

**FRATERNITIES AND SORORITIES AT THE UNIVERSITY OF OREGON:
RECOMMENDATIONS FOR ENHANCING MEMBERSHIP GOVERNANCE**

**Submitted to Robin Holmes, Ph.D.
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CHARGE

“This subcommittee will analyze and benchmark UO FSL’s approach to membership governance and make salient recommendations that will ensure the leadership and mentoring opportunities and competencies are maximized and realized by allowing members autonomy to govern certain aspects of the FSL organization. What should the role of the various councils be? What types of issues should members/councils decide for themselves? What approach should be in place to ensure that governance is fair and effective? What is best system for developing skills and competencies to make decisions regarding membership, addressing problematic chapters?”

INITIAL OBSERVATIONS ABOUT VALUE OF SELF-GOVERNANCE

From the first meeting of the Governance Subcommittee (hereafter, “the Subcommittee”), it was apparent that the entire membership, along with Vice President Holmes, saw value in some degree of self-governance within the University of Oregon’s Greek community. The potential benefits of self-governance include the following:

Improvement of policymaking concerning fraternity and sorority life. Students who are members of fraternities and sororities should have input concerning policies governing the UO’s Fraternity and Sorority Life (hereafter, “FSL”). The input of students at an early stage in the policymaking process will help UO administrators to evaluate how best to promote a vibrant and responsible Greek culture. Policies promulgated without adequate student input might prove unworkable. While the Subcommittee does not contemplate that students should exercise any sort of veto power in policymaking with respect to FSL, the Subcommittee believes that extensive consultation with student stakeholders during the policymaking process will improve not only the substance but also the perceived legitimacy of FSL policy on this campus. Members of the Subcommittee noted that as a general matter, “people support what they help to create.”

Greater efficacy in enforcement. The Subcommittee believes that enhanced self-governance could help to strengthen enforcement of various rules and community standards relating to FSL. The Interfraternity Council (hereafter, “the IFC”) and the Panhellenic Council (hereafter, “the PHC”) have judicial boards that should supplement, but not supplant, the enforcement undertaken by the staff of the Office of Fraternity and Sorority Life (hereafter “the FSL Staff”) and the staff of the Office of Student Conduct and Community Standards (hereafter, “the SCCS Staff”). If the IFC and PHC played a greater role in enforcement with respect to low-level infractions, the FSL Staff and SCCS Staff could use their resources more efficiently and could hopefully achieve better overall compliance.

Educational benefits for students. Involvement with FSL presents an opportunity for UO students to gain leadership skills and learn more about the governance process. The educational benefits of such involvement could help students with their careers after college.

PRESENT STATE OF MEMBERSHIP GOVERNANCE

This report will focus primarily on self-governance through the IFC and PHC (collectively, “the Councils”). To be sure, there are other avenues through which Greek-affiliated students can play a role in governance. For example, students can become leaders of their individual sorority or fraternity chapters, or they can become leaders of the Associated Students at the University of Oregon (“the ASUO”). One UO sorority member, Quinn Haaga, served as the PHC’s vice president of accountability in 2015-16, and then won election in April 2016 as the ASUO president.

The responsibilities of the Councils are set forth in their governing documents. Copies of these documents are available on the web page of the UO’s FSL office: <http://oregonfsl.orgsync.com/Councils>. The FSL web page has the most recent version of the PHC’s governing documents, dated May 2015. Apparently, however, the FSL web page has outdated versions of the IFC’s governing documents, dated October 2010. The IFC adopted a new constitution and bylaws in March 2015. Because the new IFC governing documents do not appear on the FSL website, they are attached as an exhibit to this report.

In a nutshell, each of the Councils provides a forum in which Greek-affiliated students can address matters of common concern. The Councils have specific responsibilities such as managing recruitment, coordinating civic activities, and ensuring that chapters and individual members comport themselves in accordance applicable rules. When chapters and individuals do not meet their responsibilities, the Councils may convene judicial boards to address such problems and determine appropriate sanctions and/or corrective measures.

The governing documents for the Councils include guidelines for judicial proceedings. The PHC bylaws govern the composition the PHC Judicial Board and the confidentiality of judicial proceedings, but otherwise do not provide much guidance concerning the procedures that the PHC Judicial Board should follow in adjudicating allegations of violations. The IFC governing documents posted on the UO FSL's website do not address judicial proceedings. However, the revised version of the IFC constitution, attached hereto as an exhibit, includes detailed guidance for the conduct of proceedings to adjudicate violations by member fraternities.

A decade ago, the IFC and PHC judicial boards were significantly involved in adjudicating allegations of misconduct by Greek-affiliated students at the UO. Since that time, the responsibility for handling allegations of misconduct by Greek-affiliated students has shifted almost entirely to the UO's FSL staff and SCCS staff. The reasons for this shift are not entirely clear. Relevant factors may have included stricter federal and state regulations necessitating staff involvement for certain categories of complaints, as well as a sense among UO officials that the new strategy better served the goals of protecting our community and enforcing the Student Conduct Code uniformly. Whatever the reason, the IFC and PHC have rarely convened their judicial boards in recent years. Various constituencies on campus, including certain UO officials and student leaders in the Greek community, are now considering the possibility that Councils and their judicial boards could increase their involvement in adjudicating misconduct cases.

The UO's FSL officials have sometimes collaborated with Council leaders in what is called a "partnership process." This process, which had previously proven successful on the Oregon State campus, allows for a chapter with disciplinary problems to concede that it is in need of systematic improvements. The chapter then works with the FSL staff and Council leaders to design a program for improvement. Members of the Subcommittee who are familiar with the partnership process praised the effectiveness of this approach.

Students involved with the Greek community have not had a systematic and formal means of directly advising the UO officials who regulate this community. Council leaders have interacted from time to time with FSL staff, but there has not been an advisory board through which representatives of the Greek community could consult on a regular basis with UO administrators. The UO is now in the process of establishing such an advisory board, and the Subcommittee believes that the creation of this board could provide an important opportunity for students to make their voices heard.

RECOMMENDATIONS FOR ENHANCING SELF-GOVERNANCE

At the outset of its recommendations, the Subcommittee wishes to stress that it does not dispute the urgency of addressing the problems identified by the external reviewers Mark Koepsell and Jeremiah Shinn in their report dated March 1, 2016,

including sexual assault, blackout drinking, and hazing. None of the following recommendations should be construed in any way that would hinder the UO's efforts to address these problems. The Subcommittee recognizes that Title IX and other legislation governing universities in the U.S. may foreclose self-governance in certain contexts, such as the adjudication of complaints relating to sexual assault. The Subcommittee respectfully offers the following recommendations for the interstices not governed by statutes or regulations that rule out self-governance.

RECOMMENDATION #1: FORMAL ADVISORY ROLE FOR STUDENTS IN FSL POLICYMAKING

Just as the UO faculty advises administrators in Johnson Hall through two mechanisms – the University Senate and the Faculty Advisory Council – so too should the students involved with Greek life have two means of providing input to UO administrators who determine FSL policy. The Councils currently provide an opportunity for deliberation that is analogous to the Faculty Senate. What has been missing is a mechanism through which students in the Greek community could directly advise the UO administrators who have responsibility for FSL.

The Subcommittee is aware that plans are underway to create an FSL Advisory Board (hereafter, "the Board"). The Subcommittee applauds this initiative, and has come up with some suggestions for the function and composition of the Board.

The charge of the Board should include the following duties: 1) conduct a yearly review of the FSL community by week 10 of the fall quarter; 2) make recommendations to the IFC, the PHC, the FSL staff, and the university administration; 3) decide chapter and individual awards at the Greek Excellence Awards Banquet; 4) provide ad hoc consulting as requested; and 5) monitor the accountability process. The foregoing list of duties should not be exhaustive, and the Board should be able to add other advisory functions to its portfolio if circumstances warrant and a majority of the Board so elects.

The Board should be composed of the following members: three undergraduates who belong to sororities; three undergraduates who belong to fraternities; one sorority chapter advisor; one fraternity chapter advisor; one sorority alumna; one fraternity alumnus; one University staff member; and one University faculty member. When initially constituting the Board, the FSL staff should solicit applications for all of the undergraduate positions, and should forward these applications for review by the IFC and the PHC. Once constituted, the Board should control the application and appointment process in subsequent years.

Each position on the Board should have a two-year term, with the exception of the first installation. The appointments should be staggered to enhance continuity on the Board.

RECOMMENDATION #2: INCREASED ROLE FOR COUNCILS IN HANDLING LOW-LEVEL INFRACTIONS

In the Subcommittee's meetings, it became apparent that some UO administrators and student leaders would like to explore whether the Greek community could take more responsibility for enforcement in cases involving low-level misconduct. If that were possible, the FSL and SCCS staffs could focus their resources on investigating and sanctioning more significant violations of the Student Conduct Code. Such a division of responsibility could potentially achieve greater compliance overall.

Research has shown the value of "peer courts" in various educational settings. Such tribunals have helped to reinforce community norms and have improved accountability for misconduct, due in part to the fact that the students who sit on these tribunals have a closer vantage point from which to observe such misconduct and its harmful effects.

One important threshold question is to determine which categories of misconduct are appropriate for student tribunals to adjudicate. The Subcommittee considered two categories: misconduct by chapters and misconduct by individuals. Each will be discussed in turn below.

Misconduct by chapters. Chapters that engage in ongoing misbehavior are now subject to investigation and sanction by the FSL staff. The Subcommittee does not wish to change in any way the FSL staff's authority to investigate chapters or the procedures used by the FSL staff in such matters. However, the Subcommittee believes that the Councils can play a complementary role in this effort. There may be some categories of chapter violations that Councils could monitor more vigilantly and, when appropriate, adjudicate pursuant to the procedures set forth in the Councils' governing documents. The scope of chapter misconduct that the Councils might address could include violations of community standards and chapter bylaws, but should not include more significant violations of the Student Conduct Code. The Councils should make sure that the judicial procedures in their bylaws are well suited for the task and are not at odds with the procedures used by the FSL staff. The procedures set forth in the IFC's latest bylaws, attached hereto, are fairly comprehensive, but the PHC's bylaws do not provide much guidance relevant to judicial proceedings involving chapters. The best way to ensure that these documents include the optimal procedures would be for the Councils to collaborate with one another, with national Greek organizations that can provide templates, with the UO's FSL office, and with the UO General Counsel's office. It is important to clarify that any disciplinary action by one of the Councils would not foreclose further disciplinary action by the FSL staff.

Misconduct by individuals in the Greek community. If the PHC and IFC judicial boards were to handle a greater volume of cases involving individual misconduct, there would need to be clear boundaries demarcating the Councils' jurisdiction and the jurisdiction of the SCCS staff. Cases reserved solely for the SCCS staff should include

the following: all alleged academic misconduct within the scope of Code sec. V.1; all alleged misuse of UO property or resources within the scope of Code sec. V.2; and any alleged violation of individual rights or community standards within the scope of Code sec. V.3, except for certain low-level violations that are neither violations of state law nor significant encroachments on the rights of others in the UO community. The Councils' judicial boards could potentially handle those Code violations that are not within the exclusive jurisdiction of the SCCS staff, as well as other violations of bylaws and standards in the Greek community. Individual complainants or respondents should have the right to remove cases from the Councils' judicial boards to the SCCS office; in other words, no case should go before a judicial board without the consent of both the complainant and respondent. Disciplinary action by the judicial boards should not foreclose disciplinary action by the SCCS office, but the SCCS staff should take account of a judicial board determination before exercising jurisdiction over a case heard by that board.

For the Councils' judicial boards to play an increased role in adjudicating misconduct cases, the bylaws of both the PHC and IFC need careful scrutiny and possible revision. The new IFC bylaws have good language concerning adjudication of allegations involving misconduct by member fraternities, but scarcely address the adjudication of allegations involving misconduct by individuals. The PHC's bylaws do not set forth enough procedural requirements for either context.

It is beyond the scope of this report to indicate precisely how the IFC and PHC bylaws should be revised in order to provide sufficient procedural safeguards for disciplinary proceedings. Tom Lininger is not an active member of the Oregon Bar, and no other member of the Subcommittee has legal training. The UO General Counsel's office would need to be involved in approving procedural and jurisdictional rules for the Councils' judicial boards.

The following is a nonexhaustive list of the issues that the Councils' governing documents should address before the judicial boards handle a higher volume of misconduct claims:

1. Notice of allegations
2. Timeline for adjudicating allegations
3. Confidentiality of proceedings
4. Right of removal
5. Right of access to evidence and witnesses
6. Right of removal (i.e., ability to demand review by SCCS staff)
7. Selection of judicial board members and grounds for disqualification
8. Range and duration of sanctions that judicial boards can impose
9. Opportunity for mediation and tolling of deadlines
10. Opportunity for complainant and/or respondent to retain counsel
11. Record of proceedings for later reference by FSL and SCCS staff
12. Precise list of violations within jurisdiction of judicial boards

RECOMMENDATION #3: RECONSIDERATION OF PROCEDURES FOR OUT-OF-TOWN EVENTS

Toward the end of the Subcommittee's meetings, there was some discussion of the possibility that the Councils could play a greater role with respect to out-of-town events involving UO sororities and fraternities. Unfortunately, the Subcommittee began discussing this topic shortly before final exams, and there was not sufficient time for us to reach a consensus concerning the precise role that Councils might potentially play with respect to such events. We note the issue here as one that the Councils might wish to address next year.

One Council officer on our Subcommittee suggested the possibility that each chapter traveling to an offsite event might appoint a "sustainability monitor" who could have responsibility for cleanup after the event. Each chapter would provide the name of its sustainability monitor to the PHC or IFC in advance of the event. The designation of sustainability monitors would hopefully reduce the likelihood that UO fraternity and sorority members would leave behind a mess such as the one at Shasta Lake in May 2016. If the cleanup following an out-of-town event were inadequate, the designation of sustainability monitors would allow for some degree of accountability.

The Subcommittee did consider some possible problems with reliance on sustainability monitors. Among issues, the Subcommittee considered whether such a system might suggest that the University or the Councils have officially sanctioned an off-campus event, when in fact both the University and the Councils generally eschew any such imprimatur in order to avoid liability. Another concern was that the appointment of individual sustainability monitors might reduce the collective sense of responsibility for cleanup.

RECOMMENDATION #4: SMOOTHER TRANSITIONS FOR COUNCIL LEADERSHIP

The external review by Mark Koepsell and Jeremiah Shinn noted that, "Student self-governance, while ideal, is difficult to fully achieve" due in part to "the ever-revolving door of members and leaders." Our Subcommittee believes that measures should be taken to improve continuity in student leadership and to help incoming leaders become acclimated to their positions as quickly as possible.

The Subcommittee recommends that each officer should create a resource binder to facilitate a smooth transition when a replacement is elected. This binder should include a job description, important dates of which the incoming officer should be aware during his or her term of service, contact information, etc.

The Subcommittee also recommends changes in the election process for the IFC and PHC executive boards. The goal is to create a longer period of overlap so that incoming officers can learn from incumbent officers.

Council executives serving on the Subcommittee suggest two alternative timetables that would achieve greater overlap:

Option 1: Applications for IFC and PHC executive positions become available week 3 of fall quarter. Elections are held week 5 of fall quarter. Officers-elect formally transition week 2 of winter quarter.

Option 2. Applications for IFC and PHC executive positions become available week 7 of fall quarter. Elections are held week 9 of fall quarter. Officers-elect formally transition week 6 of winter quarter.

RECOMMENDATION #5: IMPROVEMENT OF CHAPTER-LEVEL GOVERNANCE

All chapters should have bylaws. Chapters in which violations of bylaws occur should be accountable to the Councils and/or to the FSL staff (depending on the gravity of the conduct). Each chapter's bylaws should be publicly accessible.

Live-in advisors can benefit chapters in many ways. The Subcommittee recognizes, however, that requiring live-in advisors in all chapter houses would not be reasonable, given constraints such as limited space in some houses, insufficient availability of qualified candidates on the UO campus, and lack of university resources for the support and training of such advisors. Even within present constraints, there is more that the UO can do to assist maximize the value of live-in advisors for those chapters that are able to hire and accommodate them. The UO could, at low cost, provide some basic guidelines for live-in advisors and could provide opportunities for networking by such advisors. In the long run, the UO could consider the possibility of emulating other universities where live-in advisors receive extensive training and support from FSL staff.

CONCLUSION

The recommendations set forth above would strengthen self-governance in the Greek community, but would do so within reasonable limits. These measures could potentially improve FSL policymaking and could improve the enforcement of rules for student conduct. In addition, increased exposure to democratic processes would provide educational benefits for UO students.

Once again, it is important to stress that nothing in this report should be construed as arguing against the strict enforcement of rules against sexual assault, blackout drinking, hazing and other categories of misconduct mentioned in the external review by Mark Koepsell and Jeremiah Shinn earlier this year. The Subcommittee opposes any version of self-governance that would undermine the effective enforcement of such rules. We conceive of self-governance as bolstering, not detracting from, the UO's existing enforcement regime. In particular, if the PHC and

IFC had greater involvement in adjudicating low-level infractions, the FSL staff and SCCS staff could devote greater attention to more significant misconduct – a division of responsibility that would hopefully improve compliance at all levels.

A greater degree of self-governance is not a panacea for the challenges that the Greek community faces, but in combination with the reforms recommended by the other subcommittees, self-governance can help to promote a responsible and safe Greek culture on this campus.

**CONSTITUTION OF THE INTERFRATERNITY COUNCIL AT
University of Oregon**

MISSION

We, the Interfraternity Council at University of Oregon set forth this Constitution and Bylaws in order to cause closer working relationships and coordination among its Member Fraternities and **University of Oregon**, in accordance with the policies and standards established by the North-American Interfraternity Conference (NIC).

ARTICLE I – NAME

This organization shall be known as the Interfraternity Council (IFC) at University of Oregon

ARTICLE II – PURPOSE OF THE IFC

The purpose of the IFC shall be to:

- A. provide a sovereign governance structure for its Member Fraternities;
- B. promote the interests of its Member Fraternities;
- C. promote the interests of men's fraternities in general;
- D. discuss questions of mutual interest and present to its Member Fraternities such recommendations as the IFC deems appropriate;
- E. promote the interests of University of Oregon ;
- F. promote mutual cooperation between its Member Fraternities;
- G. promote mutual cooperation between the IFC, fellow governing councils, and student organizations at University of Oregon ; and
- H. promote mutual cooperation between the IFC and University of Oregon , its students, faculty, staff, and local community.

ARTICLE III – IFC MEMBERSHIP

Section I. Membership Eligibility

Membership in the IFC is open to chapters and colonies of fraternities at University of Oregon, as follows:

- A. Any chapter or colony of a North-American Interfraternity Conference (NIC) member organization shall hold membership in 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 hold membership in 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, which 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 cannot hold IFC Executive Board positions nor have an IFC Judicial Committee Justice.

For the purpose of this Constitution and the IFC Bylaws, both Full Members and Associate 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. Each Member Fraternity shall comply with all policies set forth by:
 1. The IFC Constitution, Bylaws, Code of Conduct, and other policies.
 2. The rules and regulations of University of Oregon .
 3. The general values-based conduct of fraternity men.
 4. Each Member Fraternity shall maintain a cumulative grade point average at/or above the institution's all-men's grade point average each Term (Fall, Winter, and Spring).
- B. Each Member Fraternity shall be current on all IFC dues owed.
- C. Each Member Fraternity shall submit required membership rosters to the IFC President, as follows:
 1. Active Member Roster: Active Member Rosters shall be submitted within one week of the beginning of each [semester/quarter/term].
 2. New Member Roster: New Member Rosters shall be submitted within one week of pledging any New Member.
- D. Each Member Fraternity shall comply with the attendance policies for the IFC General Body and the IFC Judicial Committee, as outlined within this Constitution.

A Member Fraternity which has failed to meet any of the minimum expectations outlined in this Section shall be referred to the IFC Vice President of Accountability 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 II 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 II 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 II of this Article.

Section V. Individual Member Definitions

For the purpose of this Constitution and the IFC Bylaws, and with an 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 has been initiated into any fraternity at University of Oregon.
- B. New Member: A New Member shall be defined as any man who has accepted a bid to join a fraternity at University of Oregon, but has not been initiated into that fraternity.
- C. Potential New Member: A Potential New Member shall be defined as any man who has not accepted a bid from any fraternity at University of Oregon.

Section VI. IFC Affirmation and Adoption of NIC Standards

The IFC affirms and adopts the NIC 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 once annually;
- B. 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, University of Oregon, or independent organizations covering the following topics:
 - 1. Academic Achievement and Student Success
 - 2. Alcohol and Drug Use and Awareness
 - 3. Career Preparation
 - 4. Civic Engagement
 - 5. Hazing Awareness
 - 6. Leadership Development
 - 7. Sexual Assault/Abuse Awareness
 - 8. Values and Ethics
- C. Each Member Fraternity shall only offer bids to join the fraternity to Potential New Members who meet the following academic requirement:

1. For a Potential New Member who has an established collegiate grade point average, a minimum collegiate grade point average of 2.70 is suggested by the IFC.
- D. Each Member Fraternity shall maintain a cumulative grade point average at/or above the institution's all-men's grade point average each Term (Fall, Winter, and Spring).
- E. Each Member Fraternity shall have New Member education programs lasting no longer than twelve weeks.
- F. Each Member Fraternity shall prohibit women's auxiliary groups, such as "little sisters" during recruitment.
- G. Each Member Fraternity shall have and follow risk management policies covering the following areas:
 1. Alcohol and Drugs
 2. Hazing
 3. Sexual Abuse and Harassment
 4. Fire, Health and Safety.
- H. Each Member Fraternity shall support open expansion, which is defined as the unrestricted establishment and recognition of undergraduate chapters of any NIC Member Organization through the adherence to the constitutional right of Freedom of Association.
- I. Each Member Fraternity shall support open recruitment, which is defined as the ability of each Member Fraternity to recruit for membership any male who meets the minimum grade point average requirement for joining, without restrictions on the date, time and place of membership invitation, extension and acceptance.
- J. 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.
- K. Each Member Fraternity shall prohibit the use of alcohol and drugs by all Active Members and New Members during all New Member educational programming.
- L. Each Member Fraternity shall prohibit hazing, as defined by their inter/national organization, within all aspects of formal and informal chapter operations.

ARTICLE IV – IFC GENERAL BODY

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 instructing 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, chosen by that Member Fraternity, who serves on the IFC General Body.

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 IFC Representative or Alternate Representative for a Member Fraternity, 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 the University of Oregon.
- 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, University of Oregon policies, NIC Standards, and FIPG risk management policies.
- E. Not be a current member of the IFC Executive Board or currently serve as his Member Fraternity's IFC Judicial Committee Justice.

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 Justice for the IFC Judicial Committee.

Section VII. IFC General Body Meeting Polices

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 formal meetings.
- B. A 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 twice a month during the academic year.
- D. Special meetings may be called by the IFC President at any time or at the request of 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 Accountability 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 Accountability
- C. Vice President of Risk Management
- D. Vice President of Recruitment
- E. Vice President of Internal Management
- F. Vice President of Civic Engagement
- G. Vice President of Member Development
- H. Vice President of Community Programming

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 the University of Oregon as well as a GPA of 2.8 or higher.
- 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, University of Oregon policies, NIC Standards, and FIPG risk management policies.

- F. Not currently serve as his Member Fraternity's IFC Representative, Alternate Representative, or IFC Judicial Committee Justice.
- G. Must complete formal judicial policies and procedures training.

Section IV. IFC Executive Board Meeting Polices

The IFC Executive Board 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 IFC Executive Board members present shall constitute a quorum in order to conduct IFC Executive Board business.
- C. The IFC Executive Board shall conduct regularly scheduled meetings on a weekly basis.
- D. 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.
- H. Each IFC Executive Board member is required to attend all meetings of the IFC Executive Board and all meetings of the IFC General Body. 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 should 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.

Section VI. IFC Executive Board Election Policies

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

- A. Nominations for IFC Executive Board positions shall open two meetings prior to the last business meeting of each calendar year.
- B. Elections and installations of IFC Executive Board officers shall take place during the last business meeting of each calendar year.
- C. Each IFC Executive Board officer shall be elected by a majority of the votes cast by the IFC General Body.
- 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 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.
- F. 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.

Section VII. Report of IFC Officers

A report of any newly elected or appointed IFC Executive Board officers shall be submitted to the NIC within one week of the election or appointment.

ARTICLE VI – IFC JUDICIAL COMMITTEE

Section I. IFC Judicial Committee Jurisdiction

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

- A. The IFC Constitution, Bylaws, Code of Conduct, and other policies.
- B. The rules and regulations of University of Oregon.
- C. The general values-based conduct of fraternity men.

Section II. IFC Judicial Committee Composition

The IFC Judicial Committee shall be composed of IFC Justices from different Member Fraternities, chosen by that Member Fraternity, and shall be chaired by the IFC Vice President of Accountability .

Section III. IFC Justice Eligibility

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

- A. Be an Active Member or New Member, in good standing, of an IFC Member Fraternity.
- B. Must have at or above a 2.8 GPA
- 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, University of Oregon policies, NIC Standards, and FIGP 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.
- I. 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

- A. 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.
- B. In the event that an IFC Justice fail to meet his duties of office and or the Vice President of Accountability deem it necessary, he will present the situation to the IFC General Body and entertain a motion to remove the IFC Justice in

question. If the IFC General Body reaches a majority vote then the Vice President of Accountability will ask the IFC Justice to resign.

Section V. 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 VI. IFC Judicial Committee Hearing Justice Selection

The IFC Vice President of Accountability 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 Committee 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 Member Fraternity being referred to the IFC Vice President of Accountability for potential judicial review.

Section VIII. IFC Judicial Committee 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 COMMITTEES

Section I. Standing Committees

The IFC shall create the following standing committees, if deemed necessary, chaired by its respective corresponding member of the IFC Executive Board:

- A. Recruitment Committee
- B. Finance Committee
- C. Civic Engagement Committee
- D. Membership Development Committee
- E. Community Programming 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 Polices

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 three-fourths (¾) 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 (¾) affirmative vote of the IFC General Body.

Adopted: 3/4/15

MODEL BYLAWS

BYLAWS OF THE INTERFRATERNITY COUNCIL AT University of Oregon

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. Provide guidance and focus to the efforts of the General Body and Executive Committee.
- B. Preside over all meetings of the General Body and Executive Committee.
- C. Cast the final vote in the event of a tie.
- D. Build rapport and establish positive working relationships between IFC and Member Fraternity leaders.
- E. Serve as the official spokesperson for the fraternity community
- F. Establish positive working relationships with campus and local law enforcement agencies.
- G. Regularly interact with the leaders of other governing councils and campus organizations.
- H. Establish a working relationship with key college administrators.
- I. Establish a working relationship with and communicate campus data, issues, and trends in a timely manner to the NIC.
- J. Maintain current information for accurate Member Fraternity rosters.

Section II. IFC Vice President of Accountability

The duties and responsibilities of the IFC Vice President of Accountability are as follows

- A. Serve as chair of the IFC Judicial Committee and serve as the non-voting Chief Justice of all IFC Judicial Board hearings.
- B. Investigate and refer to the IFC Judicial Board alleged violations of IFC policy, including but not limited to:
 - 1. the IFC Constitution, Bylaws, and policies;
 - 2. Federal, state, and local laws;
 - 3. the rules and regulations of University of Oregon ; and
 - 4. the general values-based conduct of fraternity men.
- C. Ensure proper filing and preparation for all judicial actions.
- D. Ensure compliance with all IFC judicial action imposed upon a Member Fraternity.
- E. Educate Member Fraternities on the IFC Constitution and Bylaws, judicial processes, and risk management policies.
- F. Conduct judicial policy and procedures training for new IFC Judicial Committee justices.
- G. Assist in conflict mediation between Member Fraternities.
- H. Review all IFC governance documents, at least annually.

Section III. IFC Vice President of Risk Management

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

- A. Oversee, implement, and modify (as necessary) the IFC Social Policy.
- B. Monitor social events of all chapters, including the collection and approval of all social registrations.
- C. Create educational programs dealing with risk management and the IFC Social Policy
- D. Maintain relationships with university personnel that is concerned with risk management (i.e. UOPD, The Office of the Dean of Students, SASS, etc.)
- E. Hold bi-weekly one-on-one meetings with the FSL Director
- F. Meet with Member Fraternity risk managers monthly to provide support and advice

Section III. IFC Vice President of Recruitment

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

- A. Serve as chair of the IFC Recruitment Committee.
- B. Utilize technology (social media, fraternityinfo.com, etc.) in recruitment and marketing efforts.
- C. Produce and distribute promotional materials to all incoming students and unaffiliated students.
- D. Develop recruitment workshops and programs for Member Fraternities.
- E. Uphold the IFC Recruitment Policy and ensure no restrictive policies are placed on new member recruitment.
- F. Maintain an interest list of Potential New Members.
- G. Collect and maintain accurate New Member Rosters for each Member Fraternity.

- H. Provide advice and support to Member Fraternity recruitment officers.

Section IV. IFC Vice President of Internal Management

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

- A. Serve as chair of the IFC Finance Committee.
- B. Supervise the annual budget process.
- C. Collect IFC Member Fraternity dues or other assessments as needed.
- D. Maintain accurate records throughout the year through invoicing and receipts.
- E. Review and approve all IFC Expenditure Request Forms and IFC Reimbursement Request Forms.
- F. Make all disbursements with a cosigner.
- G. Prepare financial statements monthly and at the end of each term for distribution to all Member Fraternities.
- H. Make bank deposits when necessary and in a timely manner.
- I. Provide advice and support to Member Fraternity financial officers.

Section V. IFC Vice President of Civic Engagement

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

- A. Coordinate a scholarship chair orientation program for Member Fraternities.
- B. Collect and distribute academic performance rankings.
- C. Publish important academic dates and deadlines.
- D. 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.
- E. Work individually with member fraternity scholarship chairs below the all-men's grade point average.
- F. Build and maintain relationships with faculty, academic offices, and academic honorary societies.
- G. Provide advice and support to Member Fraternity scholarship officers.

Section VI. IFC Vice President of Member Development

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

- A. Develop best practices for new member and member education programs for Member Fraternities.
- B. Collect and report new member retention, academic, and involvement statistics.
- C. Organize, develop, and implement a new member orientation program.
- D. Develop opportunities for continuing member education by collaborating with alumni, University of Oregon offices and departments, and student organizations to offer educational programming covering the following topics: academic achievement, alcohol consumption, career preparation, civic engagement, hazing, leadership development, sexual assault/abuse, and values and ethics.

- E. Provide advice and support to Member Fraternity member development officers.

Section VII. IFC Vice President of Community Programming

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

- A. Serve as secretary of the IFC General Body.
- B. Develop and execute a public relations and social media strategy.
- C. Develop service projects and philanthropic events for Member Fraternities.
- D. Collect and report Member Fraternity community service hours, philanthropic dollars, and activities.
- E. Collect and disseminate information on the fraternity community to all campus and community media sources.
- F. Keep the media informed on upcoming events or potential news.
- G. Establish a positive working relationship with external constituents.
- H. Assist in the development of various IFC publications and outreach programs.
- I. Provide advice and support to Member Fraternity community service/philanthropy officers.

ARTICLE III – ROLE OF THE IFC 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:
 - 1. the IFC Constitution, Bylaws, Code of Conduct, and policies;
 - 2. the rules and regulations of University of Oregon ; and
 - 3. the general values-based conduct of fraternity men.
- C. Maintain confidentiality in all judicial hearings, matters, and deliberations.
- D. Complete IFC Justice training and be knowledgeable of all IFC Bylaws, constitution, and Policies that govern the IFCJB and IFC Community.

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

Section II. IFC Finance Committee

The IFC Finance Committee shall assist the IFC Vice President of Internal Management in the development of 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 III. IFC Scholarship Committee

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

Section IV. IFC Member Development Committee

The IFC Member Development Committee shall assist the IFC Vice President of Membership Development 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 V. IFC Community Relations Committee

The IFC Community Relations Committee shall assist the IFC Vice President of Community Programming 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 University of Oregon.

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 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. Multicultural Competence.
 2. Leadership Development
 3. Recruitment and Intake
 4. Risk Management
- E. Monitor membership and academic retention by Member Fraternity 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.

Section II. Annual Data Reporting to the NIC

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

- A. The all-university, all-men's, all-fraternity, and individual Member Fraternity grade point averages, reported each term.
- B. The total number of men who pledged all Member Fraternities during each academic year.
- C. The total number of men who were initiated in all Member Fraternities during each academic year.
- D. The percentage of fraternity men compared to the total number of all men enrolled at University of Oregon during each academic year.
- E. The total number of chapters and colonies opened and closed during each academic year.
- F. The total number of full-time professionals employed by University of Oregon who work directly within fraternity and sorority life, during each academic year.
- G. The five-year graduation rate of fraternity men compared to the five-year graduation rate of all men enrolled at University of Oregon during each academic year.

ARTICLE VI – FINANCIAL MANAGEMENT POLICY

Section I. Fiscal Year

The IFC Fiscal Year shall be from [Month/Date] to [Month/Date].

Section II. IFC Annual Budget

The Vice President of Internal Management and the IFC Finance Committee shall propose an annual budget to the IFC Executive Board by [Month/Date]. Upon adoption by the IFC Executive Board, the budget shall be presented to the IFC General Body for ratification.

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 President and the IFC Vice President of Internal Management 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.

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 reimbursement requests shall be submitted within two weeks of the purchase and are subject to the approval of the IFC President and IFC Vice President of Internal Management.

Section VII. Signature Requirements for Financial Accounts and Transactions

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

Section VIII. Financial Reporting

The IFC Vice President of Internal Management shall provide a financial report to the IFC General Body on a monthly 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 Internal Management 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, actual dues levied, canceled checks, ledgers, and journals.

Section X. Independent Annual Financial Audit

An independent audit of all IFC financial accounts shall occur within two weeks of the end of the fiscal year by a certified public accountant.

ARTICLE VII – MEMBER FRATERNITY FINANCIAL OBLIGATIONS

Section I. IFC Active Member Fraternity Dues

The term dues for each Member Fraternity shall be fixed at \$20 per active member and \$35 per new member.

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 Finance Committee 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 Finance Committee and propose an amendment to the dues amount to the IFC General Body.
- C. A 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 term Active Member Roster that is filed with the IFC President in accordance with the requirements of Article III, Section III(E) of the Constitution. The IFC Vice President of Internal Management shall invoice each Member Fraternity within one week of receipt of an Active Member Roster or New Member Roster. Invoices shall be paid within two weeks of receipt.

Section IV. Delinquent Payments

Any amount unpaid by the due date shall result in a 10% penalty and loss of representation in the IFC General Body until payment has been made. Any amount unpaid within one month of the due date shall result in the Member Fraternity being referred to the IFC Vice President of Accountability for possible judicial action.

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 to meet our GPA requirement set forth in our Constitution 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.
- J. We will strive to abide by the regulations and safety measures listed in the IFC Social Policy (See IFC Policy for specifics).

ARTICLE IX – IFC JUDICIAL POLICY

Section I. IFC Judicial Powers and Responsibilities

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

- A. The IFC Constitution, Bylaws, Code of Conduct, and policies;
- B. the rules and regulations of University of Oregon ; and
- C. the general values-based conduct of fraternity men.

Section II. Due Process

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

- A. Right to be notified, in writing, of all charges, as outlined in the Bylaws;
- B. Right to present a defense, including the calling of witnesses;
- C. Right to question witnesses;
- D. Right to be accompanied by an advisor for advisory purposes only, but not for representation;
- E. Right to be notified, in writing, of all findings and sanctions imposed, as outlined in the Bylaws;
- F. Right to appeal the decision, as outlined in the Bylaws.
- G. Right against double jeopardy.

Section III. Filing of Complaints

Any individual or group may file a complaint against a Member Fraternity, 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 Accountability. The IFC Vice President of Accountability shall promptly review and investigate the allegation.

Upon determination that an allegation has merit, the IFC Vice President of Accountability may charge a Member Fraternity with a violation.

Section IV. Notification of Charges

Once the IFC Vice President of Accountability has determined the filed complaint has merit, the Member Fraternity is to be provided written notification of the charges at least one week in advance of the hearing. This written notification shall include the following:

- A. Date, time and location of their informal judicial hearing;
- B. Description of the alleged violation; and
- C. Due Process Rights.

Section V. Investigatory Evidence

All evidence related to a complaint shall be compiled and presented to all parties prior to any Informal Judicial Hearing or Formal Judicial Board Hearing. All evidence shall be directly related to the complaint(s) alleged against the Member Fraternity and shall be approved by the IFC Vice President of Accountability prior to circulation.

Section VI. Informal Judicial Hearing

Upon a finding of the IFC Vice President of Accountability that a filed complaint has merit, he shall offer the charged Member Fraternity the opportunity to participate in an Informal Judicial Hearing or Mediation.

In cases in which the charged Member Fraternity accepts an Informal Judicial Hearing or Mediation, the IFC Vice President of Accountability shall meet with a representative of the charged Member Fraternity to discuss the allegations of the complaint. Within three (3) business days of the Informal Judicial Hearing, the IFC Vice President of Accountability may dismiss the complaint with a finding of no violations or provide the charged Member Fraternity with his finding of violations and recommendation for a resolution through disciplinary sanctions. The charged Member Fraternity has three (3) business days to accept or reject the terms of resolution. If the charged Member Fraternity accepts the resolution, the charged Member Fraternity waives all rights of appeal and the outcome is final.

If the charged Member Fraternity rejects the resolution, a Formal IFC Judicial Board Hearing will be convened to hear the case.

Mediation:

- A. Mediation shall be a specific role that resolves conflicts that do not rise to the level of serious discipline action. The decision to mediate shall be at the discretion of the Fraternity and Sorority Life Advisor or the IFC VP of Accountability.
 - 1) When deciding the level of serious discipline action, any previous violations of a similar nature may influence the decision of whether the conflict has the option of mediation or not.

- B. Mediation will consist of a meeting with representatives from the accused party, the IFC VP of Accountability, and the FSL Advisor or an unbiased third party.
- C. During the mediation, the FSL Advisor or the unbiased third party and/or the IFC VP of Accountability will present the accused party with the charges and evidence.
 - 1) Chapter(s) shall have the opportunity to accept responsibility for the alleged violation(s) and to accept sanction(s) and a timeline for sanction completion proposed by the Vice President of Conduct Review and the staff representative. Sanction(s) shall not be proposed until responsibility for the violation has been accepted.
 - 2) Chapter(s) shall have the opportunity to accept responsibility for the alleged violation(s) and propose alternatives or a compromise to the sanction(s) and timeline proposed by the Vice President of Conduct Review and the staff representative. Sanctions shall not be proposed until responsibility for the violation has been accepted.
 - 3) Chapter(s) shall have the opportunity to present a case which contests any or all of the alleged policy violation(s). Should chapter(s) choose this option, the Vice President of Accountability and FSL Advisor shall have the option to dismiss any portion or all of the charges against the chapter(s). If, as a result of this, a resolution is reached, a chapter may or may not be subject to any sanction(s), depending upon whether or not the chapter accepted responsibility or was determined to be responsible for any of the alleged violation(s). If a resolution is not reached, adjudication of the alleged violation(s) shall become the responsibility of the FSJB.
- D. The IFC VP of Accountability and/or FSL Advisor or the unbiased third party will serve as the mediator.
 - a. In the instance that the IFC VP of Accountability is a member of the accused chapter, he will be excused and the IFC President will reside in his position.
- E. Should a chapter schedule a mediation meeting and fail to appear without prior rescheduling, chapter(s) shall be automatically found responsible for the alleged violation(s) and subject to sanctions determined by the VP of Accountability and the FSL Advisor.
- F. Decisions reached as a result of mediation meetings may not be appealed.
- G. All attempts to resolve the issue will be made during mediation. However, in the event that mediation is not successful, a judicial board hearing will be assembled.

Section VII. Prohibited Sanctions for Informal Judicial Hearings

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

Section VIII. Formal IFC Judicial Board Hearing

lf:

- A. the charged Member Fraternity rejects having an Informal Judicial Hearing;
- B. the charged Member Fraternity rejects the Informal Judicial Hearing recommendation for resolution; or
- C. the IFC Vice President of Accountability determines the allegation is egregious enough to warrant potential suspension or loss of IFC recognition; the IFC Vice President of Accountability shall convene a Formal IFC Judicial Board Hearing.

In accordance with Article VI, Section VI, of the IFC Constitution, the IFC Vice President of Accountability will select five (5) Judicial Committee justices, as predetermined by an alphabetical rotation of the Member Fraternities, to hear the 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.

The IFC Vice President of Accountability shall serve as a non-voting Chief Justice and the procedural officer for all Judicial Board hearings.

Section IX. Formal IFC Judicial Board Hearing Proceedings

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

- A. **Participants:** Attendance at all IFC Judicial Board hearings shall be limited to the Member Fraternities involved, any witnesses, the IFC Justices assigned to serve on the Judicial Board for the hearing, and the IFC Vice President of Accountability. Additionally, the charged Member Fraternity may be accompanied by its chapter advisor during any Judicial Board hearing. The chapter advisor must be registered as the official chapter advisor of the Member Fraternity.
- B. **Confidentiality:** All individuals involved in a hearing are required to agree to a statement of confidentiality. Individuals shall not disclose information regarding the following:
 - 1. Any individuals, Member Fraternities, or IFC Justices involved.
 - 2. Details of the proceedings
 - 3. Witness testimony.
- C. **Hearing Process:**
 - 1. **Initiation of the Hearing:** The IFC Vice President of Accountability shall inform all individuals present that the hearing will be conducted in an orderly manner and any person causing disruption will be asked to leave. Additionally, he shall advise the charged Member Fraternity of the formality of the hearing and the necessity of all parties to be truthful.

2. Overview of Judicial Hearing Process: The IFC Vice President of Accountability shall outline the process for the remainder of the hearing as follows:
 - a. Presentation of alleged charges, violations, and investigatory evidence against the charged Member Fraternity shall be presented by the IFC Vice President of Accountability:
 - i. Charged Member Fraternity may ask questions;
 - ii. IFC Justices may ask questions;
 - b. Presentation of charged Member Fraternity:
 - i. IFC Justices may ask questions;
 - c. Calling of Witnesses
 - i. Charged Member Fraternity may ask questions;
 - ii. IFC Justices may ask questions;
 - d. Charged Member Fraternity may give final statement;
 - e. IFC Justices deliberate in closed session to determine findings of responsibility and if necessary, appropriate sanction(s).

Section X. Conflicts of Interest

In the event the IFC Vice President of Accountability ' Member Fraternity is involved in the alleged violation, the highest ranking IFC Executive Board officer, starting with the IFC President, as listed in Article V, Section II of the IFC Constitution, shall serve in his stead.

Section XI. 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 XII. Non-Status Sanctions

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

- A. Letter of apology
- B. Fines
- C. Restitution
- D. Educational programming
- E. Public service to the campus or community
- F. Meetings with campus office/departments
- G. Loss of social event and/or campus event privileges
- H. Loss of eligibility for IFC Awards
- I. Censure

Section XIII. 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:

- A. Suspension: Loss of IFC voting rights, removal from Good Standing status, and any additional sanctions listed in Non-Status Sanctions.

B. Loss of IFC Recognition: Loss of IFC recognition and its rights and privileges.

Section XIV. Duration of Sanctions

Judicial action shall 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 Accountability shall convene a Formal IFC Judicial Board Hearing to determine future course of action.

Section XV. Notification of Findings

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

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

Section XVI. 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. Appeals shall be made in writing to the IFC President and shall be made solely on the following grounds:

- A. Error in the charge and/or Judicial Board Hearing process that materially affected the outcome.
- B. The severity of the sanction did not match the severity of the violation.
- C. New information that could not have been discovered prior to the IFC Judicial Board Hearing through the exercise of reasonable diligence.

Sanctions imposed through the Judicial Process shall stand until an appeal is heard.

Section XVII. Non-Status Sanctions Appeals

The IFC Executive Board shall hear appeals for Non-Status Sanctions. The IFC Vice President of Accountability 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 may either dismiss the charge(s) with no sanctions or to alter the sanctions imposed by a two-thirds (2/3) vote. The decision of the IFC Executive Board shall be final for Non-Status Sanctions.

Section XIX. Status Sanctions Appeals

The IFC General Body shall hear appeals for Status Sanctions. The IFC Vice President of Accountability 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 uphold the status sanction, which shall require a two-thirds (2/3) vote. In the event the IFC General Body fails to uphold the decision, the IFC General Body shall determine by a two-thirds (2/3) vote to either dismiss the charge(s) with no sanctions or to alter the sanctions imposed.

The decision of the IFC General Body shall be final with no further appeal rights.

ARTICLE X – EXPANSION POLICY

Section I. Expansion Philosophy

In accordance with the North-American Interfraternity Conference's Position on Open Expansion, the IFC at University of Oregon believes the best interests of higher education and of the fraternity movement are served through the establishment of new chapters that provide a fraternal experience for an increasing number of college men. Expansion gives men more choices; it brings new influence and direction to a campus fraternal community; it provides new leadership and renewed motivation. To that end, the Member Fraternities of the IFC:

- A. Will not prohibit an inter/national organization from selecting undergraduates for the purpose of establishing a chapter on the campus; and
- B. Will not deter expansion by withholding membership in the IFC for any inter/national member organization.

Section II. Expansion Processes

There are several routes for an expansion to occur, including:

- A. Open 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.
- 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.
- C. Student Interest Group Colonization: A group of enrolled students at University of Oregon 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.

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.

Upon receipt of the Letter of Intent, the IFC President shall notify the IFC General Body of the inter/national fraternity's intent and the process by which the inter/national organization intends to colonize. Following NIC Standards, the IFC General Body shall grant the organization Associate Membership.

Section IV. 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, nor have an IFC Judicial Committee Justice.

Section V. Granting of Full Member Status

Upon chartering with its inter/national 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 XI – RECRUITMENT POLICY

Section I. Recruitment Philosophy

The University of Oregon IFC supports and practices 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. In addition, the IFC shall not establish policies that inhibit men from participating in recruitment activities and joining Member Fraternities.

Section II. Membership GPA Requirements

Any Potential New Member is suggested by the IFC to meet the following GPA requirements in order to be accepted as a New Member by any Member Fraternity:

- A. a minimum college GPA:
 - 1. of a 2.70; or
 - 2. at/or above the University of Oregon's all men's average.

Section III. IFC Sponsored Recruitment Events

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 at the University of Oregon 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 the list available to each Member Fraternity.

Section IV. IFC Recruitment Guidance

The IFC Vice President of Recruitment shall act as a guide and resource to aiding Member Fraternities with building a Recruitment Plan if necessary, and able to advise Recruitment Chairmen with any aspect of fraternity recruitment.

Section V. Year-Round Recruitment

Member fraternities at the University of Oregon are encouraged to participate in year-round recruitment and shall establish recruitment practices and timelines as determined to best serve that Member Fraternity.

Section VI. Member Fraternity Requirements

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

- A. Value-Based
- B. Alcohol-free and illegal substance-free
- C. In good taste
- D. Not derogatory, degrading, or slanderous
- E. 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 VII. Bidding

Each Member Fraternity at the University of Oregon shall reserve the right to extend or retract a bid utilizing a process and timeline as determined by the Member Fraternity.

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.

Section VIII. Report of New Members

Each Member Fraternity at the University of Oregon shall submit a New Member Roster to the IFC Vice President of Recruitment within one week of pledging any New Member.

Section IX. 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 the disassociation/ de-pledging.

Each Member Fraternity shall submit an updated New Member Roster to the IFC Vice President of Recruitment within one week of any New Member disassociating/de-pledging.

Section X. Comity

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

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 and the NIC 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.

Adopted: 3/4/15