

## **KAPPA SIGMA FRATERNITY CODE OF CONDUCT**

*Membership in Kappa Sigma is a privilege. Each member, pledge or initiate, undergraduate and alumnus, is bound by this Code of Conduct.*

Each member of Kappa Sigma Fraternity is responsible for seeing that he:

- Acts as a gentleman, setting an example of moral behavior;
- Conducts himself as a good student, good neighbor, and good citizen;
- Obeys the laws, rules and regulations of his country, state or province, city and county, and college or university;
- Understands and abides by the *Constitution, By-Laws and Rules of Kappa Sigma Fraternity*, including the Standards of Conduct, the acts and resolutions of Grand Conclaves, and his chapter's by-laws; and
- Does not engage in, permit or tolerate hazing, or the unlawful use of alcohol or possession of controlled substances;

When the Fraternity finds that any member fails or refuses to abide by this Code of Conduct, the Fraternity may take such actions as permitted in the *Constitution, By-Laws and Rules of Kappa Sigma Fraternity* up to and including removing the individual from membership in Kappa Sigma Fraternity.

### **STANDARDS OF CONDUCT**

The Standards of Conduct are part of the Code of Conduct of Kappa Sigma Fraternity. These Standards apply to all members, pledges and initiates, undergraduate and alumni, for their conduct in operation of the chapters of the Fraternity and their personal conduct in the name of the Fraternity. Kappa Sigma Fraternity views violation of these Standards as an extremely grave matter. The day-to-day responsibility of the enforcement of the Code of Conduct and these Standards rests with individual members and chapters. Kappa Sigma calls on each individual member and chapter to abide by and to enforce these Standards for the good of the Order.

Undergraduate members are authorized and directed to bring charges before their Chapter against those members of the Chapter whose conduct may violate the Code of Conduct and any of the Standards of Conduct. The procedure for bringing charges against members and conducting a trial regarding those charges before the Chapter are set forth in Article VI, Section 5 of the By-Laws of Kappa Sigma Fraternity.

## **I. Hazing**

*Hazing is contrary to the principles and teachings of Kappa Sigma Fraternity. Hazing itself or conduct which represents hazing is against the law in all jurisdictions in which Kappa Sigma has chapters. Conduct which represents hazing shall under no circumstances be within the duties or obligations of a member of Kappa Sigma.*

### **A. Definition**

1. Hazing is any action, behavior or situation created by any Kappa Sigma chapter or by any member – pledge, active, or alumnus – as part of the operations of any chapter voluntarily or involuntarily involving any member(s) or potential member(s) to produce or result in mental or physical discomfort, embarrassment, harassment or ridicule as a prerequisite to or as a requirement for membership or initiation in the Fraternity, or which is otherwise prohibited by federal, state, provincial, local or host institution policies, rules, regulations, statutes or ordinances.
2. Prohibited actions, behaviors and situations constituting Hazing include, without limitation, the following in any form or of any kind:
  - a. paddling or physical abuse in any form;
  - b. calisthenics or other exercises;
  - c. creation of fatigue including sleep deprivation;
  - d. physical or psychological shocks;
  - e. kidnapping;
  - f. scavenger hunts;
  - g. personal servitude;
  - h. verbal abuse;
  - i. required uniforms or costumes;
  - j. degrading, humiliating or harassing games and activities;
  - k. lineups;
  - l. “Hell Week” or any other pre-initiation or intensive or condensed programming prior to, following, or in connection with any Kappa Sigma ceremony;
  - m. the use of pledge requirements such as signatures or interviews as a means of harassment;
  - n. activities a prerequisite to or as a requirement for membership or initiation in the Fraternity which exposes any initiate(s) or pledge(s) to any type of physical danger regardless of degree;
  - o. activities involving the consumption of any alcoholic beverage or any other beverage;
  - p. activities which would disrupt public order or tend to bring the Fraternity into disrepute in the local community; and,
  - q. other activities not consistent with Kappa Sigma Fraternity principles, or otherwise not in accordance with federal, state, provincial or local laws, ordinances or the regulations or policies of the host college or university.

### **B. Violations**

1. Any individual or collective conduct or acts of omission or commission by any member or chapter meeting the definition of Hazing as provided in these Standards shall be a violation of this policy.
2. Any chapter Executive Committee member actively or passively involved in or having knowledge of any Hazing activity or failing to follow every requirement of these Standards shall be in violation of these Standards and the Code of Conduct generally and shall cause the chapter to be in violation of these Standards and the Code of Conduct and to be subject to the same penalties as a chapter found in violation of these Standards and the Code of Conduct.
3. Chapters performing programming or activities not included in their documented Pledge Education, Membership Development or Brothers In Action Programs shall be in violation of these Standards.

4. Any member who interferes or fails to cooperate in any manner with any investigation of possible violations of these Standards or advocates or encourages the non-compliance or interference with any such investigation shall be deemed in violation of these Standards.
5. Any member witnessing or having knowledge of Hazing or potential violations of these Standards who does not report said violations to an Alumnus Advisor or District Grand Master of the chapter or to the Supreme Executive Committee or Executive Director shall be in violation of these Standards and shall be subject to the same penalties as those members actively involved in the violation of these Standards.
6. Any chapter found not upholding any individual penalty or other sanction imposed on any member or members for violation of these Standards shall be in violation of these Standards and the Code of Conduct generally.

### **C. Procedure**

1. Any member of the Fraternity who receives information regarding a potential violation of these Standards must:
  - a. Immediately report the alleged activity and all available information to the chapter's Alumnus Advisor and District Grand Master or the Supreme Executive Committee or Executive Director;
  - b. Take action with the Alumnus Advisor and District Grand Master (or officer of the General Fraternity designated by the Supreme Executive Committee) to determine the validity of the allegation, including cooperating with any investigation;
  - c. Take action with the Alumnus Advisor and District Grand Master (or officer of the General Fraternity designated by the Supreme Executive Committee) to comply with all applicable federal, state, local, and host institution policies and ordinances;
2. If the Hazing allegations warrant, the member disclosing the violation, Alumnus Advisor and District Grand Master (or officer of the General Fraternity designated by the Supreme Executive Committee) must ensure charges are proffered against the offending chapter and member(s) in accordance with these Standards, the Code of Conduct generally, and the *Constitution, By-Laws and Rules of Kappa Sigma Fraternity*.
3. During any investigation of alleged violations of this policy, all chapter recruitment, pledging and initiation activities shall cease until the investigation is complete, the results reported to the SEC and the Chapter authorized to resume such activities.

## **II. Alcohol & Controlled Substances**

*Each member of the Fraternity is responsible for seeing that he abides by the letter and spirit of applicable laws governing use and possession of alcohol and controlled substances. Where local laws may permit certain conduct, but federal, provincial or state laws prohibit that conduct, the applicable federal, provincial or state law shall govern individual conduct.*

**A. Additional Standards.** In addition to abiding by applicable federal, provincial, state, and local laws governing or regulating the use, possession and distribution of alcohol and controlled substances, the following standards apply:

1. Each chapter shall comply with the rules, regulations, policies and standards set by its host institution.
2. No chapter of the Fraternity is authorized to apply for or hold any license for the sale, distribution, pouring or dispensing of alcoholic beverages or other controlled substances.
3. No chapter funds may be used to purchase alcohol directly or indirectly.
4. No alcohol may be made available to any individual who is under the legal drinking age.
5. "Passing the hat," taking up a collection, charging admission or accepting donations to purchase alcohol is a violation of these Standards.

6. Fundraising events may not involve alcohol. A Chapter or a number of its members may receive compensation for working at an event, unassociated with the Chapter, at which alcohol is present, to support Chapter operations or raise funds for a bona fide charitable organization (e.g., working concession stands at a sporting event or concert venue). A Chapter may participate in such activity only upon the prior authorization by that Chapter's District Grand Master or the Supreme Executive Committee.
7. No alcohol may be present at any activity, function or event when rushees or prospective members are present. All rush and recruitment events shall be alcohol-free.
8. No alcohol may be present preceding, at, or following any activity that is part of the Pledge Education Program of any chapter or any initiation, pledging or other chapter meeting.
9. No member shall use or possess any controlled substance or any paraphernalia for the consumption, delivery or administration of any controlled substance in any form at any Kappa Sigma function or at any facility occupied or used by a Kappa Sigma chapter. A member having a valid prescription is not in violation of this Standard.
10. Chapters shall not pledge or initiate men who unlawfully use controlled substances.
11. Games or contests that include the consumption of alcohol at any Social Event (as defined by the Code of Conduct and the applicable Standards of Conduct) or at any facility occupied by a Kappa Sigma Chapter are a violation of these Standards.
12. Chapters shall take reasonable steps to prevent the unlawful use, possession, or consumption of alcohol or controlled substances by any person, member or non-member, undergraduate or alumnus, at any chapter house, lodge, or similar facility or location occupied by or used for or on behalf of the chapter for any of its activities.

**B. Education.** Chapters are strongly encouraged to conduct the Alcohol and Drug Education Program, "My Brother's Keeper", for Brothers and pledges of the chapter, to take advantage of TIPS training or other similar programs available through its host institution or the community at large, and participate in alcohol and controlled substance educational programs so offered or available.

### **III. Social Events**

*Social Events are for members of the Fraternity and their dates, or the invited membership of a chapter of a national women's college fraternity or sorority on the same campus as part of an exchange or mixer. It is not the purpose of Kappa Sigma chapters to provide Social Events for the campus or community at large.*

- A. A Social Event is a party or any other gathering approved, sponsored, hosted, or arranged by a chapter or its members in the name of the chapter where alcohol is present.
- B. Social Events shall comply with host institution rules and policies governing such events except where such rules and policies are less stringent than those of these Standards, in which case these Standards shall apply.
- C. If host institution rules permit alcohol, it shall only be made available at a Social Event (1) in compliance with applicable laws, (2) then only to persons of legal drinking age, and then either (3) through a licensed and insured vendor on a cash bar basis; or (4) only in accordance with applicable host institution rules not conflicting with these Standards.
- D. No chapter is authorized to sell tickets, sell cups, collect cover charges, charge admission, vend alcohol from machines, or engage in any other activity that is, or creates the impression that the chapter is, selling alcohol or permitting access to alcohol in a manner inconsistent with these Standards.
- E. At any Social Event, no member may have alcohol in large quantities of individual containers such as cases or half-cases, or bulk or common containers such as oversized cans or bottles, punch bowls, kegs or party balls.
- F. Chapters shall take reasonable steps to prevent the unlawful consumption of alcohol at Social Events.

G. "Open parties" are a violation of these Standards.

H. The number of guests (including dates) at any Social Event shall not exceed the number of members in attendance. Alumni, spouses and parents are not counted as guests for purposes of this Standard.

I. A Social Event consisting of a mixer or exchange with a national women's fraternity or sorority chapter may occur without regard for the limitation of Standard III.H of these Standards when attendance is limited to members and pledges of both chapters.

#### **IV. Little Sisters and Auxiliary Organizations**

*The Kappa Sigma Fraternity does not recognize or approve the existence of "Little Sister/Starduster" or similar chapter programs or organizations, or approve chapter affiliation with like auxiliary organizations not authorized in writing by the Supreme Executive Committee.*

*No organization, unless authorized in writing by the Supreme Executive Committee or as otherwise permitted by the Constitution, By-Laws and Rules of Kappa Sigma Fraternity, shall use the words, letters, logos or symbols of Kappa Sigma, or otherwise represent affiliation with the Fraternity.*

#### **V. Internet Use**

*Internet Use, through media including, among others, email, websites, and social networking or discussion groups, is a valuable tool for education and communication. All members of the Kappa Sigma Fraternity are responsible using these media in an appropriate and lawful manner. Each member of the Fraternity is responsible for seeing that he abides by the letter and spirit of applicable laws governing Internet Use. A member's conduct on the internet is subject generally to the Code of Conduct and must be consistent with this Standard and other applicable Standards.*

##### **A. Definition of "Internet Use"**

Any communications on the internet (as generally defined and understood from time-to-time by the general public), whether through establishment or maintenance of a website, discussion board, social networking group, page, or site, or chat room or the submission of any data, whether in graphic, video, audio or written form to any site on the internet, or the linking to any site on the internet that contains such data.

##### **B. Standards of Conduct**

Every chapter of Kappa Sigma Fraternity is responsible for the Internet Use of its undergraduate members and is expected to enforce these Standards in accordance with the applicable provisions of the Constitution, By-Laws and Rules of Kappa Sigma Fraternity, including, the Code of Conduct. Each member of the Fraternity is expected to comply with these Standards with respect to his personal Internet Use which may tend to indicate or demonstrate his membership in Kappa Sigma Fraternity.

1. No chapter or member shall engage in or permit Internet Use in any manner, form, or content that is inconsistent with the standards and values of Kappa Sigma Fraternity. The following represent content inconsistent with the standards and values of Kappa Sigma Fraternity:
  - a) Any explicit or implicit reference to or promotion of illegal alcohol use or alcohol abuse, the unlawful use of controlled substances, possession of drug paraphernalia, Hazing or any other illegal behavior; and
  - b) Discussion or disclosure of any part or parts of the Ritual of Kappa Sigma or any of the Secret Work of the Order, except for permissible forms of public use of

certain phrases, the meaning of which are known only to True and Lawful Kappa Sigmas and cannot be discerned from the context of such use, (e.g., permissible forms include use of “AEKDB” or “Semper” as a closing salutation in correspondence, or other similar uses).

- c) Content otherwise inconsistent with the policies, guidelines, and procedures, of Kappa Sigma Fraternity as the Supreme Executive Committee may determine from time-to-time at its discretion.
  - d) These examples are not intended to be an exhaustive list of all inappropriate content.
2. No chapter or member shall host, sponsor, post, or link to any inappropriate content on the internet.
  3. Each chapter or member shall delete inappropriate content upon demand by the Kappa Sigma Fraternity or its authorized representatives, including the chapter in which any undergraduate member is initiated or affiliated.
  4. No chapter or member shall engage in or permit Internet Use in any manner, form, or content contrary to any school regulation or rule. Each chapter and member shall comply with the rules, regulations, policies and standards regarding Internet Use set by its host institution.
  5. No chapter or member shall register any domain name that contains any Insignias as defined by Rule 5.2 of the Constitution, By-Laws and Rules of Kappa Sigma Fraternity
    - a) Any chapter or member having registered any domain name using any of the Insignias of the Fraternity as of the date these standards of conduct are adopted by the Supreme Executive Committee, makes such use of such Insignias pursuant to a nonexclusive license to use such Insignias consistent with Rule 5.2. Such license shall continue until earlier of the (1) date two (2) years following the initial adoption of the Standard of Conduct concerning Internet Use; or (2) assignment of such domain name to Kappa Sigma Fraternity otherwise in accordance with these Standards.
    - b) Upon any written request of Kappa Sigma Fraternity, any chapter or member having registered any domain name containing any Insignias of the Fraternity shall assign such domain name to the Fraternity at no cost to the Fraternity and shall not contest or oppose any effort by the Fraternity to recover any such domain name through applicable regulations and procedures following expiration or termination of any license contemplated by these Standards or the *Constitution, By-Laws and Rules of Kappa Sigma Fraternity*.
    - c) Any chapter or member registering a domain name in violation of these standards of conduct shall assign such domain name to the Fraternity at no cost to the Fraternity upon demand and shall not contest or oppose any effort by the Fraternity to recover any such domain name through applicable regulations and procedures.
  6. No chapter or member shall create a networking or social group on the internet using the name “Kappa Sigma” or any of the Insignias of the Fraternity without the written authorization of the Kappa Sigma Fraternity.
    - a) Where a chapter or member creates or maintains a networking or social group on the internet, if said group identifies itself with Kappa Sigma Fraternity or a chapter of Kappa Sigma Fraternity, membership in the group shall be limited only to members of Kappa Sigma Fraternity, unless specifically authorized otherwise by the Fraternity.
    - b) Any group created or otherwise existing in violation of this Standard shall be disbanded and/or ownership, control and administration of such group shall be assigned to an authorized representative of Kappa Sigma Fraternity immediately upon demand.

7. Each chapter or member joining or participating in any social networking group, discussion board or similar website, webpage or other outlet on the internet that uses “Kappa Sigma” in its name, displays any other Insignias, or purports to present a forum for discussion of matters concerning Kappa Sigma Fraternity or its chapters, shall be responsible for the content posted to such group or site by its members or which is posted by such member. All such content shall be consistent with these standards of content.

## **VI. Penalties**

**A. Chapter.** Upon violation of the Code of Conduct or any of the Standards of Conduct deemed by the Supreme Executive Committee, or their designees appointed for inquiry, to be chapter-wide, sponsored or tolerated by the chapter or its membership, such chapter and its members shall be subject to one or more of the following penalties:

1. the Executive Committee of such chapter and any other officers or committee chairmen of such chapter with general responsibility for the activities resulting in such violation will be subject to charges with a recommended sanction of expulsion from the Kappa Sigma Fraternity.
2. any individual members participating in any activity resulting from such will be subject to immediate suspension by the Worthy Grand Procurator as authorized by the *Constitution, By-Laws and Rules of Kappa Sigma Fraternity* and subject to charges with a recommended sanction of expulsion from the Kappa Sigma Fraternity.
3. the entire undergraduate membership of the chapter will be subject to charges with recommended sanctions of not less than suspension or expulsion from the Kappa Sigma Fraternity
4. the chapter will be suspended, its charter placed in Trusteeship, and the chapter reorganized
5. the Supreme Executive Committee will appoint a Trustee to conduct the reorganization under guidelines established by the Brothers In Action Commission
  - (a) As a representative of the Supreme Executive Committee, such Trustee will have full power and authority regarding all matters of membership and chapter operations during the period of reorganization.
  - (b) The SEC shall consider the reinstatement of the chapter and release of the charter from Trusteeship only upon the recommendation of the Trustee, the District Grand Master and the Brothers In Action Commission.
6. any other sanctions deemed necessary or appropriate including withdrawal of the charter or expulsion of the chapter as contemplated by the *Constitution, By-Laws and Rules of Kappa Sigma Fraternity*.

**B. Individual.** Any individual member participating in any activity in violation of the Code of Conduct or any of the Standards of Conduct, or otherwise in violation thereof, will be subject to immediate suspension by the Worthy Grand Procurator as authorized by the *Constitution, By-Laws and Rules of Kappa Sigma Fraternity* and subject to charges with a recommended sanction of expulsion from the Kappa Sigma Fraternity.