	0
35-39.99	1
40-44.99	2
45-49.99	3
50-54.99	4
55-59.99	5
60-64.99	6
65-69.99	7
70-74.99	8
75-79.99	9
80+	10

Academics	
Range (Average GPA)	Event-Eligible Days
0-2.750	0
2.751-2.849	3
2.850-2.949	6
2.95+	10

- 1) Separate of this policy, the University Relationship Agreement mandates an 80% chapter attendance at alcohol substance abuse programming



- a) Failure to meet this requirement results in a loss of 3 event-eligible days (equivalent to a week of probation) from the programming category.
- 2) Example: A chapter that earns 7 event-eligible days due to an average attendance at programming of 67%, but only had 54% attendance at Alcohol and substance abuse programming, they would have a true sum of 4 event-eligible days from the programming category.

## ARTICLE IV: Example

Chapter A, through the above benchmarks, earns 23 event-eligible days. Chapter B earns 17. Chapter A and B would like to host an event together on Friday, March 1st. Both chapters register the event as normal, registering it at least 72 hours prior to the event. Both chapters use an event-eligible day; chapter A has 22 event-eligible days remaining and chapter B has 16.