

CONSTITUTION OF THE INTERFRATERNITY COUNCIL

At

The University of North Carolina at Chapel Hill

Adopted February 10, 2020

//signed//

Brandon Wacaser, President

Preamble:

We, the members of the Interfraternity Council of The University of North Carolina at Chapel Hill, do hereby declare this Constitution and Bylaws to be the last and final law of the Interfraternity Council, dedicated to the establishment of greater cooperation among the member fraternities and their members towards the end goal of improving the individual organizations and Greek Life in general on this campus.

ARTICLE I. Name

This organization shall be known as the Interfraternity Council, hereinafter "IFC", of The University of North Carolina at Chapel Hill (UNC-CH).

ARTICLE II. Purpose of the IFC

It shall be the purpose of IFC to:

- A. Provide a sovereign governance structure for its member fraternities;
- B. Promote the interests of its member fraternities;
- C. Promote harmonious relations and mutual collaboration among the member fraternities;
- D. Promote the interests and academic mission of UNC-CH

- E. Discuss questions of mutual interest and present to its member fraternities such recommendations as the IFC deems appropriate;
- F. Promote mutual cooperation between the IFC, fellow governing councils, student organizations and fellow students, faculty and staff at UNC-CH.

ARTICLE III. IFC Membership

Section I. Membership Eligibility

Membership in the IFC is open to chapters and colonies of fraternities at UNC-CH, as follows:

- A. Any chapter or colony of a North-American Interfraternity Conference (NIC) member organization may hold membership in the IFC, as approved by the general body of the IFC.
- B. Any chapter or colony of a local, state, regional, or inter/national fraternity which is not a member of the NIC may also hold membership in the IFC, as approved by the general body of the IFC.

Section II. Membership Classification for Member Fraternities

The membership classification of Member Fraternities shall be as follows

- A. Full Member: Any fraternity chapter that has obtained its charter from its inter/national organization, or any local fraternity chapter. Full Membership grants the Member Fraternity all rights, privileges and responsibilities under the IFC Constitution and Bylaws.
- B. Associate Member: Any fraternity colony of an inter/national organization. Associate Membership grants the Member Fraternity all rights, privileges, and responsibilities under the IFC Constitution and By-Laws, except that it does not have

voting privileges, cannot hold IFC Executive Board positions, nor have an IFC Judicial Committee Justice.

C. Provisional Member: Should the case arise where a potential member fraternity bypasses the associate member stage, they may be considered for provisional member status. Such a member status is only available to those who have already gained "chapter" status within their own inter/national organization and have procured a substantial membership as determined by the IFC Executive Board. As to discourage other potential fraternal bodies from taking this approach to full membership, the following must be achieved in order to attain full membership status with the IFC.

- 1.) Must pay a per-brother late entry fee, as decided by the President's Council, that should be between \$50-\$100. This fee will be used by Interfraternity Council for an event or project that will benefit the entire constituent community, as determined by the IFC Executive Board.
- 2.) Must fully cooperate with the IFC Executive Board and any trainings it feels the new chapter should be subject to, including, but not limited to, those mandated by this document.
- 3.) Must participate and have representation at any and all IFC events, hosted or sponsored, so as to show that they will be a contributing member of the fraternal community.
- 4.) Any additional requirements felt necessary by the IFC Executive Board pending the agreement of a ($\frac{2}{3}$) majority vote of the IFC General Body.

Should these conditions be agreed to and completed, the IFC Executive Board, along with the IFC General Body, may evaluate the provisional member at the conclusion of the subsequent semester. Should all of the aforestated requirements been satisfied, the IFC General Body may approve the provisional member for associate membership status by a ($\frac{2}{3}$) majority vote.

For the purpose of this Constitution and the IFC Bylaws, both Full Members, Associate Members, and Provisional Members are referred to as Member Fraternities.

Section III. Member Fraternity Minimum Expectations

Each member fraternity shall adhere to and abide by the following minimum expectations:

- A. Be a recognized UNC-CH student organization;
- B. Be current on all IFC dues owed;
- C. Have an active faculty/staff advisor,
- D. Possess a current and properly ratified constitution,
- E. Attend IFC General Body and IFC Judicial Board meetings and hearings as outlined in this Constitution,
- E. Have openness to full membership and participation towards all members of the university community without regard to race, color, religion, national origin, disability, age, Veteran's status or sexual orientation. The Interfraternity Council is exempt from UNC-CH gender requirements,
- F. Be in compliance with all other policies set forth by the IFC Constitution, Bylaws, Code of Conduct and UNC-CH policies and guidelines for recognized student organizations.

A member fraternity that has failed to meet any of the minimum expectations outlined in this Section may be referred to the IFC Vice President of Judicial Affairs for potential judicial review.

Section IV. Membership Status for Member Fraternities

The membership status of member fraternities shall be as follows:

A. Good Standing: A member fraternity shall be deemed to be in Good Standing if the member fraternity is not currently operating under Non-Status Sanctions or Status Sanctions, as defined within the IFC Bylaws, and is currently meeting the minimum expectations outlined in Section III of this Article.

B. Good Standing on Probation: A member fraternity shall be deemed to be in Good Standing on Probation if the member fraternity is currently operating under Non-Status Sanctions and currently meets the minimum expectations outlined in Section III of this Article.

C. Poor Standing: A member fraternity shall be deemed to be in Poor Standing if the member fraternity has been placed under Suspension by the IFC or has currently failed to meet the minimum expectations outlined in Section III of this Article.

Section V. Individual Member Definitions

For the purpose of this Constitution and the IFC Bylaws, and with the understanding that each member fraternity may have its own terminology for internal use, individuals will be defined as follows:

A. Active Member: An Active Member shall be defined as any man who is a full-time, enrolled student in Good Academic Standing and has been initiated into any IFC fraternity at UNC-CH.

B. New Member: A New Member shall be defined as any man who is a full-time, enrolled student in Good Academic Standing and has accepted a bid to join an IFC fraternity at UNC-CH, but has not been initiated into that fraternity.

C. Potential New Member: A Potential New Member shall be defined as any man who is a full-time, enrolled student in Good Academic Standing who has not yet accepted a bid from any IFC fraternity at UNC-CH.

Section VI. IFC Standards

The IFC has adopted certain standards, and each member fraternity shall be required to meet the following in order to maintain IFC membership:

A. Each member fraternity shall communicate its values through its Ritual at least annually or as prescribed by its policies.

B. Each member fraternity shall regularly communicate the importance of its Active Members and New Members participating in educational programming covering the following topics: academic achievement, alcohol consumption, career preparation, civic engagement, environmental sustainability, hazing, leadership development, sexual assault/abuse, bystander prevention, and values and ethics.

C. Each member fraternity shall have policies addressing the following:

1. A policy requiring the member fraternity to maintain a cumulative GPA requirement of at least a 3.0 each semester, pursuant to UNC-CH Board of Trustees policy.

2. A policy requiring that its New Member education program be no longer than eight weeks.

3. Risk management policies covering alcohol use, fire safety, hazing, and sexual assault/abuse.

4. A policy requiring all recruitment activities be alcohol-free and substance free.

5. A policy prohibiting any recruiting behavior or tactics that qualifies as coercive, predatory, or demonstrably unfair.

6. A policy requiring all New Member education activities be alcohol-free and substance free.

7. A policy prohibiting any recruiting behavior or tactics that qualifies as coercive, predatory, or demonstrably unfair.

8. A policy regarding environmental sustainability that requires the chapter to make annual advancements to lessen its environmental footprint.

D. Each member fraternity shall be required to complete an Office of Fraternity and Sorority Life-approved sexual assault/violence prevention training program. This requirement must be completed a minimum of once every calendar year from the date

of initial completion. At a minimum, participation must include the most recent new member class and the current executive board of the chapter. Funding is to be provided by the Office of Fraternity and Sorority Life and the Interfraternity Council for each chapter to complete the training.

E. Each member fraternity shall be required to send their new member class to a minimum of four (4) new member education seminars throughout the new member process, to be sponsored and organized by the IFC Executive Board, specifically by the Vice President of Internal Affairs.

Article IV. Representation and Operations

Section I. IFC General Body

The powers of the IFC shall be vested in the IFC General Body. The IFC General Body shall be the governing legislative body responsible for the general policies of the IFC, for electing its Executive Board, and for informing its Executive Board as to the activities and operations of the IFC. All such activities shall respect the individual sovereignty of each member fraternity and shall not relinquish any governance authority to any other governing body.

Section II. IFC General Body Composition

The IFC General Body shall be composed of voting IFC Representatives from each member fraternity.

Section III. IFC Representatives

Each member fraternity shall have one IFC Representative, who serves on the IFC General Body (either the President of the respective fraternity or a duly elected representative).

Section IV. IFC Alternate Representatives

Each Member Fraternity may also choose an IFC Alternate Representative, who shall represent that Member Fraternity in the IFC General Body in the absence of its IFC Representative.

Section V. IFC Representative and Alternate Representative Eligibility

In order to serve as the Alternate Representative for a member fraternity, it is expected that individuals meet the following requirements:

- A. Be an Active Member, in good standing, of the member fraternity.
- B. Be devoted to the general ideals and principles of fraternity life consistent with the Mission and Purpose of the IFC, as defined by the Constitution.
- C. Have a working knowledge of the IFC Constitution and Bylaws, UNC-CH policies, and FIPG risk management policies.
- D. Not be a current member of the IFC Executive Board.
- E. Preferably serve on the Executive Board or in a leadership capacity of the member fraternity.

Section VI. Term of Office of IFC Representatives

The term of office for IFC Representatives shall be until their graduation, resignation, or replacement under the procedures determined by each member fraternity; or upon his election to serve on the IFC Executive Board or as his member fraternity's IFC representative for the IFC Judicial Board.

IFC Representatives shall serve the term on the IFC General Body for the duration of their time as President of the IFC Member Fraternity.

Section VII. IFC General Body Meeting Policies

The IFC General Body shall conduct its meetings according to the following requirements:

- A. The most recent edition of Robert's Rules of Order shall be used to run all meetings.
- B. A simple majority of member fraternities present shall constitute a quorum in order to conduct IFC General Body business.
- C. The IFC General Body shall conduct regularly scheduled business meetings at least bi-weekly during the academic year.
- D. Special meetings may be called by the IFC President at any time or at the request of at least two member fraternities, with notice of the time, location, and purpose of the special meeting provided to all member fraternities at least 72 hours in advance.
- E. Each member fraternity's IFC Representative or Alternate Representative is required to attend all meetings of the IFC. More than two absences per academic year shall result in the Member Fraternity being referred to the IFC Vice President of Judicial Affairs for potential judicial review.

Section VIII. IFC General Body Voting Policies

The IFC General Body shall operate utilizing the following voting policies:

- A. Each member fraternity, in good standing, shall have one vote.
- B. Individuals holding IFC Executive Board positions are not entitled to a vote.
- C. In the event of a tie, the IFC President shall cast the deciding vote.

D. With the exception of the election of IFC Executive Board positions, there shall be no secret ballot votes.

ARTICLE V. IFC Executive Board

Section I. IFC Executive Board

The IFC Executive Board shall be responsible for carrying out the purpose and policies of the IFC and for its day-to-day operations and activities, as directed by the IFC General Body.

Section II. IFC Executive Board Composition

The IFC Executive Board shall be composed of the following positions with duties and responsibilities outlined within the IFC Bylaws:

- A. President,
- B. Vice President of Internal Affairs,
- C. Vice President of Recruitment,
- D. Vice President of Finances,
- E. Vice President of Events,
- F. Vice President of Public Relations,
- F. Vice President of Judicial Affairs, and
- G. Assistant Vice President of Judicial Affairs

Section III. IFC Executive Board Eligibility

In order to be elected and serve as a member of the IFC Executive Board, individuals must meet the following requirements:

- A. Be an Active Member or New Member, in good standing, of a member fraternity.

- B. Maintain good academic standing with UNC-CH.
 - C. Be devoted to the general ideals and principles of fraternity life and conduct himself in a professional manner consistent with the Mission and Purpose of the IFC, as defined within this Constitution.
 - D. Have a working knowledge of the IFC Constitution and Bylaws, UNC-CH policies, NIC Standards, and FIPG risk management policies.
 - E. Not currently serve as his member fraternity's president, IFC Representative, Alternate Representative, or IFC Judicial Board member.
- 1) If the terms of any of the positions listed above shall overlap by a period of less than one month, then the officeholder may tacitly serve as an IFC Executive Officer in addition to their other role, but may not exercise any control of the IFC Judicial Board, official IFC policies, or act in any capacity that significantly affects the relationship between the IFC and their respective chapter.

Section IV. IFC Executive Board Meeting Policies

The IFC Executive Board shall conduct its meetings according to the following requirements:

- A. A simple majority of IFC Executive Board members present shall constitute a quorum in order to conduct IFC Executive Board business.
- B. The IFC Executive Board shall conduct regularly scheduled meetings on a weekly basis.
- C. Special meetings may be called by the IFC President with notice of the time, location, and purpose of the special meeting provided to each IFC Executive Board member at least 72 hours in advance.
- D. Each IFC Executive Board member is required to attend all meetings of the IFC Executive Board and all meetings of the IFC General Body. If an Executive Committee member missed three (3) or more IFC Executive or General Body meetings in one (1) semester, he shall be brought up for Officer Review at the next scheduled IFC meeting

following his third unattended meeting of the semester. Absences may result in removal from office.

Section V. IFC Executive Board Voting Policies

The IFC Executive Board shall operate utilizing the following voting policies during IFC Executive Board meetings:

- A. Each IFC Executive Board member shall have one vote.
- B. The IFC President shall refrain from casting his vote except for in the event of a tie. In such instances, the IFC President shall cast the deciding vote.
- C. There shall be no secret ballot votes.

ARTICLE V. IFC Executive Board Election Policies

The following policies and procedures shall be utilized for the election and removal of IFC Executive Board officers:

Section I. Nominations, Timeline, and Vacancies

- A. Notice of and calls for nominations and applications for IFC Executive Board positions shall be distributed to each fraternity by the IFC President no less than two weeks before the election of officers.
- B. Elections and installations of IFC Executive Board officers shall take place during the last business meeting of each calendar year.
- C. All officers shall serve a term of one calendar year, but may run for re-election.
- D. In the event of a vacancy in any IFC Executive Board position, the IFC President shall appoint a successor to complete the term under the advice and consent of the remaining members of the IFC Executive Board.

E. Should a vacancy occur in the office of the IFC President, a special election shall be held within two meetings after the vacancy was created but no sooner than seven days after the vacancy was created. The Vice President for Internal Affairs shall serve in the interim.

Section II. Voting

A. Voting shall be taken by a secret ballot for each office in the order of:

- i. President,
- ii. Vice President of Internal Affairs,
- iii. Vice President of Recruitment,
- iv. Vice President of Finance,
- v. Vice President of Events,
- vi. Vice President of Judicial Affairs,
- vii. Vice President of Public Relations

B. Each IFC Executive Board officer shall be elected by a majority of the votes cast by the IFC General Body.

C. Each fraternity shall have one (1) vote.

D. Any individual serving in an IFC Executive Board position may be removed from his position by a 2/3 affirmative vote of the IFC General Body.

E. In elections in which there are more than two candidates running for an office and no candidate receives a majority of the votes, the candidate receiving the fewest votes shall be dropped from consideration; this procedure shall continue until one candidate receives the majority of the votes cast.

Section IV. Non-Executive Positions

At the first scheduled IFC meeting following the election of Executive Committee officers, the President of the IFC shall announce additional positions that are open for applications.

- A. The President is to decide the positions that are to be created, under consultation with the IFC Executive Committee and the Office of Fraternity and Sorority Life.
- B. Applications can be submitted until the next scheduled IFC meeting following the announcement of the open position.
- C. All applications will be received by the Executive Committee.
- D. The Vice President of Internal Affairs shall be responsible for appointing an applicant into each position, under consultation with the Executive Committee and the Office of Fraternity and Sorority Life.
- E. The Vice President of Internal Affairs shall announce his appointments at the next scheduled IFC meeting following the announcement of the open position.
 - i. All appointments made by the Vice President of Internal Affairs must be approved by a simple majority vote of the member fraternities.
 - ii. The appointee must be present at the meeting during which his appointment is announced.
 - iii. Prior to the Motion to Vote on the appointment, IFC members may question both the appointee and the Vice President of Internal Affairs.
 - iv. If the appointment is not approved, the Vice President of Internal Affairs will appoint an alternate applicant, and announce this decision at the next scheduled IFC meeting. This process will continue until an appointment receives a majority vote of approval.
 - v. An appointee will not be a functioning officer until his appointment is approved by the IFC.
- F. The President has the ability to create or dissolve appointed positions at any time throughout the year, subject to all of the policies of this Section.

ARTICLE VI. IFC Judicial Committee (IFC Judicial Board)

Section I. IFC Judicial Board Jurisdiction

The IFC shall be a self-governing organization with an independent Judicial Board, which shall have jurisdiction over cases involving alleged member fraternity violations, including but not limited to:

- A. The IFC Constitution, Bylaws, Code of Conduct, alcohol policy, recruitment policy, event policy, and all other IFC policies.
- B. The general values-based conduct of fraternity men, under the discretion of the IFC President and Vice President of Judicial Affairs, in consultation with the Office of Fraternity and Sorority Life.

Section II. IFC Judicial Board Composition

The IFC Judicial Board shall be composed of one IFC Justice from each member fraternity, chosen by that member fraternity, and shall be chaired by the IFC Vice President of Judicial Affairs.

Section III. IFC Justice Eligibility

In order to serve as the IFC Justice for a member fraternity on the IFC Judicial Board, an individual must meet the following requirements:

- A. Be an Active Member or New Member, in good standing, of an IFC member fraternity.
- B. Maintain good academic standing with UNC-CH.
- C. Be devoted to the general ideals and principles of fraternity life and conduct himself in a professional manner consistent with the Mission and Purpose of the IFC, as defined within this Constitution.

- D. Have a working knowledge of the IFC Constitution and Bylaws, UNC-CH policies, NIC Standards, and FIPG risk management policies.
- E. Not be a current member of the IFC Executive Board or serve as his member fraternity's IFC Representative or Alternate Representative for the IFC General Body.
- F. Must complete formal judicial policies and procedures training prior to serving on an IFC Judicial Board hearing.

Section IV. Term of Office of IFC Justices

The term of office for IFC Justices shall be until their graduation, resignation, or replacement under the procedures determined by each member fraternity; or upon his election to serve on the IFC Executive Board or as his member fraternity's IFC Representative or Alternate Representative for the IFC General Body.

Section V. IFC Judicial Policy

The Judicial Board shall perform all duties and be subject to all regulations contained within the IFC Judicial Policy in the Bylaws.

Section VI. IFC Judicial Board Hearing Justice Selection

The IFC Vice President of Judicial Affairs will select five (5) Judicial Committee justices, as predetermined by an alphabetical rotation of the member fraternities, to hear a case. In the event the IFC Judicial Committee rotation for service on a Judicial Board hearing falls upon an IFC Justice whose member fraternity is involved in the alleged violation, the rotation will skip to the next member fraternity in the alphabetical rotation.

Section VII. IFC Judicial Board Hearing Attendance

All IFC Judicial Board hearings shall be conducted in accordance with the following requirements:

- A. All IFC Justices assigned to an IFC Judicial Board hearing shall be present in order to conduct business on behalf of the IFC Judicial Committee.
- B. Each IFC Justice assigned to an IFC Judicial Board hearing is required to attend the hearing. Failure of an IFC Justice to attend an IFC Judicial Board hearing for which he was assigned shall result in his referral to the IFC Vice President of Judicial Affairs for potential judicial review.

Section VIII. IFC Judicial Board Hearing Voting Policies

All IFC Judicial Board hearings shall operate utilizing the following voting policies:

- A. Each IFC Justice serving on an IFC Judicial Board hearing shall have one vote.
- B. A majority vote shall govern all actions of an IFC Judicial Board.

ARTICLE VII. IFC Committee

Section I. Standing Committees

The IFC shall have the following standing committees chaired by its respective corresponding member of the IFC Executive Board:

- A. Recruitment Committee
- B. Finance Committee
- C. Scholarship Committee
- D. Member Development Committee
- E. Community Relations Committee
- F. Executive Review Committee
- G. Greek Sustainability Committee

Section II. Ad Hoc Committees

The IFC Executive Board or the IFC President may form ad hoc committees as deemed necessary to perform the work of the IFC. The IFC President shall appoint the ad hoc committee chairman and committee members with the concurrence of the IFC Executive Board.

Section III. IFC Committee Meeting Policies

All committees of the IFC shall conduct its meetings according to the following requirements:

- A. The most recent edition of Robert's Rules of Order shall be used to run all meetings.
- B. A majority of committee members present shall constitute a quorum in order to conduct committee business.
- C. Each committee shall meet as called by its committee chair.

ARTICLE VIII. Constitutional Amendments

Section I. Constitutional Amendments

This Constitution may be amended by a $\frac{2}{3}$ affirmative vote of the IFC General Body provided notice of the proposed amendment has been provided to member fraternities at the preceding regularly scheduled business meeting of the IFC General Body.

Section II. Adoption

This Constitution shall become effective and shall supersede all previous Constitutions of the IFC when adopted by a three-fourths ($\frac{3}{4}$) affirmative vote of the IFC General Body.

**Bylaws of the Interfraternity Council at
The University of North Carolina at Chapel Hill**

ARTICLE I: Role of the IFC Representative

Section I. IFC Representative

The duties and responsibilities of all IFC Representatives are as follows:

- A. Serve as a representative and voice for his member fraternity's concerns regarding the fraternity community.
- B. Represent the larger fraternity community's interests.
- C. Inform his member fraternity of the actions, discussions, and workings of the IFC General Body.

- D. Serve as a liaison between the IFC General Body and his respective member fraternity.
- E. Serve as an active member of IFC Standing Committees and Ad Hoc Committees, as necessary.
- F. Represent the highest ideals of fraternity life to the greater campus community.

ARTICLE II. Role of the IFC Executive Board Officers

Section I. IFC President

The duties and responsibilities of the IFC President are as follows:

- A. To function as the chief executive officer and preside over all meetings of the IFC General Body and Executive Committee.
- B. To see that the provisions of the constitution and bylaws are enforced.
- C. To convene the IFC in special sessions and to call meetings of the Executive Committee.
- D. To represent the IFC as its principal spokesman.
- E. To attend weekly meetings with the Director or Assistant Director of Fraternity and Sorority Life.
- F. To attend scheduled meetings of the University Committee on Greek Affairs.
- G. To attend the Greek Officers' Retreat.
- H. To cast the final vote in the event of a tie.
- I. To build rapport and establish positive working relationships between IFC and Member Fraternity leaders.
- J. To establish a working relationship with key University administrators.
- K. To attend monthly meetings with the council presidents and the Assistant Director of the Office of Fraternity and Sorority Life.
- L. To maintain a culture of diversity and inclusion

Section II. Vice President of Internal Affairs

The duties and responsibilities of the Vice President of Internal Affairs shall be:

- A. To assist in the administration of the President's duties and with the execution of IFC decisions.
- B. To perform the duties of the President during the President's absence.
- C. To coordinate and supervise the activities of the appointed officers.
- D. To attend the Greek Officers' Retreat.
- E. To record the proceedings of all meetings of the IFC and the Executive Committee in a permanent form.
- F. To publish and distribute the minutes of all meetings.
- G. To organize, promote, and coordinate the new member education program each semester, which is to include a minimum of four (4) seminars to address topics that are at the discretion of the Executive Board, in consultation with the Office of Fraternity and Sorority Life.

Section III. Vice President of Recruitment

The duties and responsibilities of the Vice President of Recruitment shall be:

- A. To oversee all aspects of recruitment for IFC fraternities.
- B. To educate member fraternities on recruitment techniques through programs.
- C. To budget the costs for IFC-sponsored events during the IFC recruitment period.
- D. To create recruitment literature (brochures, post-cards, etc.).
- E. To coordinate discussions concerning recruitment for the IFC.
- F. To present to the IFC a recruitment schedule each semester in consultation with the Executive Committee and the Office of Fraternity and Sorority Life.
- G. To secure for IFC member chapters a list of students registered for IFC recruitment.

- H. To assist the Office of Fraternity and Sorority Life with presentations each summer at orientation.
- I. To plan and implement a Recruitment Information program at the beginning of each semester,
- J. To enforce an alcohol-free recruitment (educating chapters on the alcohol-free policy, organizing event patrols, follow-up on violations, referring chapters to the IFC Judicial Board, etc.).
- K. To assist the Office of Fraternity and Sorority Life with collecting recruitment statistics each semester and making these available to the public.
- L. To attend the Greek Officer's Retreat.

Section IV. Vice President of Finance

The duties and responsibilities of the Vice President of Finance shall be:

- A. To handle all receipts and expenditures of funds as authorized by the IFC or Executive Committee.
- B. To assess and collect all dues and fines.
- C. To prepare an annual budget, including a complete financial statement of the IFC each semester.
- D. To submit a full report at the end of each academic term/semester of the financial position at that time.
- E. To work closely with the OFSL to devise payment plans for recurring costs
- F. To attend the Greek Officers' Retreat.
- G. To create and assess grant applications and scholarships
- H. To work with the Environmental Sustainability Committee and allocate a percentage of dues each semester to housing improvements

Section V. Vice President of Events

The duties and responsibilities of the Vice President of Events shall be:

- A. To coordinate and execute all social, philanthropic, and other events that are promoted and funded by the IFC.
- B. To aid IFC member fraternities in formulating consistent and effective risk management programs within their chapters.
- C. To assist the Office of Fraternity and Sorority Life with programs and training relative to social activities, fire safety, and risk management.
- D. To aid in the leadership and planning of the Greek Week Committee.
- E. To attend the Greek Officers' Retreat.

Section VI. Vice President of Judicial Affairs

The duties and responsibilities of the Vice President of Judicial Affairs shall be:

- A. To act as the Chairman on the IFC Judicial Board.
- B. To function as the liaison between the IFC and the IFC Judicial Board.
- C. To deliver and explain all decisions by the IFC Judicial Board regarding IFC member fraternities at the scheduled IFC meeting immediately following any decision, consistent with the confidentiality policies of the IFC Judicial Board.
- D. To uphold all the duties outlined for the co-chairperson of the IFC Judicial Board, as outlined by the Bylaws of the IFC Judicial Board.
- E. To attend the Greek Officers' Retreat.
- F. To provide annual training on the Judicial code to all member chapters

Section VIII. Vice President of Public Relations

The duties and responsibilities of the Vice President of Public Relations shall be:

- A. To manage and update the IFC's public media presence, including but not limited to, the website, Twitter, and Facebook accounts.
- B. To work with chapter presidents to publicize information on philanthropy and any other relevant news.

- C. To assist the Office of Fraternity and Sorority Life in publicizing and disseminating information pertaining to the Greek system as a whole.
- D. To Design and maintain the IFC's general public image.
- E. To aid the President of the IFC in crafting statements and responses for the media or any other outside organizations.
- F. To serve as spokesperson to outside organizations for general IFC matters, in the event that the President is not available. When said matters pertain to the IFC Judicial Board, the Vice President of Public Relations shall serve as spokesman, in the event that the Vice President of Judicial Affairs is not available.
- G. To attend the Greek Officer's Retreat.

Section IX. Officer Compensation

The IFC President shall receive a stipend of \$1,000, and the Vice President of Recruitment a stipend of \$800, at the completion of their respective terms in office, retroactive to those officers who began their terms in January 2014.

Article III. Role of the IFC Judicial Board Justice

Section I. IFC Justice

The duties and responsibilities of an IFC Justice are as follows:

- A. Serve as an impartial justice, as called, on IFC Judicial Board hearings.
- B. Uphold the IFC Constitution, Bylaws, Code of Conduct, Alcohol Policy and other policies.
- C. Maintain confidentiality in all judicial hearings, matters, and deliberations (the IFC Justice does not and will not issue blanket sanctions for chapters that have not been found responsible for policy violations).

ARTICLE IV. Role of IFC Standing Committees

Section I. IFC Recruitment Committee

The IFC Recruitment Committee shall assist the IFC Vice President of Recruitment in the development and implementation of activities, programs, and resources that foster member fraternities' ability to implement a successful and quality recruitment effort while ensuring no restrictive policies are imposed on new member recruitment. With the exception of the information session specified in Article II, Section III of the IFC Constitution, the Committee will sponsor no recruitment events that require compulsory participation from member fraternities.

Section II. IFC Finance Committee

The IFC Finance Committee shall assist the IFC Vice President of Finance in the development of IFC fiscal policy, annual budgets, and programs that assist member fraternities' financial officers. The Committee shall also review and/or propose changes to the IFC dues structure.

Section III. IFC Scholarship Committee

The IFC Scholarship Committee shall assist the IFC Vice President of Events in the development and implementation of activities, programs, and resources that promote academic achievement within the member fraternities, including remediation plans for non-alignment with chapter GPA guidelines.

Section IV. IFC Member Development Committee

The IFC Member Development Committee shall assist the IFC Vice President of Internal Affairs in the development and implementation of activities, programs, and resources for new member development covering topics such as alcohol consumption,

career preparation, civic engagement, hazing, leadership development, sexual assault/abuse, and values/ethics.

Section V. IFC Community Relations Committee

The IFC Community Relations Committee shall assist the IFC Vice President of Public Relations in the development and implementation of activities, programs, and resources that promote the fraternity community and the encouragement of member fraternities' involvement in service and philanthropic endeavors that enhance the reputation of the fraternity community at UNC-CH.

Section VI. IFC Executive Review Committee

The IFC Executive Review Committee shall assist the IFC President in the continual review of the IFC Constitution and the development of new, necessary policies that are deemed necessary to fit the changing culture of the interfraternity council.

Section VII. Greek Sustainability Committee

The Greek Sustainability Committee will be chaired by an IFC member who is nominated by the IFC Executive Council and subsequently confirmed by a ($\frac{2}{3}$) majority of the IFC General Body. Each Member Fraternity will elect an individual to serve as the fraternity's Green Chair Representative to the Greek Sustainability Committee. The Green Chair Representatives from respective Member Fraternities shall be determined internally.

The Committee will be dedicated to enhancing sustainability measures taken by Member Fraternities. The Committee will help in the implementation of environmentally friendly plans for all Member Fraternity chapters.

The objectives of the Greek Sustainability Committee will include, but are not limited to:

- A. Having all Green Chairs trained by Eco Reps
- B. Making all philanthropy events zero-waste by Fall 2019
- C. Reducing energy and water consumption at all chapter houses
- D. Starting a process to phase out the use of styrofoam cups over the next several years.

The role of the Greek Sustainability Chair will be to meet with the committee and devise a monetary proposal each semester that is subject to approval by a $\frac{2}{3}$ majority vote of the IFC General Body.

ARTICLE V. Role of the IFC Advisor

Section I. IFC Advisor

In accordance with the Standards and Guidelines for Fraternity and Sorority Advising Programs of the Council for the Advancement of Standards in Higher Education (CAS), the duties and responsibilities of the IFC Advisor are as follows:

- A. Advise the IFC and its member fraternities.
- B. Advise on financial processes.
- C. Coordinate life safety, facility management, and risk management programs in conjunction with local agencies.
- D. Facilitate or provide resources, including potential presenters of campus or national renown to conduct workshops, programs, retreats, and seminars on relevant topics, including the following:
 - 1. Leadership Development
 - 2. Recruitment
 - 3. Risk Management
 - 4. Strategic Planning

- E. Monitor membership and academic retention by member fraternities and the entire community for purposes of improving academic support and recommending intervention strategies.
- F. Gather and disseminate information via meetings, websites, newsletters, social media venues, and/or information bulletins to the various entities in fraternity life.
- G. Provide assistance and advice in planning and assessing IFC and member fraternity programs.
- H. Organize and facilitate leadership programs, retreats, and workshops.
- I. Connect the members and new members of member fraternities to leadership opportunities across campus, in the local community, and within their inter/national organizations.
- J. Publish or share documents that focus on current events, leadership opportunities, trends, and other information regarding fraternity life.
- K. Provide for the recording and archiving of information about the fraternal community and encourage member fraternity leaders to do the same within their organizations.

ARTICLE VI. Financial Management Policy

Section I. Fiscal Year

The IFC Fiscal Year shall be from January 1 to December 31.

Section II. IFC Annual Budget

The Vice President of Finance and the IFC Finance Committee shall propose an annual budget to the IFC Executive Board by the end of his first month in office. It shall then be presented to the IFC General Body at the next scheduled meeting.

Section III. IFC Contingency Account

The IFC Budget shall include a contingency account that equals 10-15% of the overall expenses. The contingency account shall be utilized for cost overruns in budgeted areas and/or unanticipated, unbudgeted items, such as new IFC programs developed after the budget was finalized. At the end of the fiscal year, any amount remaining in the IFC Contingency Account shall be carried over to the next fiscal year.

Section IV. Appropriate Use of IFC Funds

IFC funds are under the jurisdiction of the IFC member fraternities and shall only be used in a manner that benefits the fraternity community and that is congruent with the values of fraternity life. IFC funds shall not be used to purchase alcoholic beverages.

Section V. Expenditure Approval

The IFC Vice President of Finance, in consultation with the IFC President, shall approve all expenditures.

Section VI. Requests for Reimbursement

Individuals or member fraternities conducting business on behalf of the IFC may request a reimbursement for their expenses utilizing the IFC Reimbursement Request Form. All reimbursements are subject to the approval of the IFC President and IFC Vice President of Finance.

Section VII. Signature Requirements for Financial Accounts and Transactions

The signature of the IFC Vice President of Finance shall be required on all IFC financial accounts and transactions.

Section VIII. Financial Reporting

The IFC Vice President of Finance shall provide a financial report to the IFC General Body on a quarterly basis including all income and expenses during the given period of time and in relation to the overall budget for each line item.

Section IX. Financial Record Keeping

The IFC Vice President of Finance shall maintain accurate and organized financial records consisting of all receipts and invoices, copies of all monetary disbursements and deposits, IFC financial forms and reports, dues levied, canceled checks, ledgers, and journals.

Section X. IFC Scholarships

Each semester, the IFC will award six (6) scholarships of five hundred (\$500) dollars apiece to active members of IFC member fraternities. The scholarship will aim to recognize exemplary members of IFC chapters through a merit-based financial award, and will be payable toward the individual's fraternity dues. The IFC will award this distinction to fraternity members who strongly exhibit the shared values and beliefs of the organization and the Greek Community.

The scholarship shall be awarded according to the following procedures:

A. The Vice President of Finance shall distribute scholarship applications to the chapter presidents and the general IFC populace no later than the fourth full week of the semester, to include the IFC website.

B. Upon reception of a satisfactory number of applicants, the recipients will be selected by a committee consisting of the IFC President, the Vice President of Finance, and the Vice President of Internal Affairs.

C. Each recipient of the IFC scholarship must be an active member of a fraternity in good standing with the IFC, as defined in Article III of the IFC Constitution.

ARTICLE VII. Member Fraternity Financial Obligations

Section I. IFC Active Member Fraternity Dues

The semester dues for each member fraternity shall be fixed at \$15 per active member, to be reviewed and considered for amending no later than September of 2020.

Section II. Establishment of IFC Member Fraternity Dues

Any proposed amendment to the established per active member dues in Section I of this Article shall be initiated utilizing the following protocol:

A. If the IFC Executive Board determines a need to amend the established per active member dues amount, it shall charge the IFC Vice President of Finance with assessing the current dues amount and providing a recommendation for possible amendments.

B. The IFC Executive Board shall consider any recommendations made by the IFC Vice President of Finance and propose an amendment to the dues amount to the IFC General Body.

C. A two-thirds (2/3) vote of the IFC General Body is required to amend the IFC Member Fraternity dues amount.

Section III. IFC Member Fraternity Dues Assessment

The aggregate total of dues assessed shall be based upon each member fraternity's semester Academic Active Member Roster that is filed with the IFC Vice President of Finance. The IFC Vice President of Finance shall invoice each member fraternity within five full weeks of the start of the semester.

Section IV. Delinquent Payments

Any amount unpaid after the tenth full week of the semester will incur an automatic late fee of one-hundred (\$100) dollars for each full week the amount is late. Any fraternity failing to pay dues by the end of the semester will no longer retain voting privileges in the IFC General Body and is subject to referral to the Judicial Board for possible judicial review.

ARTICLE VIII. IFC Code of Conduct

Section I. IFC Code of Conduct

As members of the IFC, we, the member fraternities, hereby agree to and adopt the following code of conduct:

- A. We will know and understand the ideals expressed in our fraternity Rituals and will strive to incorporate them in our daily lives.
- B. We will strive for academic achievement and practice academic integrity.
- C. We will respect the dignity of all persons; therefore, we will not physically, mentally, psychologically, or sexually abuse or harm any human being.
- D. We will protect the health and safety of all human beings.
- E. We will respect our property and the property of others; therefore, we will neither abuse nor tolerate the abuse of property.
- F. We will meet our financial obligations in a timely manner.

G. We will neither use nor support the use of illegal drugs; we will neither misuse nor support the misuse of alcohol.

H. We acknowledge that a clean and attractive environment is essential to both physical and mental health; therefore, we will do all in our power to see that our properties are properly cleaned and maintained.

I. We will challenge all fraternity members to abide by these fraternal expectations and will confront those who violate them.

Article IX. Judicial Policy

The Judicial Policy of the IFC shall fall under the jurisdiction of the IFC Judicial Board, chaired by the IFC Vice President of Judicial Affairs.

Article X. Expansion Policy

Section I. Expansion Philosophy

The IFC is committed to ensuring that the Fraternity Community grows and prospers. As such, The IFC General Body may invite or accept new fraternities to UNC-CH. Acceptance of new member-fraternities rests solely with the IFC General Body. Therefore, the following bylaws were adopted to govern new chapter expansion:

A. The IFC General Body will make a determination as to whether or not a new inter/national member organization should be invited or accepted as a colony, when such a time arises.

B. May deem it detrimental to existing member-fraternities to further expand. As such, the IFC may request that a inter/national member organization seek to colonize at a later date.

Section II. Expansion Process

Expansion within the IFC must occur according to the following policies:

A. Closed Invitation to Colonize: In the event the IFC wishes to seek expansion opportunities, a formal invitation shall be sent to inter/national organizations requesting Letters of Intent. The IFC President shall contact the North-American Interfraternity Conference (NIC) for assistance with communicating with inter/national organizations. If multiple inter/national organizations submit Letters of Intent, the IFC President will coordinate with the inter/national organizations and the NIC to establish an agreeable timeline for expansion, as agreed to by $\frac{2}{3}$ of the IFC General Body.

B. Inter/national Fraternity Colonization: If an inter/national fraternity petitions to join the IFC, a Letter of Intent shall be sent to the IFC President, and voted on by $\frac{2}{3}$ of the IFC General Body.

C. Student Interest Group Colonization: A group of enrolled students at UNC-CH may choose to form a chapter that is affiliated with an inter/national organization and may seek membership in the IFC as a result of that affiliation. The group of interested students shall submit a Letter of Intent that includes a Letter of Endorsement from the inter/national organization, and shall be voted on by $\frac{2}{3}$ of the IFC General Body.

Section III. Letter of Intent

A Letter of Intent shall consist of information pertinent to educating the fraternity community on the inter/national organization, including:

A. Overview of the Fraternity's History, Mission, and Values;

B. Summary of the Colonization Plan, including: outline of the colonization timeline, inter/national and/or local support, and contact information; and

C. Statement of agreement with the Minimum Expectations as stated in Article III, Section III and the NIC Standards as stated in Article III, Section VI of the IFC Constitution.

Section IV. Expansion Expectations

The following expectations, which the IFC believes will help promote a positive and successful expansion process, must be met before any fraternity can petition to be recognized by the IFC as an associate member:

1. Obtain officially recognized student organization status through UNC-CH.
2. Recruit the minimum number of full-time, undergraduate students in good academic standing of UNC-CH required by the petitioning chapter's inter/national organization to colonize (recruitment must be conducted following all IFC guidelines regarding alcohol-free recruitment; the fraternity must meet all other guidelines set forth by the national fraternity in order to colonize).
3. Obtain the support of a faculty advisor as required by UNC-CH for all recognized student organizations.
4. Obtain the support of at least 5 local alumni of the national fraternity and establish an alumni chapter advisor and alumni advisory board.
5. Have an average membership GPA at or above the all-fraternity semester average at the time of petition for associate membership.
6. Abide by all IFC policies, regulations, and guidelines up to the point of official petitioning.
7. Submit a one-time fee of \$300 to prove financial stability and to provide support for ongoing IFC programs.

Section V. Granting of Associate Member Status

Associate Membership grants the member fraternity all rights, privileges, and responsibilities under the IFC Constitution and By-Laws, except that it does not have voting privileges, cannot hold IFC Executive Board positions, may not utilize Greek-Zoned Housing, nor have an IFC Judicial Board Justice. Associate Member Status may be granted according to the following:

- A. The petitioning chapter must make a formal presentation at a meeting of the IFC General Body, to include details pertaining to:
 - 1. Cost of membership.
 - 2. Plans for future expansion and five-year vision.
 - 3. If applicable, previous history at UNC-CH.
 - 4. History and details about the national fraternity.
 - 5. Requirements to pledge, be initiated as a brother, to hold office, and remain in good standing with the chapter.
- B. The petitioning chapter must provide documentation of the fraternity's national constitution, recruitment policies and standards, hazing policy, risk management policy and programs, alcohol and substance abuse policies and programs, academic policies, and scholarship programs.
- C. Upon completion of this presentation and reception of these documents, the IFC General Body will hold a roll call vote to determine whether or not to grant associate member status.
- D. Acceptance of the petitioning chapter's associate membership will be granted upon completion of all the requirements stated in Section V & VI.
- E. If the petitioning chapter is denied recognition, it must wait a minimum of three (3) semesters before again petitioning the IFC for recognition.

Section VI. Granting of Provisional Member Status

The status of Provisional Member is given to organizations who have bypassed the recommended expansion procedure by building a brotherhood on campus outside of IFC policy. Due to their non-adherence to the traditional path of membership, the Provisional Member will be asked to complete a set of tasks as outlined in the IFC Constitution and will have one semester to do so.

A. The Provisional Member must:

- a. Pay a per-brother late entry fee, as decided by the President's Council, that should be between \$50-\$100. This fee will be used by Interfraternity Council for an event or project that will benefit the entire constituent community, as determined by the IFC Executive Board.
- b. Fully cooperate with the IFC Executive Board and any trainings it feels the new chapter should be subject to, including, but not limited to, those mandated by this document.
- c. Participate and have representation at any and all IFC events, hosted or sponsored, so as to show that they will be a contributing member of the fraternal community.
- d. Adhere to any additional requirements felt necessary by the IFC Executive Board pending the agreement of a ($\frac{2}{3}$) majority vote of the IFC General Body.

Should they do such, the Provisional Member will be able to continue in the process of expansion as an Associate Member, meaning they will operate under Associate Membership for two semesters and then may be considered for full membership pending on their completion of the tasks laid out in Section VII.

Section VII. Granting of Full Member Status

Guidelines for obtaining full membership in the IFC after meeting all requirements specified in Sections IV and V:

- A. After a colony has chartered and has remained in good standing as an associate member, as defined by Article III Section IV, of the IFC for at least two semesters, it must notify the Office of Fraternity and Sorority Life and the IFC President of its wishes to become a full member.
- B. After notifying the above parties of its wishes to become a full member, the chapter's progress pursuant to the aforementioned expectations will be reviewed at the next IFC General Body meeting.
- C. The chapter will again make a formal presentation to the IFC General Body, to include information regarding its progress in the two preceding semesters of associate membership.
- D. Acceptance of the petitioning chapter's associate membership will be granted upon completion of all the requirements stated in Section V & VI.

Section VIII. Returning Chapters

Fraternities that have previously been represented at UNC-CH and have been gone from the University for a period of less than 5 years can petition for full membership in the IFC at any time and are not subject to this expansion policy (obligations for membership provided by Section VII).

Section IX. Time Elapsed Between Expansions

Following the addition of a fraternity as an associate member, no additional fraternity may be added as an associate member of the IFC for at least one (1) calendar year from the date of the last expansion vote.

Article XI. Recruitment Policy

Section I. Recruitment Philosophy

The IFC supports open recruitment and believes a man shall be free to join a member fraternity at a time that is mutually beneficial to both himself and the member fraternity. The IFC supports the independence of each fraternity to conduct recruitment activities that is most beneficial to its own needs, within the policies and guidelines of the IFC. To these ends, the IFC shall not establish policies that inhibit men from participating in recruitment activities and joining member fraternities with two exceptions:

1. 1st year, 1st semester men may not accept a bid to a member fraternity before the conclusion of the IFC recruitment period in the fall semester.
2. Prospective members will not accept a bid to join a member fraternity during the IFC recognized recruitment period at the beginning of each semester.

The IFC supports a recruitment environment that is conducive to the health, safety, and enjoyment of all men involved. To this end, recruitment will be conducted according to the following policies:

- A. The IFC will sponsor an informational session at the beginning of the recruitment period. Following this informational session, responsibility for recruitment shall fall principally on each individual fraternity, in collaboration with and under the guidelines and policies of the IFC.
- B. The Vice President of Recruitment will be responsible for organizing and disseminating the lists of all registered Potential New Members to the rush chairmen of each fraternity, as well as the lists of registered potential new members, extended bids, and accepted bids to the fraternity community.

ARTICLE XII. Publication and Distribution of Constitution and Bylaws

Section I. Publication and Distribution of Constitution and Bylaws

The IFC's current Constitution and Bylaws shall be published on the IFC website. An updated copy of the IFC Constitution and Bylaws will be electronically distributed to each member fraternity after any amendment is adopted.

ARTICLE XIII. Amendments

Section I. Amendments

These Bylaws may be amended by a two-thirds (2/3) affirmative vote of the IFC General Body provided notice of the proposed amendment has provided to member fraternities at the preceding regularly scheduled business meeting.

Section II. Adoption

These Bylaws shall become effective and shall supersede all previous Bylaws of the IFC when adopted by a two-thirds (2/3) affirmative vote of the IFC General Body.

Appendices

Appendix A. Alcohol Policy

Appendix B. Code of Conduct/Hazing Prevention Policy

Appendix C. Trash/Appearance Policy

Appendix D. NIC Alcohol and Drug Policy

Appendix E. Good Samaritan Policy

Appendix A: Alcohol Policy

1. Common-source containers, defined as alcoholic sources/containers available for consumption by more than one individual, are prohibited. This includes brothers' kegs, alcohol in vending machines, cases of beer, alcoholic punch, liquor bottles, wine bottles,

etc. (Kegs and trash cans containing alcohol will be considered common sources in all circumstances.)

2. No alcoholic beverages may be purchased through chapter funds nor may the purchase of alcohol for members or guests be undertaken or coordinated by any member in the name of or on behalf of the chapter. (no bar tabs, no slush funds, no passing of the hat for a keg, no side checking accounts, no side social accounts, no giving bands alcohol, etc.).

3. All social events (capped at 15 per semester) are BYOB (bring your own beverage) with the exception of events where alcoholic beverages are sold by or held at a third party vendor. Individuals are responsible for bringing their own, individual consumption beverages. No members, collectively or individually, shall purchase for, serve to, or sell these alcoholic beverages to others.

4. Security guards required for chapter events: At least one (1) security guard must be present for the entire event. Third Party Vendor security is acceptable.

5. During recruitment, all chapter events and activities related to recruitment will be dry functions for all members and non-members at the event, regardless of age. (i.e. No alcohol should be present nor consumed at any chapter event during recruitment.)

6. Groups must have a guest list for all chapter events where alcohol is likely to be present, including formals, cocktails, mixers, recruitment events, and band parties. A guest list contains the names of all persons expected to attend an event. Guests may be added to the list during the course of the event. The guest list applies to the interior of the social event facility.

7. Mixers between fraternities & sororities are prohibited in fraternity houses unless the event is totally alcohol-free.

8. Walk-out policy: If you co-sponsor an event and you discover a violation of any element of this alcohol policy, then either everyone in your group must completely leave the event within 20 minutes or the Greek Judicial Board will hold your group partially responsible for the violation.

Definition of a "Chapter Event" (if the event can be defined as a chapter event then typically a violation has occurred)

1. The chapter pays for any part of the event, through chapter account or collection of funds from individual members

- a. property rental/cleaning
- b. security guards/DJ/band
- c. transportation

2. The event is advertised by or associated with the chapter in any way

- a. flyers/handouts
- b. announcements at chapter meetings
- c. email/listserv distributions
- d. website calendar of events

3. Attendance of the members (regardless of how many there are) present at the event is based on their affiliation rather than individual initiative (i.e., is it more likely that they attended because of their affiliation?).

4. The event can be held at any location, in or out of the chapter house.

(The bullets under each heading are meant to offer some examples and are not to be interpreted as the only way an event can be considered a chapter event)

Appendix B: Code of Conduct/Hazing Prevention Policy

The Interfraternity Council (the "Council") and its member fraternities recognize that academics are and should be the foremost priority of a college student, and that a student's pledge semester should be no different. We believe that obligations to fraternity are secondary to scholastic responsibilities. The fraternities of the Council are committed to excellence in all things and believe that it is the responsibility of each fraternity to create a comfortable and nourishing environment that fosters outstanding achievement, academic and otherwise.

The Council believes that hazing and other conduct and practices that demean, subjugate, restrain, or otherwise unduly interfere with the prospective member's ability to fully meet all of his academic responsibilities and to participate in other campus activities are inappropriate and unacceptable. It is the goal of the Council to eliminate this conduct altogether. Both the State of North Carolina in its criminal statutes and the University in The Code of Student Conduct define Hazing for purposes of criminal prosecution and Honor Court proceedings, respectively. Nothing herein is intended to expand, modify or limit those definitions or the possibility that individuals or organizations might be subject to proceedings in those courts whenever such actions might be appropriate. Some items on the list that follows are clearly hazing, some might be hazing under one or both of the referred to definitions, and some are not hazing under either definition.

However, all are unacceptable, and it is the intent of this Council to eliminate these behaviors and practices from the pledge education process at all of its member fraternities. Therefore, the Council and its member fraternities do hereby adopt the following Code of Conduct (the "Code"). This Code creates a set of standards to be upheld and embraced by the fraternity community and to be enforced by the Greek Judicial Board and by the Council. The Council seeks, through the Code, to establish an internal set of acceptable behaviors in addition to and in no way superseding any existing University, state, or national law. The Greek Judicial Board will review alleged

individual and group violations for possible remedial action. Neither the Council nor the Greek Judicial Board is an administrative unit of the University of North Carolina.

The Code defines unacceptable conduct as placing a pledge in any situation that subjects him to real or perceived physical or mental discomfort, or which otherwise interferes with his ability to meet all of his academic and other campus responsibilities. Violations include conduct by an individual or a group, and whether on or off fraternity premises. Every fraternity, its individual members, and its elected officers have an active duty to prevent such conduct and shall be responsible under the Code for the actions of all individuals in their chapter. Examples of unacceptable conduct include, but are not limited to, the following:

 Paddling, whipping, beating, branding, and exposure to any form of physical duress

 Forced consumption of any food, liquor, drug, or other substance

 Forced existence in unsanitary conditions

 Deprivation of sleep – pledges may not be required to participate in any activity or perform any duty that would prevent them from having the opportunity to have at least seven hours of uninterrupted sleep each night during normal sleeping hours[between midnight and 9:00 AM].

 “Summoning” or “tapping” a pledge to come to the house at any time that would conflict with the foregoing time limits or which might interfere with any academic responsibility or other scheduled activity.

 Restriction of a pledge’s freedom to leave the house, except while performing specific chapter approved activities.

 Road trips lacking any purpose, including trips on which pledges are abandoned and left to find their way back; road trips that are planned and approved in advance by the Chapter Advisor and which serve a constructive purpose in the life of the chapter are excepted from this prohibition.

 Intentionally creating a mess that the pledge is required to clean

Verbal harassment of any kind, including yelling, screaming, or calling degrading names

Malicious Threats to withdraw membership or to delay initiation.

Calisthenics or other activities that include extreme physical exertion

Assigning tasks such as theft, vandalism, harassment, or any other illegal activity

Not allowing pledges to eat, shower, shave, change clothes, etc. on a normal schedule

Kidnapping or other similar pranks whether by brothers against pledges or vice versa

Any action or conduct that might cause, intentional or unintentional, public embarrassment

Any rule that places the pledge in a subservient role, i.e. not allowing pledges to enter through a door or sit on furniture

Allowing any member to require or request that a pledge perform any act of personal servitude including without limitation cleaning personal living quarters, running personal errands of any kind, or otherwise performing any task, chore or activity of any kind for sole benefit of one or more members of the chapter or any friend or associate of a member; provided that pledges may be required to participate in a chapter's designated driver program on a reasonable basis, subject to the approval of the Chapter Advisor.

Allowing any non-member to engage in any of the aforementioned activities with a pledge In all cases where the terms "forced" or "require" or the like appear in this list, they shall be construed to include any request or suggestion that a pledge engage in such activities whenever such actions are part of the pledging relationship and the fulfillment of such actions is connected in any way to continued membership or as a prerequisite for initiation, even though the pledge and the brother might characterize the pledge's actions as voluntary. It is the intention of this Code to give the broadest possible meaning to the terms "forced" and "require(d)" so that there can be no confusion that, if a pledge engages in any behavior that would be forbidden by the foregoing list, then it will be presumed that such behavior was coerced as a part of the pledging experience and the chapter and any of its members who are involved will be

held responsible. The Council believes that it is the responsibility of individuals to report any questionable activities that might be considered unacceptable conduct. We believe that every pledge and every brother has an obligation to act when he sees or experiences any form of hazing or other unacceptable conduct as described above. The Council also recognizes that reporting such conduct places a pledge in an uncomfortable situation. For this reason, we believe that if a pledge feels uncomfortable reporting such acts to the Office of Fraternity and Sorority Life he should have another option. In addition to the alumni advisor, we believe that the Council, particularly its president and vice president, can provide an effective alternative to address these delicate situations. Henceforth, students will be able to confidentially report violations of the Code to the senior officers of the Council and to the chapter's alumni advisor using their contact information made available on the OFSL website.

The Council believes that a student's pledge semester should be one of growth and discovery. The purpose of the pledge semester is to give a pledge a period of time during which he can learn about the history and rituals of his fraternity, and also become better acquainted with his fellow pledges and with all of the members of his chapter. It is also the hope of The Council that the active members of the chapter will serve as mentors by sharing experiences, offering advice, monitoring the study habits and academic achievements of the new members. The Council believes that hazing and other unacceptable conduct as described herein in no way contribute to a positive pledging experience. We therefore believe that such conduct has no place in the pledging and initiation programs of our fraternities.

In addition to the foregoing, every IFC Fraternity and every member of each such Fraternity agrees to the following additional requirements:

- . 1 Every Fraternity shall have one or more Chapter Advisors who may be faculty members, officers of the chapter's housing corporation, or responsible alumni of the chapter and/or its national Fraternity.
- . 2 Every member of every IFC Fraternity and every person who becomes a pledge of any such Fraternity shall read and be familiar with this Code, and every active member and pledge shall sign a statement at the beginning of the pledge education period that

they will comply in all respects with this Code throughout the pledge education period. Due in the OFSL by no later than the Friday following the issuance of bids.

. 3 No pledge will be required to devote an excessive amount of time to pledging activities on either a daily or weekly basis.

. 4 Every pledge shall be required to attend at least eight hours of study hall each week, which must be attended and supervised by one or more members of the Chapter, (the schedule detailing when and where shall be turned into OFSL and checked randomly throughout the pledge period) and shall be required to keep the Chapter informed of his class attendance and academic progress throughout the pledge education period.

. 5 Every chapter shall endeavor to ensure by all reasonable means that its pledge class will achieve a grade point average of at least 2.75, and any Chapter whose pledge class falls below a 2.75 gpa shall be required to submit a written report to the Council explaining the deficiency and proposing actions that it intends to take to ensure that it will achieve the goal in subsequent semesters. The Council may issue a warning or may impose a sanction on the chapter which might include a fine, social probation, or in the case of a chronically deficient chapter, the loss of recruitment privileges for one semester.

. 6 A Chapter Advisor shall be informed of any and all trips to be taken by pledges and must approve in advance the trip and the travel arrangements. A Chapter Advisor shall be informed of any and all chores, work, and/or projects to be undertaken by pledges and must approve in advance the activity and any schedule(s) associated with such activities.

. 7 All pledges shall be initiated within the eight week pledging period. If possible, a Chapter Advisor shall attend the initiation ceremony, and a Chapter Advisor, the chapter president, and the newly initiated members shall certify in writing to the OFSL that the pledges have been initiated, including the dated of the initiation ceremony and the

names of all pledges who were initiated. If any pledge is not initiated, a written explanation of the circumstances will also be provided.

. 8 No individual will be required to engage in any pledge education activities after the end of the eight week pledging period.

. 9 Any false statement made in any written certification required by this Code or in any false statements made during an official investigation may be deemed to be a violation of the Honor Code/Campus Code and may be prosecuted as such.

Appendix D. NIC Alcohol and Drug Policy



NIC ALCOHOL & DRUG GUIDELINES

By September 1, 2019, NIC member organizations will evaluate their documents to determine if they are consistent with the following guidelines. As autonomous and self-governing entities, member organizations have the latitude to codify these guidelines in a way that is consistent with their organization's nomenclature, operations, programming, etc. Member organizations are responsible for enforcing their own policies; the NIC does not play a role in policy enforcement.

In any activity or event sponsored or endorsed by the chapter/organization, including those that occur on or off organizational/chapter premises:

1. The chapter/organization, members and guests must comply with all federal, state, provincial and local laws. No person under the legal drinking age may possess, consume, provide or be provided alcoholic beverages.
2. The chapter/organization, members and guests must follow the federal law regarding illegal drugs and controlled substances. No person may possess, use, provide, distribute, sell, and/or manufacture illegal drugs or other controlled substances while on chapter/organizational premises or at any activity or event sponsored or endorsed by the chapter/organization.
3. Alcoholic beverages must either be:
 - a. Provided and sold on a per-drink basis by a licensed and insured third-party vendor (e.g., restaurant, bar, caterer, etc.); or
 - b. Brought by individual members and guests through a bring your own beverage ("BYOB") system.
The presence of alcohol products above 15% alcohol by volume ("ABV") is prohibited on any chapter/organization premises or at any event, except when served by a licensed and insured third-party vendor.
4. Common sources of alcohol, including bulk quantities, which are not being served by a licensed and insured third party vendor, are prohibited (i.e., amounts of alcohol greater than what a reasonable person should consume over the duration of an event).
5. Alcoholic beverages must not be purchased with chapter/organizational funds or funds pooled by members or guests (e.g., admission fees, cover fees, collecting funds through digital apps, etc.).
6. A chapter/organization must not co-host or co-sponsor, or in any way participate in, an activity or event with another group or entity that purchases or provides alcohol.
7. A chapter/organization must not co-host or co-sponsor an event with a bar, event promoter, or alcohol distributor; however, a chapter/organization may rent a bar, restaurant, or other licensed and insured third-party vendor to host a chapter/organization event.
8. Attendance by non-members at any event where alcohol is present must be by invitation only, and the chapter/organization must utilize a guest list system. Attendance at events with alcohol is limited to a 3:1 maximum guest-to-member ratio, and must not exceed local fire or building code capacity of the chapter/organizational premises or host venue.
9. Any event or activity related to the new member joining process (e.g., recruitment, intake, rush, etc.) must be substance free. No alcohol or drugs may be present if the event or activity is related to new member activities, meetings, or initiation into an organization, including but not limited to "bid night," "big/little" events or activities, "family" events or activities, and any ritual or ceremony.
10. The chapter/organization, members or guests must not permit, encourage, coerce, glorify or participate in any activities involving the rapid consumption of alcohol, such as drinking games.

Appendix E. Good Samaritan Policy

Individual:

If a member assists another person in obtaining immediate and appropriate medical care related to the use or consumption of alcohol, drugs, or to another medical emergency, then that member, as well as those who are assisted, will not be subject to individual disciplinary action with respect to the incident. This is the case even if the member who is assisting was a contributing factor to that emergency. An individual may benefit from this policy more than once, though repeated use of the policy may receive stricter scrutiny.

Chapter:

A chapter that seeks immediate and appropriate medical assistance for a person in need related to the use or consumption of alcohol, drugs, or to another medical emergency, may be eligible for mitigation of charges related to violations of organizational policies. To be eligible for this potential mitigation, the chapter will be required to meet in person or by phone with a national staff member or an alumni volunteer designated by the fraternity. A chapter may benefit from this policy more than once, though repeated use of the policy may receive stricter scrutiny.