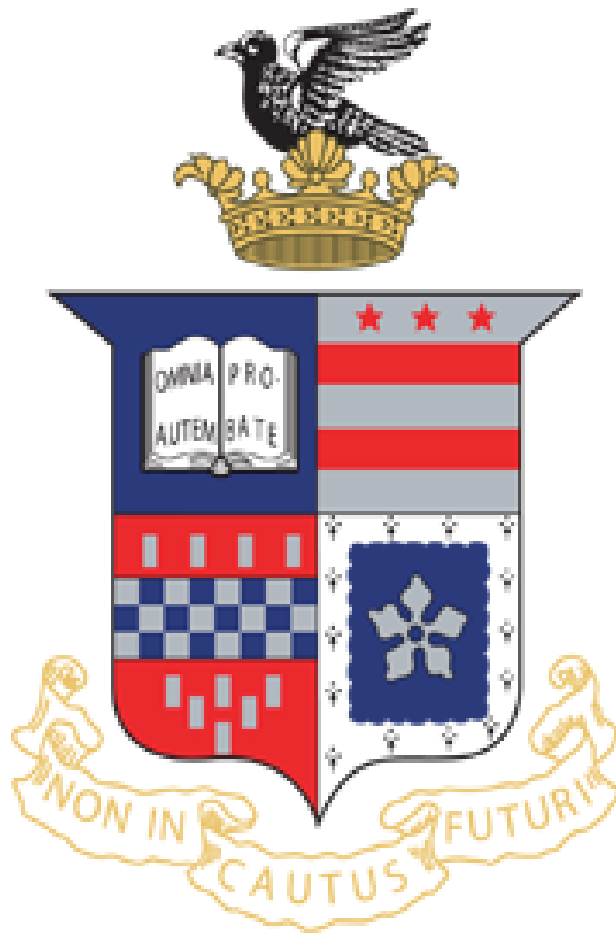


Washington & Lee University Interfraternity Council Constitution



Updated Fall 2011
Unanimously approved by IFC Council voting members

INTERFRATERNITY COUNCIL CONSTITUTION

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INTERFRATERNITY COUNCIL (IFC) CONSTITUTION 2011-2012

I. Introduction

Purpose:

IFC exists to promote the best interests of all Greek fraternities. Our primary objective is education—making certain all Greek men are aware of expectations and opportunities for personal development. Our secondary objective is programming—leading and motivating Greek men and Greek organizations to provide social and educational opportunities that benefit the entire campus and community. Our third objective is mediation—training Greek men to address difficult issues, confront inappropriate behavior, and hold themselves and others accountable.

Mission Statement:

The Greek Chapters at Washington and Lee University support the mission of the University by promoting a safe, supportive and caring community to help individual students reach their full human potential. We provide guidance and resources that support students in the development of intellectual and personal skills appropriate for leading and serving in a global society. Our programs and services reflect the importance of honor; the speaking tradition; harmonious relationships among students, faculty, and staff; personal and social responsibility; and respect for the University. Further, our programs promote active engagement in community; cooperative decision-making; creativity; multiculturalism; and physical, emotional, and spiritual wellness. We are committed to helping students grow as unique individuals and respect what is unique in others.

II. Basic Information

Membership:

IFC membership is composed of the chapters of all fraternities represented on the W & L campus. A fraternity chapter must be a member of IFC to be recognized by W & L.

Membership in the Greek community at W & L is a privilege which creates the responsibility and expectation of each chapter and its individual members to act honorably and conduct their affairs as gentlemen. Member chapters pledge to abide by and support this Constitution and related documents as well as any other regulations enacted by IFC. **This adherence and support shall be in the spirit as well as the letter of these guidelines.** Failure to comply with these standards may lead to chapter suspension for a stated time period, or the expulsion of a chapter by a three-fourths majority vote of the other members, or referral to the Student Affairs Committee (SAC) of the Faculty.

No additional fraternities shall be recognized by W & L without the approval of Student Affairs Committee.

IFC Officers:

IFC Officers never represent their chapter in any way and should not hold a significant chapter office while serving on the IFC. IFC Officers are not involved when any conduct matter involves their fraternity.

Elected officer positions include President, Senior Justice, Vice President, Secretary, Treasurer, and two Associate Justices. IFC Officers must be members of recognized Greek fraternities.

Elections for IFC Officer occur in November so that new officers have time to attend a conference, learn from the IFC Advisor, and transition with the outgoing officers.

ALL interested candidates should meet with the IFC Advisor previous to elections and understand the serious time commitment associated with the IFC. An elected officer that is not performing the expectations set forth in this document can be removed by his fellow officers with a 3/4th majority vote or by the IFC Advisor.

IFC Delegates:

IFC Officers can not serve as the chapter delegate. Each chapter is expected to have at least one delegate at every IFC meeting. The Chapter President is responsible for everything discussed at all IFC meetings.

Voting:

Each chapter gets one vote. Majority is required except for amendments (2/3 required) and extension or expulsion (3/4 required). IFC Officers break ties.

IFC Meetings:

All IFC meetings that are not conduct hearings are open to any member of the W&L community unless otherwise stated. Each chapter is expected to have a delegate at every IFC meeting. IFC meetings are a forum for chapters to raise questions and foster meaningful conversations to keep each other aware of expectations, issues, ideas, and events. IFC Delegates are responsible for communicating information from IFC meetings back to their chapter. IFC Delegates are responsible for picking up any handouts or posters. Posters should be displayed appropriately in the chapter house.

The IFC President may call a special meeting whenever necessary with 24 hours notice of the agenda to each chapter.

III. Conduct Information

Conduct Process:

The IFC Conduct Board consists of the IFC Officers. IFC has broad authority to address any issue relating to fraternities and assign appropriate sanctions. IFC may assign any sanction up to and including expulsion. Suspension or expulsion requires a 3/4 vote of the IFC Officers.

A complaint is compiled by the IFC Advisor based on reports from Facilities Management, Public Safety, and/or information shared by students, staff, administration, alumni, faculty, outside parties or anonymously. Complaints will be sent electronically to the Chapter President and The IFC Officers.

The Chapter is responsible for promptly investigating the issue internally and taking steps to address the complaint. **The goal is to have fraternities with strong internal conduct boards that confront inappropriate behavior and hold their members accountable, so further IFC sanctions are not necessary.** The Chapter is responsible for sending the IFC Senior Justice and IFC Advisor an electronic response documenting, in detail, the facts and internal actions taken.

A conduct hearing should be held as soon as possible with the Chapter President and any individuals sanctioned by the Chapter. Conduct hearings are closed for the privacy and protection of individuals and chapters involved. IFC Officers who are members of the Chapter in question must completely withdraw from the process and not be present during hearings or deliberations.

If the chapter has handled the situation properly and completely, then IFC may choose not to assign additional sanctions. IFC reserves the right to assign additional sanctions, especially if the chapter has not handled the situation properly and completely.

The Senior Justice will use the Greek Life Hearing Decision Form as the basis for a conduct proceeding. A copy of the Hearing Decision Form will be given to the chapter and IFC Advisor directly following the hearing. At the end of each academic term a comprehensive report of all conduct proceedings will be sent to the Associate Dean of Residence Life and Conduct.

IFC or the IFC Advisor may notify the Chapter Advisor, House Director, and/or House Corporation if it deems necessary.

In the event a conduct incident is levied by the IFC, the IFC Advisor will notify the Chapter Advisor, House Director, House Corporation, National Organization and Parents.

IFC will maintain an electronic and paper record of each Resolution.

Appeals:

Chapters may appeal the IFC decision to the University Board of Appeals (UBA). The appeal must be submitted in writing to the Associate Dean of Residence Life and Conduct within 72 hours of IFC announcing the decision, and the Senior Justice on the IFC must be notified at that time.

Sanctions are not suspended pending an appeal; however, if the appeal is granted then sanctions will immediately cease.

Violations including but not limited to: unattended alcohol, unattended wristbands and candles will be treated as citations that receive a progressive fine unless the Chapter requests a conduct hearing with IFC.

Possible Sanctions for Serious Violations or Excessive Minor Violations:

Social Probation:

- Prohibits all social events sponsored by or for the chapter, regardless of location.
- Suspends all new member activity not specifically approved in advance by the Conduct Board.
- Prohibits all gatherings in the chapter house except for meals and a single weekly chapter meeting.
- If while any fraternity is on social probation and any of its members violate the terms of the social probation, then the fraternity must penalize those individual members. The IFC Conduct Board reserves the right to make additional sanctions for the house if appropriate.

Incidents apply to conduct issues involving alcohol or other drugs.

First Incident: Up to and including \$50 fine per member and appropriate community service, two weeks social probation, mandatory alcohol/drug education program for group members, with all costs to be paid by the group, and notification of House Corporation and Parents of members.

Second Incident (within twelve months of the first strike): Up to and including \$100 fine per member and appropriate community service, twelve weeks social probation, mandatory alcohol/drug education program for group members, with all costs to be paid by the group, and notification of National Fraternity, House Corporation, and Parents of members.

Third Incident (within twelve months of the first strike): A minimum of immediate full year suspension, mandatory alcohol/drug education program for group members, with all costs to be paid by the group.

IV. Washington and Lee University Fraternity Risk Management Policy

Alcohol/Drugs

NOTE: These policies applies to fraternity events held on school or chapter property (see Appendix)

- The possession, use, or consumption of alcoholic beverages on fraternity chapter property or in any event sponsored by, endorsed by, or associated with the chapter, must be in compliance with all applicable federal, state, and local laws, as well as with the stated policies of Washington and Lee University (ie: the Social Event Checklist and Risk Management policies).
- Unregistered open parties, meaning those with unrestricted access by non-members of the fraternity, are prohibited on chapter property.
- Common sources of alcoholic beverages (kegs, grain buckets) are prohibited at official chapter events.
- In accordance with state and local laws, no chapter or individual member may purchase for, serve to, or sell alcoholic beverages to any minor.

- No chapter or individual member may participate in or endorse drinking games at official chapter events.
- No chapter may co-sponsor an event where alcohol is present with an alcohol distributor or bar.
- No chapter may co-sponsor or co-finance an event at which alcohol is purchased or provided by any of the other hosts (ie: Dollar Beer Night at Macado's Sponsored by Delta Tau Chi)
- All recruitment or rush activities associated with any chapter will be in compliance with W&L Risk Management Policy. No recruitment or rush activity may be held in conjunction with an alcohol distributor or bar.
- No alcohol may be present at any program, activity, or ritual involving new members (pledges).
- The possession, use, or sale of any illegal drugs or controlled substances on chapter property or at any chapter event is prohibited.

Hazing

- No chapter or individual member may participate in or condone any hazing activities. Permission or approval by a person being hazed is not a defense. Hazing activities are defined in accordance with the FIPG definition (see appendix).

Sexual Abuse/Harassment

- Any form of sexist or sexually abusive behavior shall not be condoned or tolerated by a chapter or individual members.
- The employment or use of strippers, exotic dancers or similar, whether professional or amateur, at a fraternity event is prohibited.
- In situations where sexual abuse or harassment is present, it is the University's expectation that those observing the situation act as responsible bystanders by identifying the event as a problem and taking the responsibility upon themselves to deal with it (See appendix definition of "Bystander Behavior").

Fire Safety

- All chapter houses shall meet local fire/health codes and standards.
- Each chapter should have an elected or appointed officer whose duties include ensuring the chapter's adherence to local and institutional risk management/fire safety standards.
- Emergency phone numbers should be posted in a prominent location at any chapter facility (Many national fraternity organizations will provide insurance discounts for this practice).
- The possession or use of firearms or explosive devices of any kind on chapter property are prohibited.
- The use of candles, incense, etc. except under controlled circumstances (ritual), is prohibited on chapter property.

APPENDIX

Bystander Behavior: The phenomenon that causes witnesses to certain actions (hazing, sexual harassment, etc.) to fail to respond to the situation, despite knowledge that the action is wrong.

Chapter Property: Any fraternity or sorority house owned by the university, including any adjacent grounds and parking lots

Hazing: Any action taken or situation created, intentionally, whether on or off fraternity premises, to produce mental or physical discomfort, embarrassment, harassment, or ridicule. 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; quests, treasure hunts, scavenger hunts, road trips or any other such activities carried on an outside or inside of the confines of the chapter house; 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, fraternal law, ritual, or policy, or the regulations and policies of the educational institution, or applicable state law. (FIPG)

Official Chapter Events: Any event associated with a fraternity or sorority that is registered with the University or operated in conjunction with the University (Registered parties, Rush Week, philanthropy events, etc.)

V. Social Events

Please see the following documents available online at <http://www.wlu.edu/x10633.xml>

IFCSocialEventGuidelines 1011

IFCSocialEventRegistrationForm 1011

IFCSocialEventContactInformationPosting 1011

TIPSTrainedAdults 1011

VI. Recruitment

Please see IFC document **Fraternity Recruitment** available online at <http://www.wlu.edu/x10633.xml> Informal Recruitment refers to all activity focused on potential new members that occurs prior to formal recruitment – the first week of winter term.

Recruitment should reflect W & L's core values of honor, academic excellence, and personal dignity.

Recruitment Event: events where the only attendees are chapter members and potential new members are automatically considered recruitment events. Events open to the entire campus (ex. Registered Social Events) are not recruitment events because the primary purpose is socializing, not recruitment.

Invitations sent to first-year students may not mention or allude to alcohol. Email is a form of invitation. The reference to "Cocktail Parties" on *formal invitations* is the only exception

because though first-year students receive invitations, cocktail parties are registered social events where the primary focus is socializing and not recruitment.

No Recruitment Events should have alcohol present.

Derogatory comments about another chapter or its members (Dirty Rushing) are unacceptable.

Summer recruitment activities involving incoming first-year students are not allowed.

Hours of First-year Visitation to Greek Houses (if invited)

Sunday: first-years are permitted in Greek houses, but must be out by 7:00pm

Monday: first-years are permitted in Greek houses, but must be out by Midnight

Tuesday, Thursday: first-years are not permitted in Greek houses

Wednesday, Friday, and Saturday: first-years have unlimited access to Greek houses

VII. New Member Education

Please see IFC Document **New Member Education** available online at <http://www.wlu.edu/x10633.xml>

Fraternities should reflect W & L's core values of honor, academic excellence, and personal dignity.

All new member activities may last no longer than eight academic weeks after New Member Night. Formal initiation ceremonies must be scheduled and completed no later than three weeks before the exam week for winter term.

Any new member activity that is found to compromise a student's honor, academic performance, or personal dignity, but is not deemed hazing, may result in the suspension of the new member activities for that chapter. The chapter can decide to do immediate initiation.

Hazing:

The IFC supports and enforces the *University Policy on Hazing*. A serious hazing incident, even as a first reported offense, will be grounds for suspension or expulsion of the responsible chapter. Some examples of incidents that are viewed as serious are compelled consumption of any substances (especially alcoholic beverages), physical abuse, physical exhaustion, and sleep deprivation. These are only examples, which neither define nor limit what constitutes a serious hazing incident. Suspected hazing incidents will be treated very seriously and investigated fully. Verified hazing incidents will result in critical probation, suspension or expulsion.

Underground New Members:

A student who is academically ineligible (less than 2.0 cumulative GPA) may not go through formal recruitment, may not be extended a bid, may not accept a bid, and may not participate in any New Member Education activities. Organizations knowingly having Underground New Members will be sanctioned harshly and Underground New Members may be restricted from joining any Greek organization for a period of time.

Disassociating:

If a student disassociates (de-pledges) they and the chapter must both notify the IFC Advisor immediately. A student may not join a different fraternity until his disassociation is confirmed.

VIII. Intra-House Issues

Chapter Officers:

All chapters must have all their new chapter officers elected and active no later than spring term. An extended period of time between elections and taking office is encouraged for smooth transition. Newly elected chapter officers should schedule a meeting with the IFC Advisor during spring term to introduce themselves and share their goals.

Please see the **Greek Housing Manual** available online at <http://www.wlu.edu/x10640.xml>

The current or prior Chapter President and House Manager must live in the house.

Chapters should have internal systems of accountability expressed in their by-laws that are followed consistently. Chapter by-laws must prohibit the possession, use and distribution of illegal drugs and controlled substances in the chapter house and must enforce that policy. Chapter by-laws must prohibit the possession of all firearms and weapons including air-guns in the chapter house at all times and must enforce that policy.

Chapters should meet the requirements of attendance at regional and national conferences set by its national by-laws.

Chapter by-laws must be maintained in the Recertification Binder and reviewed at least annually by IFC.

Unattended Alcohol in Greek Houses:

Alcohol may not be left unattended in public areas of Greek housing for safety and liability reasons. Public area is everything except private bedrooms and locked closets. Alcohol left unattended in a public area of Greek housing can be confiscated and a complaint could result.

IX. Financial Information

IFC chapters are expected to pay \$10 per member annual dues at the first IFC meeting of the scholastic year. Individuals who join an IFC chapter are expected to pay \$35 recruitment fees when they sign their New Member Registration Card. Fraternities with uniquely low membership and budgets because of their national policies may be members of IFC without the expectation of paying the \$10 per member dues or their members paying the \$35 recruitment fee.

Assessments (a per member charge to each fraternity) may be required to support IFC initiatives if determined to be reasonable by IFC Officers.

All fines and fees associated with conduct sanctions are due to the IFC Treasurer by the next IFC meeting after notification. **Chapters with late fees will not be allowed to register social events until those fees are paid.**

All fines and fees, with the exception of strike fines, go toward the IFC scholarship fund and the IFC operating budget. Strike fines go to the Office of the Dean of Student Affairs.