

# **Constitution of the Interfraternity Council at Christopher Newport University**

*Updated & Adopted: Fall 2022*

*Revised Spring 2023*

## **Mission**

We, the Interfraternity Council at Christopher Newport University, in order to facilitate closer working relationships and coordination amongst its Member Fraternities and Christopher Newport University, set forth this Constitution and Bylaws. The Interfraternity Council shall serve as both a forum for constructive interaction, and as a champion for the ideals represented collectively by Greek Life, furthering the Greek system and the stated mission of Christopher Newport University.

## **Article I – Name**

This organization shall be known as the Interfraternity Council at Christopher Newport University.

## **Article II – Purpose of the Interfraternity Council**

*The purpose of the Interfraternity Council shall be to:*

1. Provide a governance structure for its Member Fraternities,
2. Promote the collective interest of its Member Fraternities,
3. Promote the interests of men's fraternities in general,
4. Discuss questions of mutual interest and present to its Member Fraternities such recommendations as the Interfraternity Council deems appropriate,
5. Promote mutual cooperation between its Member Fraternities, and
6. Promote mutual cooperation between the Interfraternity Council, equivalent governing councils, and student organizations at Christopher Newport University.

## **Article III – Interfraternity Council Membership**

### ***Section 1. Membership Eligibility***

1. Any chapter or colony of a North-American Interfraternity Conference (NIC) member organization shall hold membership in the IFC.
2. Any chapter or colony of a state, regional, national, or international fraternity which is not a member of the NIC may hold membership in the IFC.

### ***Section 2. Membership Classification for Member Fraternities***

1. Any organization which holds membership in the IFC shall be referred to as a Member Fraternity (-ies).
2. Member Fraternities shall hold one of the following classifications:
  - a. *Full Member:* Any fraternity chapter which has obtained its charter from its appropriate governing organization. Full members shall have all rights, privileges, and responsibilities pursuant under the IFC Constitution and Bylaws; and
  - b. *Associate Member:* Any fraternity colony of a national, or international organization. Associate members shall have all rights, privileges, and responsibilities under the IFC Constitution and Bylaws, except voting rights, and the right of its members to hold Interfraternity Council Executive Board positions.
3. For the purposes of the IFC Constitution and the IFC Bylaws both Full Members and Associate Members

shall be referred to as Member Fraternities.

### ***Section 3. Member Fraternity Minimum Expectations***

1. Each Member Fraternity shall comply with all policies set forth by the IFC Constitution, Bylaws, Code of Conduct, and other policies; in addition to the rules and regulations of Christopher Newport University;
2. Each Member Fraternity shall maintain a minimum annual cumulative GPA of 2.60;
3. Each Member Fraternity shall be current on all IFC dues owed;
4. Each Member Fraternity shall submit an Active and New Member Roster to the IFC President within one week of the beginning of each recruitment period;
5. Each Member Fraternity shall comply with the attendance policies for the IFC General Body and the IFC Judicial Committee, as outlined within this Constitution; and
6. A Member Fraternity which has failed to meet any of the minimum expectations outlined in this Section must be referred to the IFC Vice President of Judicial Affairs for judicial review.

### ***Section 4. Membership Status for Member Fraternities***

Member fraternities shall hold one of the following membership statuses.

1. *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.
2. *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.
3. *Poor Standing:* A Member Fraternity shall be deemed to be in Poor Standing if the Member Fraternity has been placed under Suspension by their national or international headquarters or CNU's Center for Honor Enrichment and Community Standards, or has currently failed to meet the minimum expectations outlined in Section III of this Article.

### ***Section 5. Individual Member Definitions***

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

1. *Active Member:* An Active Member shall be any man who has been initiated into any fraternity at CNU.
2. *New Member:* A New Member shall be defined as any man who has accepted a bid to join a fraternity at CNU, but has not been initiated into that fraternity.
3. *Potential New Member:* A Potential New Member shall be defined as any man who is eligible to register for IFC recruitment at CNU.
  - a. Potential new members shall meet the minimum GPA requirement of a 2.50 based on a minimum of 12 credit hours earned on a college campus following their obtaining a High School Diploma or GED.
  - b. Potential new members must attend a state mandated anti-hazing law prior to initiation into their chapter

### ***Section 6. IFC Affirmation and Adoption of NIC Standards***

The IFC affirms and adopts the following NIC standards, each Member Fraternity shall be required to meet the following in order to maintain IFC membership:

1. Each Member Fraternity shall communicate its values through its Ritual at least once annually;
2. Each Member Fraternity shall communicate to its Active Members and New Members the importance and benefits derived from continuous membership education throughout the undergraduate experience, and encourage or require its Active Members and New Members to participate in educational

programming; whether conducted by the chapter, the Interfraternity Council, CNU, or independent organizations; covering the following topics:

- a. Academic Achievement and Student Success
  - b. Alcohol and Drug Use and Awareness
  - c. Career Preparation
  - d. Civic Engagement
  - e. Hazing Awareness
  - f. Leadership Development
  - g. Sexual Assault/Abuse Awareness
  - h. Values and Ethics
3. Each Member Fraternity shall offer bids to join the fraternity exclusively to Potential New Members.
4. Each Member Fraternity shall maintain an annual cumulative grade point average of a 2.70 or be at/or above the institution's all-men's grade point average if that grade point average is below a 2.70 as reported by the Greek Life Staff, per academic year (commencing on the first day of the Fall Term and concluding on the final day of the Spring Term).
5. Each Member Fraternity shall have New Member education programs lasting no longer than twelve weeks.
6. Each Member Fraternity shall prohibit women's auxiliary groups, such as "little sisters" g. Each Member Fraternity shall have and follow risk management policies covering the following areas:
  - a. Alcohol and Drugs
  - b. Hazing Sexual Abuse and Harassment
  - c. Fire, Health, and Safety
7. The Christopher Newport University Interfraternity Council and its Member Fraternities support the concept of open recruitment that allows for men to join fraternities at any point throughout the academic year in accordance with university policy and procedure including:
  - a. Potential New Member has obtained 12 academic credit hours earned on a college campus post high school graduation and has achieved the minimum cumulative GPA set by the IFC.
  - b. The new member education process must conclude no less than five academic days prior to the last day of classes.
8. Each Member Fraternity shall prohibit the use of alcohol and drugs by all Active Members, New Members and Potential New Members during all recruitment activities.
9. Each Member Fraternity shall prohibit the use of alcohol and drugs by all Active Members, New Members and Potential New Members during all recruitment activities.
10. Each Member Fraternity shall prohibit the use of alcohol and drugs by all Active Members and New Members during all New Member educational programming.
11. Each Member Fraternity shall prohibit hazing, as defined by respective headquarters, within all aspects of formal and informal chapter operations.
12. NIC Alcohol and Drug Guidelines: In any activity or event sponsored or endorsed by the chapter/organization, including those that occur on or off organizational/chapter premises: i. 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.
  - a. 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.
  - b. Alcoholic beverages must either be:

- i. Provided and sold on a per-drink basis by a licensed and insured third-party vendor (e.g., restaurant, bar, caterer, etc.);
  - ii. Brought by individual members and guests through a bring your own beverage (“BYOB”) system.
- c. 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.
- d. 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).
- e. 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.).
- f. 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.
- g. 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. ‘
- h. 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.
- i. 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
  - i. organization, including but not limited to “bid night,” “big/little” events or activities, “family” events or activities, and any ritual or ceremony.
- j. 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.

## **Article IV – IFC General Body**

### ***Section 1. 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 constructing its Executive Board. All such activities shall respect the individual sovereignty of each Member Fraternity and shall not relinquish any governing authority to any other governing body.

### ***Section 2. IFC General Body Composition***

The IFC General Body shall be composed of voting IFC Fraternity Chapter Presidents and their respective, nonvoting, IFC Representatives. Should the Chapter President of any Fraternity be absent they are able to designate another member of their fraternity to vote in their absence.

### ***Section 3. IFC Representatives***

Each Member Fraternity shall have one IFC Representative, elected or appointed by that Member Fraternity, who serves in the IFC General Body.

#### ***Section 4. IFC Alternate Representatives***

Each Member Fraternity may choose an IFC Alternate Representative, who shall represent that Member Fraternity in the IFC General Body in the absence of its IFC Representative. IFC Alternate Representatives are encouraged to attend as the second Representative for their Member Fraternity at IFC General Body meetings.

#### ***Section 5. IFC Representative and Alternate Representative Eligibility***

In order to serve as the IFC Representative or Alternate Representative for a Member Fraternity, individuals must meet the following requirements:

1. Be an Active Member, in good standing, of a Member Fraternity;
2. Maintain a minimum cumulative GPA of a 2.6;
3. 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;
4. Have a working knowledge of the IFC Constitution and Bylaws, CNU policies, NIC Standards, and FIPG risk management policies;
5. Not be a current member of the IFC Executive Board or currently serve as his Member Fraternity's IFC Judicial Committee Justice;
6. Must be an Active Member of a Member Fraternity for at least one semester.

#### ***Section 6. Term of Office for IFC Representative***

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 Justice for the IFC Judicial Committee.

#### ***Section 7. IFC General Body Meeting Policies***

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

1. The most recent edition of Robert's Rules of Order must be used to run all meetings.
2. 2/3 (two-thirds) of Member Fraternities present shall constitute a quorum in order to conduct IFC General Body business.
3. The IFC General Body shall conduct regularly scheduled business meetings at least once weekly during the academic year.
4. Special meetings may be called by the IFC President at any time or at the formal, written request of two Member Fraternities, with notice of the time, location, and purpose of the special meeting provided to all Member Fraternities at least 24 hours in advance. Emergency meetings must not contribute to absences under the attendance policy guidelines.
5. 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 8. IFC General Body Voting Policies***

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

1. Each Member Fraternity, in good standing, shall have one vote;
2. Individuals holding IFC Executive Board positions are not entitled to a vote;
3. In the event of a tie, the IFC President shall cast the deciding vote;
4. With the exception of the election of IFC Executive Board positions, there shall be no secret ballot votes.

### **Article V – The Executive Board**

#### ***Section 1. 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, in the interest of the IFC General Body.

### ***Section 2. IFC Executive Board Composition***

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

1. President
2. Vice President of Internal Affairs
3. Vice President of Judicial Affairs
4. Vice President of Academic Affairs
5. Vice President of Recruitment
6. Vice President of Community Affairs
7. Vice President of External Affairs
8. Vice President of Diversity, Equity, and Inclusion

### ***Section 3. 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:

1. Be an Active Member, in good standing, of a Member Fraternity.
2. Maintain a minimum cumulative GPA of 2.70.
3. 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.
4. Have a working knowledge of the IFC Constitution and Bylaws, CNU policies, and FIPG risk management policies.
5. Not hold a position as: his Member Fraternity's IFC Representative, Alternate Representative, IFC Judicial Committee Justice while serving on the IFC Executive Board.
6. A member of the IFC Executive Board cannot hold a position on their individual chapter's Executive Board if the terms they are serving are concurrent for the same term year and vice versa.

### ***Section 4. IFC Executive Board Meeting Policies***

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

1. The most recent edition of Robert's Rules of Order shall be used to run all meetings;
2. A majority of IFC Executive Board members shall constitute a quorum in order to conduct IFC Executive Board business;
3. The IFC Executive Board shall conduct regularly scheduled meetings on a weekly basis;
4. 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 24 hours in advance;
5. Each IFC Executive Board member is required to attend all meetings of the IFC Executive Board and all meetings of the IFC General Body. Two absences, which go unexcused by the President, from IFC Executive Board meetings shall result in referral to the Vice President of Judicial Affairs for judicial review;
6. Meetings will be run and regulated by the IFC President.

### ***Section 5. IFC Executive Board Voting Policies***

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

1. Each IFC Executive Board member shall have one vote.

2. There shall be no secret ballot votes.

### ***Section 6. IFC Executive Board Election Policies***

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

1. Applications for IFC Executive Board positions shall be open for a two week period decided by the current IFC Executive Board.
2. Interviews for IFC Executive Board positions will be conducted before the last general body meeting preceding Thanksgiving Recess.
  - i. All members of the IFC Executive Board and President from each member fraternity shall be present during the interview process and deliberations.
  - ii. In the case that a chapter president cannot attend the interview, an alternate chapter representative should attend in their absence.
  - iii. If a Member Fraternity fails to attend they will lose their voting power for the election period.
  - iv. Any member from the current IFC Executive Board reapplying shall not be present in the deliberation or interviews of other candidates.
3. Elections will occur via a singular vote cast by each chapter president (or representative). A simple majority vote shall decide the successor.
  - i. If requested, chapter presidents may deliberate following the conclusion of the interview process.
  - ii. A tie breaking vote shall be cast by the highest ranking IFC Executive Board officer if needed.
  - iii. The newly elected IFC Executive Board Members will be notified within 24 hours that the decision is made.
4. Newly elected IFC Executive Board members will be installed before the beginning of winter break during a general body meeting.
5. In the event of a vacancy in any IFC Executive Board position, the IFC President shall appoint a successor to complete the term office with the advice and consent of the remaining members of the IFC Executive Board;
6. Should a vacancy occur in the office of the IFC President, the next Executive Board officer in the line of succession (established in Section II of this article) shall become the IFC President and shall appoint their successor pursuant to clause 4 of this section;
7. The removal of a position holder presents two options to the alleged:
  - a. Offer resignation; or
  - b. Vote to remove membership:
    - i. Charges for the accused must be presented to them personally at least one week (7 days) prior to being read out in a General Body meeting. One week following the reading of the charges to the body a vote will be held. Each chapter president receives one vote and  $\frac{3}{4}$  majority is required for removal from office.

## **Article VI. IFC Judicial Committee**

### ***Section 1. IFC Judicial Committee Jurisdiction***

The IFC shall be a self-governing organization with a Judicial Committee which shall have jurisdiction over cases involving alleged Member Fraternity violations, including but not limited to:

1. The IFC Constitution, Bylaws, Code of Conduct, and other policies;
2. The rules and regulations of CNU; and
3. The general values-based conduct of individual member fraternities

### ***Section 2. IFC Judicial Committee Composition***

The IFC Judicial Committee 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 3. IFC Justice Eligibility***

In order to serve as the IFC Justice for a Member Fraternity an individual must meet the following requirements:

1. Be an Active Member, in good standing, of an IFC Member Fraternity;
2. 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;
3. Have a working knowledge of the IFC Constitution and Bylaws, CNU policies, and FIPG risk management policies;
4. Not be a current member of the IFC Executive Board, serve as his Member Fraternity's President, IFC Representative, or Alternate Representative for the IFC General Body; and
5. Must review formal judicial policies and procedures training materials prior to serving on an IFC Judicial Board hearing.

### ***Section 4. 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, President of Member Fraternity or Alternate Representative for the IFC General Body.

### ***Section 5. IFC Judicial Policy***

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

### ***Section 6. IFC Judicial Board Hearing Justice Selection***

The IFC Vice President of Judicial Affairs will call on the Judicial Committee Justices from each member fraternity, to hear a case. The Justice from the Member Fraternity involved in the alleged violation shall be exempt from participation.

### ***Section 7. IFC Judicial Board Hearing Attendance***

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

1. One representative from each active member fraternity, known as an IFC Justice, shall be present at all IFC Judicial Board hearings in order to conduct business on behalf of the IFC Judicial Committee.
  - a. The representative from the member fraternity with the alleged violation shall be exempt and not counted in the majority

### ***Section 8. IFC Judicial Board Hearing Voting Policies***

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

1. Each IFC Justice serving on an IFC Judicial Board hearing shall have one vote; and
2. A majority vote shall govern all actions of an IFC Judicial Board.

## **Article VII – IFC Committees**

### ***Section 1. Standing Committees***

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

1. Internal Affairs Committee
2. Judicial Committee
3. Constitution and Bylaw Committee
4. Academic Affairs Committee
5. Recruitment Committee
6. Community Affairs Committee
7. External Affairs Committee
8. Diversity, Equity, and Inclusion Committee

***Section 2. Ad Hoc Committees***

The IFC President may form ad hoc committees as deemed necessary, or at the instruction of the IFC Executive Board, to perform the work of the IFC. The IFC President shall appoint the ad hoc committee's chairman and committee members at the advice and consent of the IFC Executive Board.

***Section 3. IFC Committee Meeting Policies***

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

1. A majority of committee members present shall constitute a quorum in order to conduct committee business; and
2. Each committee shall meet at the discretion of the chair.

**Article VIII – Constitutional Amendments and Adoption**

***Section 1. Constitutional Amendments***

This Constitution may be amended by a three-fourths (3/4) 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 2. Adoption***

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

# **Bylaws of the Interfraternity Council at** **Christopher Newport University**

## **Article I – Role of the Interfraternity Council Representative**

### ***Section 1. IFC Representative***

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

1. Serve as a representative and voice for his Member Fraternity's concerns regarding the fraternity community;
2. Represent the larger fraternity community's interests;
3. Inform his Member Fraternity of the actions, discussions, and workings of the IFC General Body;
4. Serve as a liaison between the IFC General Body and his respective Member Fraternity; to include informing his Member Fraternity of the IFC's Operations;
5. May be asked to serve as an active member of IFC Standing Committees and Ad Hoc Committees, as necessary; and
6. Represent the highest ideals of fraternity life to the greater campus community.

## **Article II – Role of the Interfraternity Council Executive Board**

### ***Section 1. Interfraternity Council President***

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

1. Provide guidance and focus to the efforts of the General Body and the Executive Board;
2. Preside over all meetings of the General Body and the Executive Board;
3. Shall cast the final vote in the event of a tie vote in a General Body Meeting;
4. Build rapport and establish positive working relationships between the IFC and Member Fraternity leaders;
5. Serve as the official spokesperson for the IFC fraternity community;
6. Establish positive working relationships with campus and local law enforcement agencies;
7. Regularly interact with the leaders of other governing councils and campus organizations;
8. Establish a working relationship with key college administrators;
9. Establish a working relationship with and communicate campus data, issues, and trends in a timely manner to the NIC.

### ***Section 2. Interfraternity Council Vice President of Internal Affairs***

The duties and responsibilities of the **IFC Vice President of Internal Affairs** are as follows:

1. Serve as secretary of the IFC General Body;
2. Serve as chair of the IFC Internal Affairs Committee;
3. Coordinate the annual budget process;
4. Collect IFC Member Fraternity dues and all other assessments, as needed;
5. Utilize invoicing and receipts to maintain accurate records throughout the year;
6. Review all IFC Expenditure Request Forms, as directed by the Interfraternity Council Executive Board;
7. Prepare financial statements weekly for distribution to the fraternity community;
8. Make bank deposits when necessary and in a timely manner;
9. Provide advice and support to Member Fraternity financial officers;
10. Maintain current information for accurate Member Fraternity rosters;

### ***Section 3. Interfraternity Council Vice President of Judicial Affairs***

The duties and responsibilities of the **IFC Vice President of Judicial Affairs** are as follows:

1. Serve as chair of the IFC Judicial Committee and serve as the non-voting Chief Justice of all IFC Judicial Board hearings, as defined in Article VIII of these Bylaws;
2. Investigate, and refer to the IFC Judicial Board, alleged violations of policies, including, but not limited to:
  - a. the IFC Constitution, Bylaws, and policies;
  - a. Federal, state, and local laws;
  - b. the rules and regulations of Christopher Newport University;
  - c. and The general values-based conduct of individual member fraternities.
3. Ensure proper filing and preparation for all judicial actions;
4. Ensure compliance with all IFC judicial action imposed upon a Member Fraternity;
5. Educate Member Fraternities on the IFC Constitution and Bylaws and judicial processes;
6. Conduct judicial policy and procedures training for new IFC Judicial Committee justices.

### ***Section 4. Interfraternity Council Vice President of Academic Affairs***

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

1. Coordinate a Scholarship Chair orientation program for Member Fraternities;
2. Collect and distribute academic performance rankings;
3. Publish important academic dates and deadlines;
4. Collect and distribute information about campus academic services, such as tutors, the writing lab, math lab, learning assistance programs, interest tests, career counseling, placement workshops, and library resources;
5. Work individually with Scholarship Chairs for Member Fraternities below the all-men's grade point average;
6. Build and maintain relationships with faculty, academic offices, and academic honorary societies;  
and
7. Provide advice and support to Member Fraternity Academic Affairs officers.

### ***Section 5. Interfraternity Council Vice President of Recruitment***

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

1. Serve as chair of the IFC Recruitment Committee;
2. Utilize technology (social media, fraternityinfo.com, etc.) in recruitment and marketing efforts;
3. Produce and distribute promotional materials to all incoming students and unaffiliated students;
4. Develop recruitment workshops and programs for Member Fraternities;
5. Uphold the IFC Recruitment Policy and report violations of said policy to the Interfraternity Council Executive Board;
6. Maintain an up to date Interest List of Potential New Members;
7. Report statistics on New Member Rosters for each Member Fraternity, received from the Vice President of Internal Affairs, to the Interfraternity Council Executive Board;
8. Provide training to Member Fraternity recruitment officers, to include recruitment software education; and
9. Must refrain from holding any formal recruitment position or recruitment committee position within their member fraternity

### ***Section 6. Interfraternity Council Vice President Community Affairs***

The duties and responsibilities of the **IFC Vice President of Community Affairs** are as follows:

1. Develop best practices for new member and member education programs for Member Fraternities;

2. Collect and report new member retention, academic, and involvement statistics;
3. Organize, develop, and implement a new member orientation program;
4. Develop opportunities for continuing member education by collaborating with alumni, Christopher Newport University offices and departments, and student organizations to offer educational programming covering the following topics:
  - a. Academic Achievement;
  - b. Alcohol Consumption;
  - c. Career Preparation;
  - d. Civic Engagement;
  - e. Hazing;
  - f. Leadership Development;
  - g. Sexual Assault/Abuse; and
  - h. Values and Ethics.
5. Educate member fraternities and member fraternity risk officers on Risk Management and NIC Alcohol and Drug policy at least once per semester;
6. Provide advice and support to Member Fraternity member development officers;
7. Receive information from each member fraternity about the risk management policies, and ensure that each Member Fraternity meets the minimum risk management policies of the IFC and Christopher Newport University; and
8. Any event designated as mandatory must be presented to chapter delegates at least two weeks prior to the date of the event.
  - a. A chapter will be charged \$10 per person that does not meet the mandatory minimum.

#### ***Section 7. Interfraternity Council Vice President of External Affairs***

The duties and responsibilities of the **IFC Vice President of External Affairs** are as follows:

1. Serve as secretary of the IFC General Body;
2. Develop and execute a public relations and social media strategy;
3. Develop service projects and philanthropic events for Member Fraternities;
4. Collect and report Member Fraternity community service hours, philanthropic dollars, and activities;
5. Collect and disseminate information on the fraternity community to all campus and community media sources;
6. Keep the media informed on upcoming events and potential news;
7. Establish a positive working relationship with external constituents;
8. Assist in the development of various IFC publications and outreach programs; and
9. Provide advice and support to Member Fraternity community service/philanthropy officers.

#### ***Section 8. Interfraternity Council Vice President of Diversity, Equity, and Inclusion (DEI)***

The duties and responsibilities of the **IFC Vice President of Diversity, Equity, and Inclusion** are as follows:

1. Develop and execute equity work within IFC
2. Pursue avenues to create diversity within the IFC community
3. Serve as chair of the Diversity, Equity, and Inclusion Standing Committee
4. Establish DEI a prominent topic in the IFC community through social and educational programming
5. Ensures all IFC aligns with our DEI-specific values as outlined in the NIC standards
6. Work with member fraternity leaders to train, educate, and advocate for DEI values within IFC
7. Program new DEI initiatives and informs chapter officials of current DEI initiatives at CNU

8. Establish positive working relationship with the CNU Student Diversity and Equality Council

### **Article III – Role of the Interfraternity Council Justice**

#### ***Section 1. IFC Justice***

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

1. Serve as an impartial justice, as called upon, for IFC Judicial Board hearings;
2. Uphold the IFC Constitution, Bylaws, Code of Conduct, and policies; the rules and regulations of Christopher Newport University; and the general values-based conduct of individual member fraternities; and
3. Maintain confidentiality in all judicial hearings, matters, and deliberations.

### **Article IV – Role of Interfraternity Council Standing Committees**

#### ***Section 1. Interfraternity Council Internal Affairs Committee***

The IFC Internal Affairs Committee must assist the IFC Vice President of Internal Affairs in the developing IFC fiscal policies, 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 2. Interfraternity Council Constitution and Bylaws Committee***

The IFC Constitution and Bylaws Committee must assist the IFC Vice President of Judicial Affairs in an annual review of the IFC Constitution and Bylaws, and in recommending such changes as it deems prudent.

#### ***Section 3. Interfraternity Council Academic Affairs Committee***

The IFC Scholarship Committee must assist the IFC Vice President of Academic Affairs in the development and implementation of activities, programs, and resources that promote academic achievement within its Member Fraternities.

#### ***Section 4. Interfraternity Council 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 its Member Fraternities' ability to implement a successful and quality recruitment effort while ensuring no restrictive policies are imposed on new member recruitment.

#### ***Section 5. Interfraternity Council Community Affairs Committee***

The IFC Community Affairs Committee shall assist the IFC Vice President of Community Affairs in the development and implementation of activities, programs, and resources for continuing and new member development covering topics such as alcohol consumption, career preparation, civic engagement, hazing, leadership development, sexual assault/abuse, and values and ethics.

#### ***Section 6. Interfraternity Council External Affairs Committee***

The IFC External Affairs Committee must assist the IFC Vice President of External Affairs in the development and implementation of activities, programs, and resources that promote the fraternity community and the encouragement of Member Fraternity involvement in service and philanthropic endeavors that enhance the reputation of the fraternity community at Christopher Newport University.

#### ***Section 7. Interfraternity Council of Diversity, Equity, and Inclusion Committee***

The Interfraternity Council Diversity, Equity, and Inclusion Committee shall assist the IFC Vice President of

Diversity, Equity, and Inclusion in education, advocacy, and training of DEI based values within the IFC community.

## **Article V. Role of the Interfraternity Council Advisor**

### ***Section 1. Interfraternity Council 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:

1. Advise the IFC and its Member Fraternities;
2. Advise financial processes;
3. Coordinate life safety, facility management, and risk management programs in conjunction with local agencies;
4. 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:
  - a. Multicultural Competence;
  - b. Leadership Development;
  - c. Recruitment and Intake; and
  - d. Risk Management.
5. Monitor membership and academic retention by Member Fraternity and the entire community for purposes of improving academic support and recommending intervention strategies;
6. Gather and disseminate information via meetings, websites, newsletters, social media venues, and/or information bulletins to the various entities in fraternity life;
7. Provide assistance and advice in planning and assessing IFC and Member Fraternity programs;
8. Organize and facilitate leadership programs, retreats, and workshops;
9. Connect the Members and New Members of Member Fraternities to leadership opportunities across campus, in the local community, and within their national or international organizations;
10. Publish or share documents that focus on current events, leadership opportunities, trends, and other information regarding fraternity life;
11. Provide for the recording and archiving of information about the fraternal community and encourage Member Fraternity leaders to do the same within their organizations;

### ***Section 2. Annual Data Reporting to the North American Interfraternity Council***

In accordance with the NIC Standards, IFC Advisors shall assist the IFC in providing the following data to the NIC annually:

1. The all-university, all-men's, all-fraternity, and individual Member Fraternity grade point averages, reported each semester;
2. The total number of men who pledged all Member Fraternities during each academic year;
3. The total number of men who were initiated in all Member Fraternities during each academic year;
4. The percentage of fraternity men compared to the total number of all men enrolled at Christopher Newport University during each academic year;
5. The total number of chapters and colonies opened and closed during each academic year;
6. The total number of full-time professionals employed by Christopher Newport University who work directly within fraternity and sorority life, during each academic year; and
7. The five-year graduation rate of fraternity men compared to the five-year graduation rate of all men enrolled at Christopher Newport University during each academic year.

## **Article VI – Financial Management Policy**

### ***Section I. Fiscal Year***

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

### ***Section II. IFC Budget***

The Vice President of Finance and the IFC Finance Committee shall propose an annual budget to the IFC Executive Board by the first IFC Council meeting of the academic spring semester per Christopher Newport University. Upon adoption by the IFC Executive Board, the budget shall be presented to the IFC General Body for ratification.

### ***Section III. IFC Dues***

1. The Vice President of Finance shall assign all dues to all full and associate IFC member fraternities.
2. IFC dues invoices will be distributed electronically and/or physically at the discretion of the Vice President of Finance.
  - a. Due dates for all IFC dues will be two weeks after the distribution of invoices unless otherwise approved by the IFC Executive Board.
    - i. Should any member fail to meet their financial obligations within the allotted time said member fraternity will be disenfranchised until their financial obligations are met.

### ***Section IV. IFC Dues Differentiation per Member Classification***

IFC dues will differ only monetarily for full and associate IFC member fraternities.

1. The difference is as follows:
  - a. *Full Member*: \$15 per each active member of the respective fraternity chapter
  - b. *Associate Member*: \$15 per each active member of the respective fraternity colony
2. The member roster submitted to the IFC advisor will be the final determination of active member numbers per fraternity.

### ***Section V. IFC Contingency Account***

The IFC Budget must include a contingency account that equals 10 - 15% of the overall expenses. The contingency account must 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 must be carried over to the next fiscal year.

### ***Section VI. Appropriate Use of IFC Funds***

IFC funds are under the jurisdiction of the IFC Member Fraternities and must only be used in a manner that benefits the fraternity community and that is congruent with the values of fraternity life. The Vice President of Finance shall construct an appropriate allocation of funds based on each committee represented in the IFC Executive Board, which will be highlighted in the Annual Budget. IFC funds shall not be used to purchase alcoholic beverages.

### ***Section VII. Expenditure Approval***

The IFC President and the IFC Vice President of Finance shall approve all budgetary expenditures. Requests for budgetary expenditures shall be made utilizing the IFC Expenditure Request Form. All expenditure requests shall be submitted at least two weeks prior to the date of the requested disbursement.

## **Article VII – Interfraternity Council Code of Conduct**

### ***Section 1. Interfraternity Council Code of Conduct***

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

1. We will know and understand the ideals expressed in our fraternity Rituals and will strive to incorporate them in our daily lives;
2. We will strive for academic achievement and practice academic integrity;
3. We will respect the dignity of all persons; therefore, we will not physically, mentally, psychologically or sexually abuse or harm any human being;
4. We will protect the health and safety of all human beings;
5. We will respect our property and the property of others; therefore, we will neither abuse nor tolerate the abuse of property;
6. We will meet our financial obligations in a timely manner;
7. We will neither use nor support the use of illegal drugs; we will neither misuse nor support the misuse of alcohol;
8. 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; and
9. We will challenge all fraternity members to abide by these fraternal expectations and will confront those who violate them.

## **Article VIII – Interfraternity Council Judicial Procedures**

### ***Section 1. IFC Judicial Powers and Responsibilities***

Per Article VI, Section I of the IFC Constitution, the IFC shall be a self-governing organization with a Judicial Committee who shall have jurisdiction over cases involving alleged member fraternity violations of IFC policy, including but not limited to:

1. The IFC Constitution, Bylaws, Code of Conduct, and policies;
2. The rules and regulations of Christopher Newport University; and
3. The general values-based conduct of individual member fraternities

### ***Section 2. Due Process***

In appearing before the Judicial Board, each Member Fraternity shall be granted certain rights termed “due process.” Those rights are:

1. Right to be notified, in writing, of all charges, as outlined in the Bylaws;
2. Right to present a defense, including the calling of witnesses;
3. Right to question witnesses;
4. Right to be accompanied by an advisor for advisory purposes only, but not for representation;
5. Right to be notified, in writing, of all findings and sanctions imposed, as outlined in the Bylaws;
6. Right to appeal the decision once per case, as outlined in the Bylaws;
7. Right against double jeopardy; and
8. Good Samaritan Policy
  - a. 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.

### ***Section 3. Filing of Complaints***

Any individual or group may file a complaint against a Member Fraternity, IFC Representative, IFC Alternate Representative, or IFC Executive Board Member specifying in writing the particular alleged acts of the accused. This must be done by submitting an IFC Judicial Complaint Form to the IFC Vice President of Judicial Affairs which can be found in Appendix A.

The IFC Vice President of Judicial Affairs shall review and consult with the IFC advisor within 48 hours of receipt of the complaint, notify the accused member fraternity of the alleged violations, and issue charges within one week of receipt of the complaint.

### ***Section 4. Gathering Evidence***

All evidence related to a complaint shall be compiled prior to any Informal Resolution Hearing or Formal Judicial Board Hearing. All evidence shall be directly related to the complaint(s) alleged against the involved party(-ies). The evidence presented to the alleged party(-ies) shall remain unchanged between notification of charges and the informal/formal hearing. If a change needs to be made to the evidence, an addendum shall be sent out no later than 72 hours prior to the hearings.

### ***Section 5. Notification of Charges***

2 members of the IFC Executive Board, not in the same member fraternities as the alleged party(-ies) or as the VP of Judicial Affairs will randomly be selected to be a part of a merit committee. The merit committee will serve the function of determining whether or not the complaint indicates a violation of policies outlined in this constitution and bylaws. Merit shall be established upon a unanimous decision by the merit committee.

Once the IFC Vice President of Judicial Affairs and merit committee have determined the filed complaint and evidence has merit, the Member Fraternity is to be provided written notification in accordance with the timeline outlined in section 3 of this article.

*This written notification shall include the following:*

1. Date, time, and location of their Informal/formal Resolution Hearing;
2. Description of the alleged violation;
3. Notification of Charges; and
4. Due Process Rights.

### ***Section 6. Informal Resolution Hearing***

Upon a finding by the IFC Vice President of Judicial Affairs and merit committee that a filed complaint has merit, he may or may not offer the charged Member Fraternity the opportunity to participate in an Informal Resolution Hearing. Deleted: unless he feels that potential sanctions could include suspension, loss of IFC Recognition, or removal from position

#### *1. Accepting the Informal Resolution Hearing:*

- a. In cases in which the alleged party(-ies) accepts an Informal Resolution Hearing, the IFC Vice President of Judicial Affairs shall meet with the alleged party(-ies) to discuss the allegations of the complaint;
- b. Within 48 hours of the Informal Resolution Hearing, the IFC Vice President of Judicial Affairs will confer with the merit committee where they may dismiss the complaint with a finding of no violations, or provide the charged alleged party (-ies) with their finding of violations and recommendation for a resolution through disciplinary or corrective sanctions;
- c. The charged party(-ies) has 48 hours to accept or reject the terms of resolution;
- d. If the charged party(-ies) accepts the resolution, the charged party(-ies) waives all rights of appeal and the outcome is final

2. *Rejecting the Informal Resolution Hearing:*

- a. In cases where the alleged party(-ies) rejects the offer of an Informal Resolution Hearing or the resolution, a Formal IFC Judicial Board Hearing will be convened to hear the case within one (1) week of the rejection of terms of resolution.

***Section 7. Prohibited Sanctions for Informal Resolution Hearing***

The IFC Vice President of Judicial Affairs shall not recommend suspension, loss of IFC recognition, or removal from position through an Informal Resolution Hearing. Should the IFC Vice President of Judicial Affairs believe suspension or loss of IFC recognition is warranted, the case must automatically be referred to a Formal IFC Judicial Board hearing.

***Section 8. Formal IFC Judicial Board Hearing***

*A formal IFC Judicial Board Hearing shall be convened if:*

1. The alleged party(-ies) rejects having an Informal Resolution Hearing;
2. The charged party(-ies) rejects the findings and/or sanctions of the Informal Resolution Hearing;
3. The IFC Vice President of Judicial Affairs determines the allegation is egregious enough to warrant potential suspension, loss of IFC recognition, or removal from position; or
4. The IFC Vice President of Judicial Affairs chose not to offer an Informal Resolution Hearing.

In these cases the IFC Vice President of Judicial Affairs shall convene a Formal IFC Judicial Board Hearing. The IFC Vice President of Judicial Affairs shall serve as a non-voting Chief Justice and the procedural officer for all Judicial Board hearings.

***Section 9. Formal IFC Judicial Board Hearing Proceedings***

*For all IFC Judicial Board hearings, the following procedures must be followed:*

1. The IFC Vice President of Judicial Affairs shall serve as a non-voting Chief Justice and the procedural officer for all Judicial Board hearings.
2. *Participants:* Attendance at all IFC Judicial Board hearings must be limited to the members or Member Fraternities involved, any witnesses, the IFC Justices serving on the Judicial Board for the hearing, the IFC advisor, and the IFC Vice President of Judicial Affairs.
  - a. Additionally, the charged party(-ies) may be accompanied by the charged parties' chapter advisor during any Judicial Board hearing. The chapter advisor must be registered as the official chapter advisor of the Member Fraternity.
3. *Confidentiality:* All individuals involved in a hearing are required to agree to a statement of confidentiality. Individuals shall not disclose information regarding the following:
  - a. Any individuals, Member Fraternities, or IFC Justices involved;
  - b. Details of the proceedings; and
  - c. Witness testimony.
4. *Deleted: Hearing Process. Initiation of the Hearing:* The IFC Vice President of Judicial Affairs shall officerinform all individuals present that the hearing will be conducted in an orderly manner.
  - a. Additionally, he shall advise the alleged party(-ies) of the formality of the hearing and the necessity of all parties to be truthful.
5. *Overview of Judicial Hearing Process:* The IFC Vice President of Judicial Affairs shall outline the process for the remainder of the hearing as follows:
  - a. Presentation of alleged charges, violations, and investigatory evidence against the charged party(-ies).
    - i. All charges, violations, and evidence must be presented by the IFC Vice

- President of Judicial Affairs.
    - ii. Deleted: The charged Member Fraternity may ask questions;
    - iii. Deleted: The IFC Justices may ask questions.
  - b. Presentation of the charged alleged party(-ies) defense
    - i. The IFC Justices may ask questions.
  - c. Calling of Witnesses
    - i. The charged party(-ies) may ask questions;
    - ii. The IFC Justices may ask questions.
  - d. The charged party(-ies) may give a final statement.
  - e. IFC Justices deliberate in closed session to determine findings of responsibility, and if necessary, appropriate sanction(s).

### ***Section 10. Conflicts of Interest***

In the event the IFC Vice President of Judicial Affairs' Member Fraternity is involved in the alleged violation, the highest ranking IFC Executive Board officer also not in the member fraternity in question, starting with the IFC President, as listed in Article V, Section II of the IFC Constitution, shall serve in his stead.

- a. Serving in his stead includes the Vice President of Judicial Affairs' responsibilities beginning with the receipt of the complaint through the acceptance of a resolution.

### ***Section 11. Prohibition on Recruitment Restrictions as a Sanction***

The IFC Judicial Board may impose educational and punitive sanctions, as prescribed in the IFC Bylaws, but under no circumstances may it prohibit a Member Fraternity's ability to recruit.

### ***Section 12. Non-Status Sanctions***

The following are sanctions that may be imposed by the IFC Judicial Board and/or IFC Vice President of Judicial Affairs (including, but not limited to):

- 1. Letter of apology
- 2. Fines
- 3. Restitution
- 4. Educational programming
- 5. Public service to the campus or community
- 6. Meetings with campus office/departments
- 7. Loss of social event and/or campus event privileges
- 8. Loss of eligibility for IFC Fraternal Value Awards
- 9. Censure

### ***Section 13. Status Sanctions***

In the event of an egregious violation, the following are sanctions that may be imposed by the IFC Judicial Board for a specified period of time:

- 1. *Suspension*: Loss of IFC voting rights and removal from Good Standing status, and any additional Non-Status Sanctions.
- 2. *Loss of IFC Recognition*: Loss of IFC recognition and its rights and privileges.

### ***Section 14. Duration of Sanctions***

Judicial action must specify the duration and deadlines of any sanctions imposed. After such specified time, if the Member Fraternity has fulfilled the requirements of the sanctions imposed, the Member Fraternity shall return to good standing. In the event the Member Fraternity does not fulfill all of the requirements of the sanctions imposed, the IFC Vice President of Judicial Affairs shall convene a Formal IFC Judicial Board Hearing to determine future course of action.

### ***Section 15. Notification of Findings***

Within three (3) business days of any Informal Resolution Hearing or Formal Judicial Hearing, the IFC Vice President of Judicial Affairs shall communicate in writing to the charged Member Fraternity, its inter/national headquarters, and its chapter advisor, as well as any relevant Christopher Newport University administrators, the alleged violation, the findings of the hearing, and any sanction(s) imposed.

The IFC Vice President of Judicial Affairs shall notify the IFC General Body of any sanctions imposed upon a Member Fraternity through any Informal or Formal Judicial Hearing.

### ***Section 16. Appeals***

The IFC Judicial Board's decision is subject to appeal by a Member Fraternity within two weeks of receiving written notification of the decision. An appeal must be made in writing to the IFC President and must be made solely on the following grounds:

1. Error in the charge and/or Judicial Board Hearing process that materially affected the outcome;
2. The severity of the sanction did not match the severity of the violation;
3. New information that could not have been discovered prior to the IFC Judicial Board Hearing through the exercise of reasonable diligence; or
4. Sanctions imposed through the Judicial Process shall stand until an appeal is heard.

### ***Section 17. Non-Status Sanctions Appeals***

The IFC Executive Board shall hear appeals for Non-Status Sanctions. The IFC Vice President of Judicial Affairs shall first present the IFC Judicial Board's decision and rationale for its actions. The appealing Member Fraternity shall then be afforded the opportunity to present its reasoning for seeking a reconsideration of the IFC Judicial Board's actions. Any individual from the appealing Member Fraternity serving on the IFC Executive Board shall not participate in the appeal proceedings. The IFC Executive Board shall either dismiss the charge(s) with no sanctions or alter the sanctions imposed by the Formal IFC Judicial Board Hearing. Any alterations must be approved by at least two thirds of the IFC Executive Board. The decision of the IFC Executive Board shall be final for Non-Status Sanctions.

### ***Section 18. Status Sanctions Appeals***

The IFC General Body shall hear appeals for Status Sanctions. The IFC Vice President of Judicial Affairs shall first present the IFC Judicial Board's decision and rationale for its actions. The appealing Member Fraternity shall then be afforded the opportunity to present its reasoning for seeking a reconsideration of the decision. Upon completion of the Member Fraternity appeal presentation, all representatives of the Member Fraternity shall be dismissed from the meeting, including the Member Fraternity's IFC Representative and Alternate Representative.

The IFC General Body shall first vote on whether to discuss dismissal or alteration of the status sanction, which shall require a two-thirds vote. In the event the IFC General Body votes to discuss dismissal or alteration, the IFC General Body shall determine by a two-thirds vote to either dismiss the charge(s) with no sanctions or to alter the sanctions imposed. If a two thirds majority cannot be achieved for dismissal or alteration of the sanctions, the initial sanctions will remain in place. The decision of the IFC General Body shall be final with no further appeal rights.

## **Article IX – Expansion Policy**

### ***Section 1. Expansion Philosophy***

Member Fraternities of the IFC shall not prohibit a national or international organization from selecting undergraduates for the purpose of establishing a chapter on the campus, and shall not deter expansion by

withholding membership in the IFC for any national or international member organization; in accordance with University policy.

## ***Section 2. Expansion Processes***

*There are several routes for an expansion to occur, including, but not limited to:*

1. *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 university expansion committee per Greek Life Policy
2. *Inter/national Fraternity Colonization:* If a national or international fraternity petitions to join the IFC, an Application for Colonization shall be sent to the IFC President.

## ***Section 3. Application for Colonization***

An Application for Colonization shall consist of information pertinent to educating the fraternity community on the national or international organization, including, but not limited to:

1. Overview of the Fraternity's History, Mission, and Values;
2. Summary of the Colonization Plan, including, but not limited to:
  - a. Outline of the colonization timeline,
  - b. Inter/national and/or local support, and
  - c. Contact information;
3. 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.

Upon receipt of the Application for Colonization, the IFC President shall notify the IFC General Body of the national or international fraternity's request and the process by which the inter/national organization request to colonize. Following selection by the University Expansion Committee the IFC General Body shall grant the organization Associate Membership.

## ***Section 4. Granting of Associate Member Status***

Associate Membership grants the Member Fraternity all rights, privileges, and responsibilities under the IFC Constitution and By-Laws, cannot hold IFC Executive Board positions, nor have an IFC Judicial Committee Justice.

## ***Section 5. Granting of Full Member Status***

Upon chartering with its national or international organization, the Associate Member Fraternity shall become a full member of the IFC with all rights privileges and responsibilities under the IFC Constitution and Bylaws.

## **Article X – Recruitment Policy**

### ***Section 1. Recruitment Philosophy***

The IFC supports the concept of open recruitment and believes a man should be free to join a Member Fraternity at a time that is mutually beneficial to both himself and the Member Fraternity.

### ***Section 2. Membership GPA Requirements***

Any Potential New Member shall meet the following GPA requirement in order to be accepted as a New Member by any Member Fraternity:

1. a minimum college GPA of 2.50.

- a) On January 1, 2025, the minimum GPA eligibility requirement of 2.50 shall revert to the standard minimum GPA of 2.60.

### ***Section 3. IFC Sponsored Recruitment***

Under the guidance of the IFC Vice President of Recruitment, the IFC shall designate periods of time during each semester when the IFC will assist Member Fraternities by advertising their recruitment events, hosting campus-wide recruitment events, and educating Potential New Members on the fraternity community.

The IFC Vice President of Recruitment shall solicit and maintain a Potential New Member Roster, which shall be a roster of men interested in fraternity recruitment, and shall make that list available to each Member Fraternity.

IFC Recruitment shall occur at the beginning of each Fall and Spring Academic semester. Recruitment and bidding during university breaks is not allowed.

### ***Section 4. Member Fraternity Recruitment***

*Each Member Fraternity shall develop recruitment events, materials, and activities that are:*

1. Values-based;
2. Alcohol-free and illegal substance-free;
3. Generally in good taste;
4. Not derogatory, degrading, or slanderous; and
5. In support of the National Panhellenic Conference's Unanimous Agreement X that supports each College Panhellenic denouncing the participation of undergraduate Panhellenic women in men's recruitment.

### ***Section 5. Bidding***

Each Member Fraternity shall reserve the right to extend or retract a bid utilizing a process and timeline as determined by that Member Fraternity, except in cases where the IFC has set forth particular guidelines pertaining to the extension of bids, and in accordance with University policy.

Each Potential New Member shall reserve the right to accept or decline any bid at any time without any penalty or pressure placed upon the Potential New Member, except in cases where the IFC has set forth particular guidelines pertaining to the extension of bids.

### ***Section 6. Report of New Members***

Each Member Fraternity shall submit a Verification of Aspirants Form to the IFC Vice President of Recruitment within two days of pledging any New Member.

### ***Section 7. New Member Disassociation / De-pledging***

A New Member shall reserve the right to disassociate / de-pledge from the new member process of any Member Fraternity at any time and may accept a bid from another Member Fraternity at any time following that disassociation / de-pledging.

Each Member Fraternity shall submit a Change of Member Status Form to the IFC Vice President of Recruitment within two days of any New Member disassociating or de-pledging.

### ***Section 8. Comity***

No Member Fraternity shall initiate communication with a New Member or Member of another Member Fraternity about disassociation or de-pledging in order to become a New Member or Member of their own Member Fraternity.

## **Article XI – Publication and Distribution of the Constitution and Bylaws**

***Section 1. 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 and the NIC after any amendment is adopted.

**Article XII – Amendments and Adoption**

***Section 1. 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 been provided to Member Fraternities at the preceding regularly scheduled business meeting.

***Section 2. 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.