

InterFraternity Council

Constitution and By-Laws

The InterFraternity Council
The University of North Carolina at Greensboro
Spring 2018

Table of Contents

<u>PREAMBLE</u>	<u>3</u>
<u>ARTICLE I. NAME AND PURPOSE</u>	<u>4</u>
<u>ARTICLE II. MEMBERSHIP</u>	<u>6</u>
<u>ARTICLE III. EXPANSION POLICY</u>	<u>9</u>
<u>ARTICLE IV. ORGANIZATION AND VESTMENT OF POWER</u>	<u>11</u>
<u>ARTICLE V. IFC COMMITTEES</u>	<u>19</u>
<u>ARTICLE VI. ROLE OF THE IFC ADVISOR</u>	<u>20</u>
<u>ARTICLE VII. FINANCIAL MANAGEMENT POLICY</u>	<u>22</u>
<u>ARTICLE VIII. MEMBER FRATERNITY FINANCIAL OBLIGATIONS</u>	<u>24</u>
<u>ARTICLE IX. IFC CODE OF CONDUCT</u>	<u>25</u>
<u>ARTICLE X. JUDICIAL POLICIES</u>	<u>26</u>
<u>ARTICLE XI. IFC JUDICIAL PROCEDURES</u>	<u>28</u>
<u>ARTICLE XII. SCHOLARSHIP POLICY</u>	<u>34</u>
<u>ARTICLE XIII. POTENTIAL NEW MEMBERS</u>	<u>36</u>
<u>ARTICLE XIV. FINANCES</u>	<u>37</u>
<u>ARTICLE XV. RECRUITMENT POLICY</u>	<u>38</u>
<u>ARTICLE XVI. AUXILIARY ORGANIZATIONS</u>	<u>40</u>
<u>ARTICLE XVII. UNCG ANTI-HAZING POLICY</u>	<u>41</u>
<u>ARTICLE XVIII. CONSTITUTION AND BYLAWS</u>	<u>42</u>

PREAMBLE

In order to promote and perpetuate the best interests of the University of North Carolina Greensboro and the Greek letter fraternities therein:

- to encourage the most complete intellectual, emotional, physical and social development of the members of the fraternities
- to ensure that the fraternities chartered by the University establish high standards and lofty pursuits
- to foster cooperation among all fraternities, University authorities and the community

We do ordain and establish this Constitution of the InterFraternity Council of the University of North Carolina Greensboro.

The InterFraternity Council of the University of North Carolina Greensboro does not discriminate on the basis of age, color, race, nationality or ethnic origin, religion, disability or sexual orientation.

ARTICLE I. NAME AND PURPOSE

Section I. Name

This organization shall be known as the InterFraternity Council of the University of North Carolina at Greensboro and may be referred to as the IFC hereafter in this document.

Section II. Purpose

It shall be the purpose of this council to:

Act as the supervising and advising body of all Nationally recognized social men's organizations.

- A. affiliated with UNCG.
- B. Organize, standardize and regulate Formal recruitment and new member activities of member fraternities.
- C. Promote positive interfraternal partnerships in scholarship, service, athletics and any other events that may be deemed advisable for the betterment of the participants, fraternities, the University and the community.
- D. Serves as the liaison between the University authorities and member fraternities in matters of common interests.
- E. Provide educational programs and services for the member fraternities.
- F. Encourage cooperation and harmony among member fraternities.
- G. Act as the judicial body for violations of the UNCG Student Code of Conduct, UNCG policies, the Office of Campus Activities and Program policies, the IFC policies and the NIC Code of Conduct.

Section III. IFC Affirmation and Adoption of NIC Standards

The IFC will pay annual dues to the NIC and 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, UNC Greensboro, 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:
- D. For a Potential New Member who has an established collegiate grade point average, a minimum collegiate grade point average of 2.7 is required by the UNCG Interfraternity Council.
- E. Each Member Fraternity shall maintain an annual cumulative grade point average of a 2.70 or be at/or above the institution's all-men's grade point average if that grade point average is below a 2.70.
- F. Each Member Fraternity shall have New Member education programs lasting no longer than twelve weeks.
- G. Each Member Fraternity shall prohibit women's auxiliary groups, such as "little sisters".
- H. 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.
- I. 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.
- J. 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.
- K. 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.
- L. Each Member Fraternity shall prohibit the use of alcohol and drugs by all Active Members and New Members during all New Member educational programming.
- M. Each Member Fraternity shall prohibit hazing, as defined by their inter/national organization, within all aspects of formal and informal chapter operations.

ARTICLE II. MEMBERSHIP

Section I. Types of Memberships

Upon approval of IFC and University, all nationally recognized undergraduate general fraternities must hold membership in the IFC. The two types of membership in the IFC shall be the following:

A. Associate Membership:

1. Pertains to a nationally affiliated fraternity that has not received a full charter from their national organization. These groups shall be probationary members for no less than one semester (excluding summer term), shall pay half (1/2) the dues for the period of probation, shall be granted non-voting status and may not hold Executive Board positions.

B. Full Membership:

1. Pertains to chapters that have received a charter from their national organization and are affiliated with the University.

Section II. Status of Membership

A. In order for a fraternity to continue as an active chapter on the UNCG campus, member fraternities must be in good standing with IFC, their national organization and the University.

B. To maintain Good Standing status, a chapter must meet the following requirements:

1. Meet the requirements set forth in the Scholarship Policy
2. Be in good standing with the University and the national organization
3. Be affiliated through the Office of Campus Activities and Programs.
4. Be current with all document requests from the University and the IFC. This provision includes, but is not limited to Grade Release, Notice of Membership Recruitment, Notice of New Member Selection, Social Function Notification Forms and any other documents required by the IFC and the University.
5. Be no more than ten days' delinquent on all financial obligations to the IFC.
6. Adhere to the Constitution and Bylaws of the IFC.
7. Follow all local, state, federal laws and the policies of the University of North Carolina Greensboro.

C. Chapters not meeting the requirements in Article II, Section II-B, will be informed of their failure to perform at an acceptable level. A meeting with the chapter president, IFC Advisor, and a representative of the IFC Executive Board, as decided by the IFC Executive Board and the Assistant Director for Fraternity and Sorority Life, will take place to determine an appropriate course of action for the chapter.

D. Both Associate and Full members must meet the requirements set forth in Article II, Section II.

Section III. Recognition Requirements

A. Associate Chapters

1. In order for a fraternity to be affiliated with the University of North Carolina Greensboro the organization must comply with the Student Organization Recognition Policy and the Student Code of Conduct.
2. Operate under a constitution and bylaws that have been submitted to the University.
3. Demonstrate sound financial standing and have no past debts to their respective headquarters.
4. Carry general liability insurance coverage for members, officers and directors.
5. Show a strong interest in fraternal and University ideals and promote member involvement in University and community activities.
6. Be entitled to a single-sex membership under provisions of Section 86.14 of the regulations promulgated under Title IX of the US Education Act Amendments of 1972.
7. Present an initial membership list of twenty-five (25) members currently registered, degree seeking UNCG students with a minimum 2.60 cumulative grade point average, have achieved 12 collegiate credits, who are not on academic or disciplinary probation. This list must concur with the list held by the respective national organization.
8. Be in good standing with their respective national organization and must fulfill any further requirements set forth by them. If the national requirements exceed the present IFC requirements, the IFC will uphold the requirements of the national organization. However should the national requirements be less stringent than the present IFC, the IFC reserves the right to uphold its membership requirements.
9. Must be an associate chapter for the minimum duration of one full academic term, excluding summer term, within the jurisdiction of the Constitution and Bylaws of IFC, during which time the associate member may not hold any Executive Board position. Should the chapter adhere to all the requirements of its associate member period, it will become a member of the University of North Carolina Greensboro IFC and will have all the rights and benefits of a full membership chapter.
10. All associate chapters must meet the GPA requirement as stated in Article V, section 3 before assuming Full Membership status.
11. All Associate Chapters must meet the minimum community service hour's requirement designated by the IFC VP of Philanthropy at the beginning of each semester.

B. Full Membership

1. Full membership is accorded to petitioning groups that have successfully obtained affiliation and chartering with their respective national organization and fulfilled the requirements set forth during the associate member process.
2. Must possess a contact person/president who is enrolled at UNCG.
3. Must possess a chapter cumulative GPA of 2.6.
4. Involvement in at least one community or campus service project each academic year.
5. Adherence to Anti-Hazing, Alcohol and other University policies.
6. Acceptance of responsibility for the actions of members and guest(s) related to chapter-sponsored activities, events and programs that are consistent with IFC and the University.
7. All Full Membership Chapters must meet the minimum community service hour's requirement designated by the IFC VP of Philanthropy at the beginning of each semester.

ARTICLE III – EXPANSION POLICY

Section I. Expansion Philosophy

In accordance with the North-American Interfraternity Conference's Position on Open Expansion, the IFC at University of North Carolina at Greensboro 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:

Will not prohibit an inter/national organization from selecting undergraduates for the purpose of establishing a chapter on the campus; and

- A. 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 **UNC Greensboro** 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 IV. ORGANIZATION AND VESTMENT OF POWER

The organization and governing powers of the IFC shall be divided as follows:

Section I. Executive Board Composition

- A. The Executive Board shall be comprised of officers whom have been voted into office by a majority (50% +1) vote of the Legislative Branch of the IFC. The Executive board shall consist of the following offices: President, Vice Presidents of Administrative Affairs, Community Service and Philanthropy, Public Relations, Recruitment, Educational Programs and Scholarship, and Risk Management.
- B. Qualifications:
 1. All student members of the IFC Executive Board must meet the following requirements:
 - i. Be a full-time student at the University, active member within his respective fraternity, and has been a member of his respective fraternity for at least one academic semester.
 - ii. Be in good standing with his respective fraternity.
 - iii. Must have and maintain a minimum 2.7 cumulative GPA while in office.
 - iv. Any Officer not meeting these requirements will be immediately removed from office.
 - v. Must not be currently serving as his fraternity's Chapter President.
 - vi. Must serve at least one full semester as a member of the IFC executive board in order to run for IFC President
- C. Duties and Powers of the Executive Board
 1. The Executive Board shall enforce all laws, rules and regulations governing the IFC fraternities
 2. The Executive Board shall appoint all committee chairmanship and are subject to approval of a majority vote of the Legislative Branch.
 3. The Executive Board shall recommend to the members of the IFC all policies in accordance with principles and objective of the organization as a whole.
 4. The Executive Board shall be responsible for meeting a minimum of twice a month during the semester and minutes from these meetings shall be available to all members of the legislative body.
 5. The President will act as the presiding officer of all meetings and shall run the meetings in accordance to Robert's' Rule of Order, unless the Constitution or Bylaws recommends otherwise.
 6. Executive Board members will meet once a week for an Executive Board meeting for at least one (1) hour. The time and location of the meeting will be set at the beginning of the

- semester.
7. Executive Board members may not miss more than two (2) meetings in a semester without notifying the president twenty-four (24) hours prior to a meeting. Work is not an excuse for an absence.
 8. The penalties for an executive member missing meetings are as follows:
 - i. The third and fourth absences will result in a fine of \$5 each. That fine will be paid at the next IFC Executive Board Meeting.
 - ii. Five (5) or more missed meetings will result in removal of the executive board member from his position.
 - iii. Any fraternity that has two (2) members removed from positions on the executive board in the same year for attendance reasons cannot nominate members to fill the position(s).
- B. Removal of Officer(s) will occur if the officer is found in violation of any of the following areas:
1. NIC Code of Conduct
 2. UNCG Student Code of Conduct
 3. Failure to comply with the IFC academic requirement
 4. Failure to notify the IFC President of at least four (4) absences

Section II. Legislative Branch Composition

- A. The Legislative Branch shall consist of one delegate from all member chapters of the IFC. Each chapter shall hold one vote, which is reserved for the chapter president or delegate. If the chapter is absent at the meeting, the chapter forfeits their vote.
- B. The Legislative Branch shall have the power to pass all legislation and regulations governing the IFC and reserves the right of impeachment by majority (50% + 1) vote of the voting body, providing sufficient evidence.
- C. The Legislative Branch reserves the right to propose new bylaws and amendments to the Constitution and pass by a majority (50% + 1) vote of the voting body.
- D. Each delegate is allowed a maximum of two absences per semester. The delegate must be present when attendance is called in order to be counted present. Additional absences will result in a chapter fine of \$25 per meeting.
- E. Duties of the IFC Delegate:
 1. To attend general body meetings.
 2. To notify his fraternity of all IFC business and encourage support for the IFC.
 3. To represent the interests and ideals of his fraternity to the IFC and work perpetually for the integrity and interests of the InterFraternity system.
 4. Follow the IFC Delegate Outline of Expectations

Section III. Voting

- A. Voting will take place at meetings where quorum is met. Quorum is defined as 50%+1 of the total IFC fraternities in good standing and in attendance when role is called.
- B. Each chapter will have one (1) vote. Chapters that are absent will not receive a vote.
- C. The Executive Board officers may not hold a vote in the Legislative branch, however, in the event of a tie;
 - 1. the presiding officer shall cast a vote, except in an election, where the Executive Board shall cast one vote per officer.

Section IV. Duties of Officers

A. President

- 1. Provide guidance and focus to the efforts of the General Body and Executive Committee.
- 2. Preside over all meetings of the General Body and Executive Committee.
- 3. Cast the final vote in the event of a tie.
- 4. Build rapport and establish positive working relationships between IFC and Member Fraternity leaders.
- 5. Serve as the official spokesperson for the fraternity community
- 6. Establish positive working relationships with campus and local law enforcement agencies.
- 7. Regularly interact with the leaders of other governing councils and campus organizations.
- 8. Establish a working relationship with key college administrators.
- 9. Establish a working relationship with and communicate campus data, issues, and trends in a timely manner to the NIC.
- 10. Maintain current information for accurate Member Fraternity rosters.
- 11. Follow Office of Campus Activities and Programs policies regarding affiliation and building usage.
- 12. Establish a working relationship with and communicate campus data, issues, and trends in a timely manner to the North America Interfraternity Conference (NIC).
- 13. Attend IFC roundtables sponsored by other IFC officers.
- 14. Attend a weekly meeting with the Assistant Director for Fraternity and Sorority Life.
- 15. Other duties as assigned.

B. Vice President of Administrative Affairs

- 1. Distribute agendas and maintain accurate minutes for all IFC meetings
- 2. Maintain an accurate record of attendance by member fraternities at IFC meetings
- 3. Ensure parliamentary procedure is followed in all formal IFC meetings

4. Work with other IFC officers to maintain a master calendar of Greek community and member chapter events
5. Supervise the annual budget process
6. Collect IFC member dues or other assessments as needed
7. Maintain accurate financial records throughout the year through invoicing and receipts
8. Receive all check requests and make disbursements with a cosigner
9. Prepare monthly financial statements for distribution each semester to all member chapters and IFC advisor
10. Make bank deposits when necessary
11. Serve as IFC representative when requesting funding or co-sponsorship from Student Government Association or the Office of Campus Activities and Programs for speakers, leadership activities and other all-Greek or all-campus activities
12. Prior to leaving office, submit all financial records to be audited
13. Oversee and supervise the Finance Committee.

C. Vice President of Risk Management

1. Plan and implement programs once a semester to educate chapter presidents, social chairs, risk management chairs and advisors on current risk management issues and potential liability situations.
2. Ensure IFC social and risk management policies are written and consistent with the laws and regulations of the campus, community and state, in addition to the policies of the national fraternities on campus.
3. Review IFC social and risk management policies regularly seeking input from chapter leaders for improvements as necessary.
4. Follow the IFC Judicial Bylaws and interpret NIC Code of Conduct accordingly.
5. Be trained in the judicial process and hearing mechanics.
6. Provide chapter presidents with written judicial procedures
7. Guarantee full due process for all parties during the hearing procedure, ensure the confidentiality of the proceedings and maintain a tape recorded or written record of all testimony.
8. Call witnesses and adjudicate cases involving actions of fraternity chapters and/or their members.
9. Levy thorough, consistent and educational sanctions that will both deter and redirect further violations.
10. Consult with appropriate UNCG officials when action is taken against fraternity chapters or their members.

11. Meet with the IFC President to monitor and review the progress of any chapter under disciplinary sanction(s).
12. Serve as Chief Justice of IFC Judicial Board.
13. Investigate all infractions and violations of the IFC Constitution and Bylaws and report findings to the IFC Judicial Board.

D. Vice President of Recruitment

1. Facilitate chapter recruitment workshops.
2. Schedule, plan, and implement recruitment initiatives for the spring semester.
3. Create monthly IFC-sponsored recruitment events for potential new members and IFC chapters to participate in.
4. Utilize technology (social media, fraternityinfo.com, etc.) in recruitment and marketing efforts.
5. Produce and distribute promotional materials to all incoming students and unaffiliated students.
6. Develop recruitment workshops and programs for Member Fraternities.
7. Promote Inter fraternalism and Greek membership by participating in new student orientation programs each Summer and Fall for SOAR, Destination UNCG, Rawkin Welcome Week, and Meet the Greeks. Maintain an interest list of potential new members through Spartan Connect.
8. Serve as chair of the IFC Recruitment Committee and plan IFC recruitment related activities.
9. Review and approve all fraternity recruitment activities during Spring Recruitment.
10. Document and track potential new members to share with other IFC member fraternities through Campus Director.
11. Oversee and supervise the Recruitment Committee.

E. Vice President of Scholarship

1. Plan, develop, and implement a monthly roundtable with chapter scholarship chairs to discuss various methods of development and supporting chapter-wide scholarship.
2. Research ideas and suggestions to be distributed monthly to chapters to enhance new member scholarship programs.
3. Collect and distribute academic performance rankings.
4. Publish important academic dates and deadlines.

5. 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.
6. Work individually with member fraternity scholarship chairs below the all-men's grade point average.
7. Collect and distribute information about important academic dates and deadlines, campus academic services, tutors, the writing lab, the math lab, learning assistance programs, interest tests, career counseling, placement workshops, unique library resources and many others.
8. Meet monthly with chapter scholarship chairs to provide guidance, resources, and information.
9. In the absence of the VP of Administrative Affairs, it is the duty of the VP of Scholarship to take the minutes during a regularly scheduled meeting.
10. Oversee and supervise the Scholarship Committee

F. Vice President of Philanthropy

1. Organize and implement one philanthropic and community service project each Fall and Spring semester for the IFC community.
2. Compile service hours and dollars raised by IFC fraternities during the academic year
3. Assist the IFC Vice President for Administrative Affairs with the development of a master calendar of philanthropic and service projects
4. Oversee that each fraternity is meeting the minimum hours required, and provide fraternities with service opportunities when needed.
5. Facilitate monthly service and philanthropy round tables to provide education and best practices for service and philanthropy chairs.
6. Oversee and supervise the Service and Philanthropy Committee.

G. Vice President of Public Relations

1. Provide campus and local media with positive information on Greek system, chapter and IFC events
2. Publish an annual report of accomplishments and concerns and distribute copies to all chapters, chapter advisors, campus officials, faculty representatives, media contacts, community leaders, national organization fraternity headquarters.
3. Work with student writers and editors to create and distribute a campus Greek newsletter twice per semester.
4. Responsible for publicity for all IFC sponsored events, including but not limited to,

Recruitment, Community Service and Academic Programs

5. Update the schedule of events for all IFC fraternities every semester, as well as getting contact information for all Public Relations Chairs of fraternities
6. Must be responsible for all social media platforms (creation of a marketing plan, coordinate with other councils).
7. Oversee and supervise the Membership Development Committee

Section V. Terms of Office

- A. The officers shall hold office for the term of two semesters or until their successor has been installed.
- B. Each officer must maintain all qualifications set forth in Article III, Section IB. In case of a vacancy before the present term is up, it shall be filled by an election of the Legislative Branch as soon as possible, not to exceed two-week vacancy.

Section VI. Meeting of the Executive Board

The Executive Board shall meet as deemed necessary by the President, but no less than once month during the Fall and Spring semester outside of the normal business meeting.

Section VII. Nominations, Elections and Vacancies

- A. Nominations for any of the seven (7) positions on the IFC Executive Board will be conducted through application and interview with applications opening the final Friday of February and closing the final Friday of March.
- B. IFC Executive applications will be collected and 20 minute interview slots will be made available to all candidates. Candidates will not be considered if they do not make their scheduled interview.
- C. IFC Executive Board will select a slate of candidates for approval and will be submitted to chapters for their approval.
- D. A majority vote (50%+1) is needed from delegates to elect someone to office. Nominees are elected to serve one-year academic terms on the Executive Board.
- E. If there are no nominees for an Executive Board position at the time of election, nominations from the floor shall be accepted.
- F. If the slate is not approved, any chapters that voted down the slate must provide specific reasoning for their decision.
- G. If the slate is denied, the Executive Board will reconvene to adjust the slate accordingly.
- H. In the event of a vacancy of an officer other than the President, the Executive Board may appoint an interim officer until the next IFC meeting when special nomination and election meeting will take place.

- I. There shall be no more than two (2) members from the same chapter to serve on the IFC
- J. If a fraternity fails to appear for elections or nominate the required 2 members for 2 positions, they shall forfeit their right to a position(s) as stated in part G above and the position shall be open to any of the other member fraternities to fill.
- K. If a fraternity's nominees for positions are not chosen in the course of the elections, nominations from the floor may be heard to allow that fraternity to still hold a position that is unfilled.

ARTICLE V – IFC COMMITTEES

Section I. Standing Committees

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

- A. Recruitment Committee
- B. Finance Committee
- C. Scholarship Committee
- D. Member Development Committee
- E. Service and Philanthropy Committee

Section II. Ad Hoc Committees

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

Section III. IFC Committee Meeting Policies

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

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

ARTICLE VI – 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:
 - a. Multicultural Competence.
 - b. Leadership Development
 - c. Recruitment and Intake
 - d. 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 [semester/quarter/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 North Carolina at Greensboro 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 UNC Greensboro 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 UNC Greensboro during each academic year.

ARTICLE VII – FINANCIAL MANAGEMENT POLICY

Section I. Fiscal Year

The IFC Fiscal Year shall be from May 1 to April 30.

Section II. IFC Annual Budget

The Vice President of Admin Affairs and the IFC Finance Committee shall propose an annual budget to the IFC Executive Board by the second general body meeting of the fall semester. 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 Admin Affairs 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 Admin Affairs.

Section VII. Signature Requirements for Financial Accounts and Transactions

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

Section VIII. Financial Reporting

The IFC Vice President of Admin Affairs 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 Admin Affairs 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 VIII – MEMBER FRATERNITY FINANCIAL OBLIGATIONS

Section I. IFC Active Member Fraternity Dues

The semester dues for each Member Fraternity shall be fixed at \$10 per active 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 semester 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 Admin Affairs 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

- A. Failure to turn in requested information or dues will result in a maximum fine of \$25 per general body meeting it is late. Failure to attend mandatory events will result in a maximum fine of \$10 per active member.

ARTICLE IX – IFC CODE OF CONDUCT

Section I. IFC Code of Conduct

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

- A. We will know and understand the ideals expressed in our fraternity Rituals and will strive to incorporate them in our daily lives.
- B. We will strive for academic achievement and practice academic integrity.
- C. We will respect the dignity of all persons; therefore, we will not physically, mentally, psychologically or sexually abuse or harm any human being.
- D. We will protect the health and safety of all human beings.
- E. We will respect our property and the property of others; therefore, we will neither abuse nor tolerate the abuse of property.
- F. We will meet our financial obligations in a timely manner.
- G. We will neither use nor support the use of illegal drugs; we will neither misuse nor support the misuse of alcohol.
- H. We acknowledge that a clean and attractive environment is essential to both physical and mental health; therefore, we will do all in our power to see that our properties are properly cleaned and maintained.
- I. We will challenge all fraternity members to abide by these fraternal expectations and will confront those who violate them.

ARTICLE X- JUDICIAL POLICIES

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 The University of North Carolina at Greensboro.
- C. The general values-based conduct of fraternity men.

Section II. IFC Judicial Committee Composition

The IFC Judicial Committee shall be composed of one IFC Justice from each Member Fraternity, chosen by that Member Fraternity, and shall be chaired by the IFC Vice President of Risk Management.

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, in good standing, of an IFC Member Fraternity.
- B. Maintain good academic standing with the institution.
- C. Be devoted to the general ideals and principles of fraternity life and conduct himself in a professional manner consistent with the Mission and Purpose of the IFC, as defined within this Constitution.
- D. Have a working knowledge of the IFC Constitution and Bylaws, UNC Greensboro policies, NIC Standards, and FIPG risk management policies.
- E. Not be a current member of the IFC Executive Board or serve as his Member Fraternity's IFC Representative or Alternate Representative for the IFC General Body.
- F. Must complete formal judicial policies and procedures training prior to serving on an IFC Judicial Board hearing.

Section IV. Term of Office of IFC Justices

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

Section V. IFC Judicial Policy

The Judicial Committee shall perform all duties and be subject to all regulations contained within the

IFC Judicial Policy in the Bylaws.

Section VI. IFC Judicial Board Hearing Justice Selection

The IFC Vice President of Risk Management 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 any way, with the alleged violation, the rotation will skip to the next Member Fraternity in the alphabetical rotation.

Section VII. IFC Judicial Board Hearing Attendance

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

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

Section VIII. IFC Judicial Board Hearing Voting Policies

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

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

ARTICLE XI – IFC JUDICIAL PROCEDURES

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 UNC Greensboro; 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 Risk Management. The IFC Vice President of Risk Management shall promptly review and investigate the allegation. Upon determination that an allegation has merit, the IFC Vice President of Risk Management may charge a Member Fraternity with a violation.

Section IV. Notification of Charges

Once the IFC Vice President of Risk Management 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 Resolution 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 Resolution 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 Risk Management prior to circulation.

Section VI. Informal Resolution Hearing

Upon a finding of the IFC Vice President of Risk Management that a filed complaint has merit, he may offer the charged Member Fraternity the opportunity to participate in an Informal Resolution Hearing unless he feels that potential sanctions could include suspension or loss of IFC Recognition. In cases in which the charged Member Fraternity accepts an Informal Resolution Hearing, the IFC Vice President of Risk Management 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 Resolution Hearing, the IFC Vice President of Risk Management may dismiss the complaint with a finding of no violations, provide the charged Member Fraternity with his finding of violations and recommendation for a resolution through disciplinary or corrective 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 offer of an Informal Resolution Hearing or the resolution, a Formal IFC Judicial Board Hearing will be convened to hear the case.

Section VII. Prohibited Sanctions for Informal Resolution Hearing

The IFC Vice President of Risk Management shall not recommend suspension or loss of IFC recognition through an Informal Resolution Hearing. Should the IFC Vice President of Risk Management 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

If:

- A. the charged Member Fraternity rejects having an Informal Resolution Hearing;
- B. the charged Member Fraternity rejects the findings and/or sanctions of the Informal Resolution Hearing
- C. the IFC Vice President of Risk Management determines the allegation is egregious enough to warrant potential suspension or loss of IFC recognition; or
- D. The IFC Vice President of Risk Management chose not to offer an Informal Resolution Hearing;

- a. the IFC Vice President of Risk Management shall convene a Formal IFC Judicial Board Hearing.
- b. The IFC Vice President of Risk Management 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.
- c. The IFC Vice President of Risk Management 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 Risk Management. 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 Risk Management 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 Risk Management 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 Risk Management:**
 - 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 Risk Management's 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 Risk Management (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 and removal from Good Standing status, and any additional 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 Risk Management 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 Resolution Hearing or Formal Judicial Hearing, the IFC Vice President of Risk Management shall communicate in writing to the charged Member Fraternity, its inter/national headquarters, and its chapter advisor, as well as any relevant University of North Carolina at Greensboro administrators, the alleged violation, the findings of the hearing, and any sanction(s) imposed.

The IFC Vice President of Risk Management 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.
- D. 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 Risk Management 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 alter the sanctions imposed by the Formal IFC Judicial Board Hearing. Any alterations must be approved by at least two thirds(2/3) if the IFC Executive Board. 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 Risk Management shall first present the IFC Judicial Board's decision and rationale for its actions. The appealing Member Fraternity shall then be afforded the opportunity to present its reasoning for seeking a reconsideration of the decision. Upon completion of the Member Fraternity appeal presentation, all representatives of the Member Fraternity shall be dismissed from the meeting, including the Member Fraternity's IFC Representative and Alternate Representative.

The IFC General Body shall first vote on whether to discuss dismissal or alteration of the status sanction, which shall require a two-thirds (2/3) vote. In the event the IFC General Body votes to discuss dismissal or alteration, 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. If a two thirds (2/3) majority cannot be achieved for dismissal or alteration of the sanctions, the initial sanctions will remain in place. The decision of the IFC General Body shall be final with no further appeal rights.

ARTICLE XII. SCHOLARSHIP POLICY

Section I. Grade Point Calculation

The IFC Advisor will calculate semester GPA for each IFC Fraternity Chapter every Fall and Spring semester. The official grade report collected by the IFC Advisor shall be final after subsequent summer session has completed for calculating the Spring semester GPA and after the subsequent winter session for calculating the Fall semester GPA. Any grade replacements after that point shall not be retroactively counted toward the chapter's semester GPA. It is the responsibility of the member chapters to make sure that the rosters are accurate with the University and all grade changes are made before the grades are calculated.

Section II. Requirements

Retroactively effective from the Fall 2008 semester each chapter must maintain a GPA of 2.6 or greater each semester.

Section III. Awards and Recognition

The IFC shall recognize academic achievement in the following ways:

- A. Awards to chapters and potential new member classes with the highest GPA for each semester.
- B. Awards to the chapter with the most improved GPA for each semester.
- C. Chapter academic information will be provided through the UNCG website.

Section IV. Sanctions

The scholarship policy is broken down into four (4) levels of punishment. The Scholarship Chairman will meet with the President of each chapter at the beginning of every semester to inform them of the sanctions, if any, the chapter is facing. Overall chapter grades and chapter members' grades must be submitted to the VP of Scholarship two (2) weeks after the first day of classes. Failure to do so will result in a \$5 fine per late day. The VP of Scholarship will host education programs required of members who have a GPA below 2.0. Chapters will receive a \$10 fine per person if a required member is not present. If the chapter does not maintain the 2.6 semester GPA the chapter will be subject to the following sanctions:

1. Level 1- Warning

The first semester of failing to meet a 2.6 semester GPA

1. Chapter will receive written notification of the failure to meet the academic standard.
2. The chapter will set up a scholarship meeting with the IFC president, Greek Life Advisor, and VP of Scholarship to create an IFC assisted scholarship program.

B. Level 2- Probation

1. Two (2) consecutive semesters of failure to meet a 2.6 semester GPA
2. Chapter will receive written notification of the failure to meet the academic standard.

3. Chapter HQ will be notified.
4. No IFC or All Greek social events including, but not limited, to Greek Week
5. If the chapter reaches a 2.6 GPA the semester following being put on probation, they will return to **Level 1** of the sanctions, however, the chapter must maintain a 2.6 semester GPA the following semester to have all sanctions removed. If the chapter fails to do so they will return back to the **Level 2** Probation and remain subject to the penalties it entails. If the chapter fails to make grades again, following being put on probation for another time, they will be placed in Level 3 and face Suspension from IFC.

C. Level 3- Suspension

Three (3) consecutive semesters of failure to meet a 2.6 semester GPA or anyone who fails to make a 2.6 semester GPA after being placed on Probation for another time (as stated in Section IV Article B Part 3)

1. Chapter will receive written notification of the failure to meet the academic standard.
2. Chapter HQ will be notified.
3. Chapters will not be able to publicly advertise their fraternity (fliers, painting the rock, reserving tables on campus etc.)
4. Sponsor or promote public performance or exhibition
5. Lose representation on IFC executive board and voting privilege
6. If the chapter reaches a 2.6 GPA the semester following being put on suspension, they will return to **Level 2** of the sanctions, however, the chapter must maintain a 2.6 semester GPA the following semester to have all sanctions removed. If the chapter fails to do so they will return back to the **Level 3** Probation and remain subject to the penalties it entails. If the chapter fails to make grades again, following being put on probation for another time, they will be placed in Level 4 and face Expulsion from IFC.

D. Level 4- Expulsion

Four (4) consecutive semesters of failure to meet a 2.6 semester GPA or anyone who fails to make GPA after being placed on Probation for another time (as stated in Section 4 Article C Part 7)

1. HQ will be notified of the expulsion based on failure to maintain the academic policy of IFC.
2. Chapter members will be notified in writing of the decision.
3. All rights and responsibilities as a UNCG organization will be removed and the organization will cease to exist.

ARTICLE XIII. POTENTIAL NEW MEMBERS

Section I. Potential New Member Eligibility

In an effort to establish a uniform Potential New Member Policy that all fraternities are able to abide by, the member chapters of the UNCG Interfraternity Council will adhere to the following guidelines in commencing any activity that would lead toward active membership status (offering membership in any way):

- A. The potential new member must be a currently enrolled UNCG student that is "degree seeking." Degree seeking defined as a full time student seeking either Bachelor of Arts or a Bachelor of Science degree.
- B. The potential new member must have accumulated at least twelve (12) collegiate credit hours and/or transferred into UNCG with the equivalent.
- C. The potential new member must have at least a 2.7 cumulative GPA to join an IFC fraternity. They must sign a Grade Release authorizing the Office of Campus Activities and Programs to verify their grades.
- D. At beginning of each semester, each organization of the UNCG IFC must submit a roster to the IFC listing all currently initiated and potential new members. Fraternities must also submit a listing of all potential new members during the semester when potential new members are selected.
- E. All Potential New Members must complete the Potential New Member Academic Release Form through the UNCG website. Potential New Members will agree to the following terms:
 - a. Read and understand the UNCG Anti-Hazing Agreement
 - b. Give permission for their academic records to be released to "need to know" staff, chapter officers and advisors.
 - c. Provide parent/guardian information if they choose.
- F. A spreadsheet will be provided to chapter presidents and recruitment directors outlining the eligibility of the Potential New Member
 - a. Green: Academically Eligible.
 - b. Yellow: Does not meet the chapter requirement but meets University requirement for GPA.
 - c. Red: No eligible either by grades, credits, or academic year.
- G. A chapter may bypass Article VI, Section I-C given they meet the following criteria:
 - a. The chapter must achieve academic good standing by the Office of Campus Activities and Programs, and also be free of any sanctions listed in Section IV.
 - b. The chapter is only allowed to take in 3 total potential new members per semester that have a cumulative GPA lower than a 2.7 and higher or equal to a 2.5 on a 4.0 scale.

ARTICLE XIV. FINANCES

- A. The Inter-Fraternity Council will collect dues each semester. They are \$10 per member, including new members, with \$1 dedicated to Community Service and Philanthropy and \$2 to Public Relations.
- B. The Vice President of Administrative Affairs must propose a budget for each semester due by the second week of the semester. It must be passed by the Delegates in order for dues to be collected.
- C. All events announced at least 2 weeks in advance are considered mandatory.
- D. Fraternities can submit request to the VP of Admin Affairs to be approved by the IFC Executive Board for special funding request, and allocations from the IFC General Budget.
- E. Vice President for Administrative Affairs will provide the chapter president and treasurer with an official IFC invoice that outlines the cost of the semester's dues.

ARTICLE XV. RECRUITMENT POLICY

The IFC will host a recruitment event each semester separate from Primary Recruitment. The date, marketing and public relations will be determined by the Executive Board in conjunction with the Recruitment Committee.

- A. All IFC recognized fraternities are subject to these policies regardless of place of residence or location of sponsored event.
- B. All IFC recruitment rules and bylaws will be determined each spring semester by the IFC VP of Recruitment, and voted on by the IFC Executive Board. These rules will be a rotating document that will be sent out to each fraternities President, and Recruitment Chairs prior to the start of Fall Semester.

Section I. Recruitment Philosophy

- A. The IFC supports open recruitment and believes a man shall be free to join a Member Fraternity at a time that is mutually beneficial to both himself and the Member Fraternity. To this end, the IFC shall not establish policies that inhibit men from participating in recruitment activities and joining Member Fraternities.

Section II. Membership GPA Requirements

- A. Any Potential New Member shall meet the following GPA requirement in order to be accepted as a New Member by any Member Fraternity:
- B. a minimum college GPA of 2.7 cumulative

Section III. IFC Sponsored Recruitment

- A. Under the guidance of the IFC Vice President of Recruitment, the IFC shall designate periods of time during each semester when the IFC will assist Member Fraternities by advertising their recruitment events, hosting campus-wide recruitment events, and educating Potential New Members on the fraternity community.
- B. The IFC Vice President of Recruitment shall solicit and maintain a Potential New Member Roster, which shall be a roster of men interested in fraternity recruitment, and shall make that list available to each Member Fraternity.

Section IV. Year-Round Recruitment

- C. Member fraternities are encouraged to participate in year-round recruitment and shall establish recruitment practices and timelines as determined to best serve that Member Fraternity.

Section V. Member Fraternity Recruitment

- A. Each Member Fraternity shall develop recruitment events, materials, and activities that are:
- B. Values-based;
- C. Alcohol-free and illegal substance-free;
- D. Generally in good taste;
- E. Not derogatory, degrading, or slanderous; and

- F. 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 VI. Bidding

- A. Each Member Fraternity shall reserve the right to extend or retract a bid utilizing a process and timeline as determined by that Member Fraternity.
- B. 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 VII. Report of New Members

- A. Each Member Fraternity shall submit a New Member Roster to the IFC Vice President of Recruitment within one week of pledging any New Member.
- B. A New Member shall reserve the right to disassociate / de-pledge from the new member process of any Member Fraternity at any time and may accept a bid from another Member Fraternity at any time following that disassociation / de-pledging.
- C. 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 IX. Comity

- A. 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 or Member of their own Member Fraternity.

ARTICLE XVI. AUXILIARY ORGANIZATIONS

All IFC Member Fraternities will adhere to their Title IX exception by the Department of Education stating that the organization will remain a single-sex organization. Fraternities utilize Big Brother/Little Sister or vice versa will not be permitted.

ARTICLE XVII. UNCG ANTI-HAZING POLICY

Hazing is defined as:

Any action taken or situation created, intentionally or unintentionally, whether on or off University premises, to produce mental or physical discomfort, embarrassment, harassment, or ridicule is considered hazing, regardless of the willingness of the participant. Such activities may include but are not limited to the following: use of alcohol; paddling in any form; creation of excessive fatigue; physical and psychological shocks, road trips or any other such activities conducted on or off campus; wearing of public apparel which is conspicuous and not normally in good taste; engaging in public stunts and buffoonery; morally degrading or humiliating games and activities; and any other activities which are not consistent with academic achievement, the five University values (honesty, trust, fairness, respect, and responsibility), or the regulations and policies of the University or applicable state law.

Definition adopted from the FIPG Risk Management Manual (2003).

Prohibited actions, situations, and activities include, but are not limited to the following:

1. Any brutality of a physical nature, such a paddling, beating, branding, or calisthenics;
2. Excessive exposure to the elements;
3. Consumption of any food, alcohol, drug, or other substance that puts health at risk;
4. Theft of any property;
5. Any activity or situation which would subject an individual to extreme mental or physical stress, such as permitting less than six (6) hours of continuous, uninterrupted sleep per night, or forced or required extended exclusion from social contact;
6. Conduct which could result in extreme embarrassment, such as nudity at any time;
7. Running personal errands for others, such as driving them to class, cleaning their individual rooms, washing their cars, etc.;
8. "Road trips" (dropping someone off to find his or her own way back), scavenger hunts for items not related to the purpose or mission of the organization, or kidnaps;
9. "Line-ups," including but not limited to any activity where individuals are forced to answer questions or to endure any personal indignity;
10. Forcing, requiring, or encouraging the violation of any University policy, or Federal, State, or local law.

ARTICLE XVIII. CONSTITUTION AND BYLAWS

Section I. Distribution

The Constitution and Bylaws shall be distributed to all IFC Officers, Chapter Presidents and filed with the Office of Campus Activities and Programs each year. Two hard copies and two copies on disk shall be kept up to date and on file in the IFC Office at all times.

Section II. Amendments

- A. Additions or amendments to the Constitution and/or its Bylaws may be made by a majority (50% + 1) vote of the delegates.
- B. The Constitution and Bylaws must be reviewed by the end of each of the IFC Executive Board's terms.
- C. The Constitution amendments must be tabled for one regular IFC meeting and must be written for final vote.
- D. All proposed amendments must be typed and presented to the Executive Board, IFC Advisor, and each IFC Delegate before the IFC meeting.
- E. All IFC Fraternities, Executive Officers, and IFC Advisors must be provided with the most current and updated bylaws at the beginning of each semester.