



WORCESTER POLYTECHNIC INSTITUTE INTERFRATERNITY COUNCIL

BYLAWS OF THE INTERFRATERNITY COUNCIL AT WPI

Revised October 2021

MISSION

We, the Interfraternity Council at Worcester Polytechnic Institute set forth this Constitution and Bylaws in order to cause closer working relationships and coordination among its member chapters and Worcester Polytechnic Institute, in accordance with the policies and standards established by the North American Interfraternity Conference (NIC). We, the Interfraternity Council (IFC) exist to advance conditions conducive to the success of its member chapters and to promote the progress of the fraternity experience. With this aim, the IFC actively encourages interfraternalism and collaboration with other fraternity/sorority governing councils and student governance bodies. Maintaining a positive working relationship and partnership with the campus administration, alumni, NIC and inter/national headquarters of member chapters is critical toward elevating the role of the IFC.

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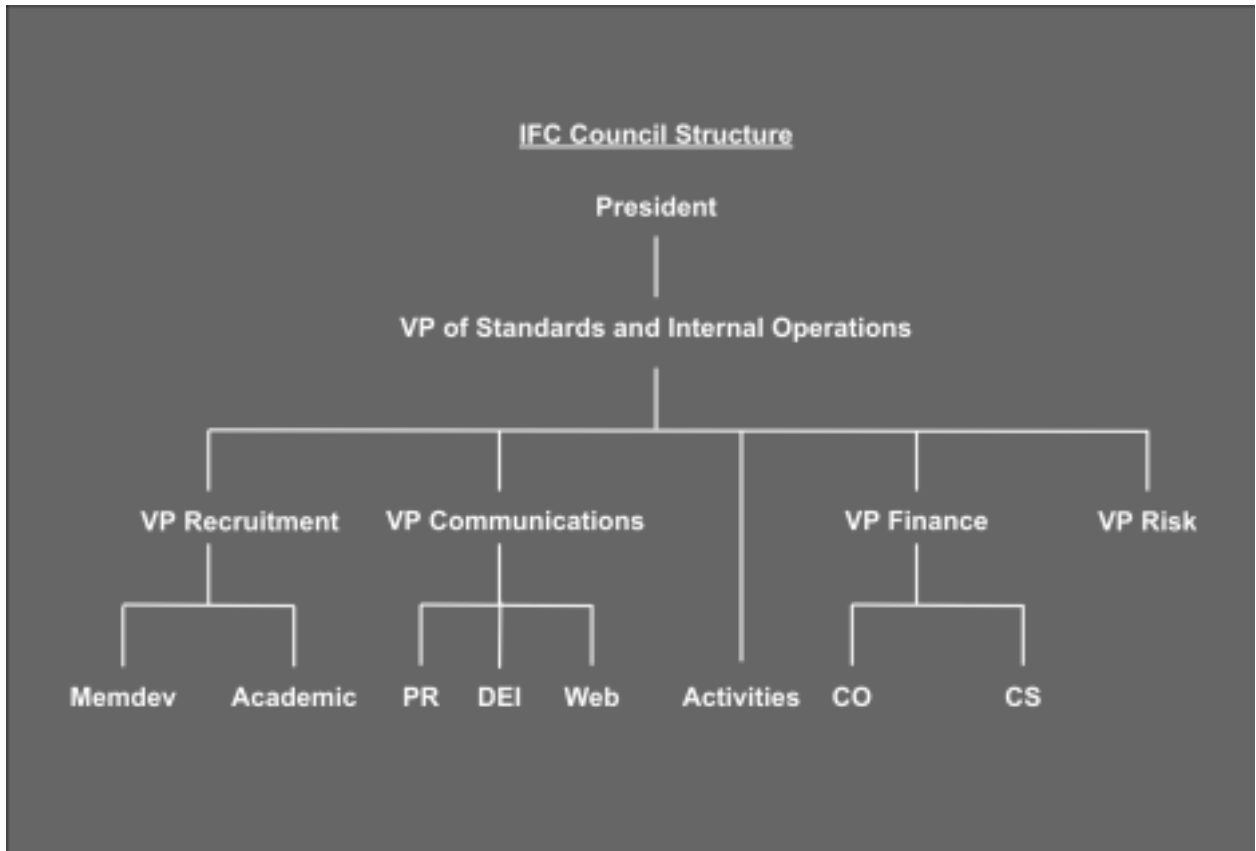
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Title 1 - IFC Structure



ARTICLE I – ROLE OF THE IFC EXECUTIVE BOARD OFFICERS

Section 1. President

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

- A. Preside over all IFC meetings.
- B. Vote during any IFC meeting in the event of a tie.
- C. Provide guidance and focus to the efforts of the General Body and Executive Committee.
- D. Build rapport and establish positive working relationships between IFC and Member Chapter leaders
- E. Serve as liaison to all IFC publics, including, but not limited to, WPI and the Worcester Community.
- F. Serve as a liaison to the Student Government Association and all other campus organizations.
- G. Frequently work with the Panhellenic Council
- H. Represent IFC at Greek Alumni Council Meetings.
- I. Ensure that all IFC Executives are aware of and are in compliance with IFC policies.
- J. Responsible for reporting statistics to the North American Interfraternity Conference.

- K. Oversee the Activities Chair including all responsibilities and endeavors as defined in Title 1, Article II, Sections 4 of the IFC Bylaws.

Section 2. Vice President of Standards and Internal Operations The duties and responsibilities of the IFC Vice President of Standards and Internal Operations are as follows:

- A. Officiate in the absence of the IFC President.
- B. Serve as chair of the IFC Judicial Board and serve as the non-voting Chief Justice of all IFC Judicial Board hearings.
- C. Ensure compliance with Judicial Board Protocol.
- D. Conduct judicial policy and procedures training for IFC Judicial Board justices.
- E. Oversee the overall progress of the IFC Executive Board.
- F. Ensure policy compliance during IFC Functions.
- G. Ensure compliance with all IFC judicial action imposed upon a Member Chapter
- H. Educate Member Chapters on the IFC Constitution and Bylaws, judicial processes, and WPI fraternity life policies.
- I. Assist in conflict mediation between Member Chapters.
- J. Review all IFC governance documents at least annually.
- K. Preside over all IFC executive meetings.
- L. Oversee the Community Involvement Chairperson, including committees, all responsibilities and endeavors, as defined in Title 1, Article II

Section 3. Vice President of Recruitment

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

- A. Preside over fraternity recruitment.
- B. Work with Member Chapters to establish a recruitment process that meets the needs of chapters and potential new members, as well as provides opportunities for interested men to learn about the fraternity experience.
- C. Form and preside over the IFC Recruitment Committee.
- D. Annually review and revise the IFC Recruitment Policy as outlined in the document herein.
- E. Develop recruitment workshops and programs for Member Chapters.
- F. Produce and distribute promotional materials to all incoming students and unaffiliated students.
- G. Uphold and enforce the IFC Recruitment Policy.
- H. Will focus on fostering interest in joining fraternities, informing all male identifying freshmen of Recruitment Rules, and marketing the fraternity experience to incoming students and potential new members.
- I. Maintain an interest list of Potential New Members.
- J. Oversee the Membership Development Chair, including all responsibilities, and endeavors as defined in Title 1, Article II, Sections I of the IFC Bylaws
- K. Oversee the Academic Chair, including all responsibilities, and endeavors as defined in Title 1, Article II, Sections 3 of the IFC Bylaws

Section 4. Vice President of Communications

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

- A. Keep concise and permanent records of all official IFC Meetings.
- B. Keep concise records of all IFC Formal Judicial Board Hearings.
- C. Type official IFC meeting minutes and send them to the Web Chair following meetings.
- D. Maintain IFC contact and mailing lists.
- E. Maintain IFC attendance records and meeting excusals/absences.
- F. Archive modified constitutions/bylaws and maintain a list of revisions/additions/deletions.
- G. Ensure the proper and widespread distribution of the most up-to-date Bylaws and Constitution as well as WPI Policies to member presidents, IFC officers, and the Greek community at large.
- H. Maintain current information for accurate Member Chapters rosters. I. Collect and disseminate information on the fraternity system to all campus and community media sources.
- J. Work with the Panhellenic Secretary to create and distribute the Greek Life Newsletter.
- K. Oversee the Diversity Equity and Inclusion Chair, including all responsibilities and endeavors as defined in Title 1, Article II Section 2 of the IFC Bylaws.
- L. Oversee the Public Relations Chair, including all responsibilities, and endeavors as defined in Title 1, Article II, Section 7 of the IFC Bylaws.
- M. Oversee the Web Chair, including all responsibilities, and endeavors as defined in Title 1, Article II, Section 8 of the IFC Bylaws.

Section 5. Vice President of Finance and Service

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

- A. Prepare and present a semesterly budget.
- B. Collect IFC Member Chapter dues or other assessments as needed.
- C. Authorize IFC expenditures.
- D. Maintain digital and physical records of all financial transactions.
- E. Provide advice and support to Member Chapter financial officers.
- F. Prepare quarterly expenditure reports and budget performance analysis for the IFC Executive Board and Chapter Presidents.
- G. Oversee the Community Outreach Chair, including all responsibilities, and endeavors, as defined in Title 1, Article II Section 5 of the IFC Bylaws. H. Oversee the Community Service Chair, including all responsibilities, and endeavors, as defined in Title 1, Article II Section 6 of the IFC Bylaws

Section 6. Vice President of Risk Management

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

follows:

- A. Annually review and revise the IFC Risk Policy as outlined in the document herein.
- B. Educate Member Chapters on the NIC Health and Safety Guidelines, the WPI Student Code of Conduct, and the Expectations for Fraternity and Sorority Chapter Functions document.
- C. Assist Member Chapters in the implementation of and compliance with the NIC Alcohol & Drug Guidelines.
- D. Coordinate Health and Safety efforts with other councils and stakeholders.
- E. Oversee the social activities of Member Chapters.
- F. Enforce Risk Policies as outlined in the document herein.
- G. Coordinate and train IFC Party Patrol.
- H. Send out email notifications to IFC members and chapter presidents responsible for performing party patrol the day of the social event(s) by 12pm. This shall include meeting places and times for early and late party patrol for both weekend nights.
- I. Update the Party Patrol Registration form with up-to-date officer permissions and emailing information.
- J. Provide support to chapter Risk Management and Health and Safety Officers.

ARTICLE II – ROLE OF THE IFC CHAIRS

Section 1. Membership Development Chair

The duties and responsibilities of the Membership Development Chair are as follows:

- A. Develop best practices for new member and member education programs for Member Chapters.
- B. Work with the Student Activities office (SAO) to ensure that chapters implement new member education programs.
- C. Provide advice and support to Member Chapters' member development officers.
- D. Work with the IFC Vice President of Recruitment to organize the recruitment leader program.
- E. Coordinate collaborative events with the Panhellenic membership development chair.

Section 2. Diversity Equity and Inclusion Chair

The duties and responsibilities of the IFC Diversity, Equity, and Inclusion Chair are as follows:

- A. Coordinate diversity, equity and inclusion programming for Member Chapters.
- B. Promote inclusion within Member Chapter in order to make the fraternity community more welcoming and inclusive to individuals from diverse backgrounds.
- C. Publish important educational programming dates and deadlines.
- D. Collect and distribute information about campus diversity, equity, and inclusion programming and resources.
- E. Build and maintain relationships with faculty, academic offices, and/or departments

- that support diversity, equity, and inclusion.
- F. Collaborate with other councils to provide a community-wide effort to DEI.
 - G. Effectively communicate and present DEI strategy and initiatives to executive leadership.
 - H. Convene community dialogue in response to campus, national and global events related to diversity, equity, and inclusion.

Section 3. Academic Chair

The duties and responsibilities of the IFC Academic Chair are as follows:

- A. Plan and promote events which encourage and catalyze the academic success of members of the Greek Community.
- B. Coordinate with individual chapter academic chairmen and scholarship chairmen to assist them in maintaining the academic success of the Greek Community.
- C. Publish important academic dates and deadlines.
- D. Collect and distribute information about campus academic services: tutors, the writing center, MASH, learning assistance programs, CDC resources, placement workshops, and library resources.
- E. Build and maintain relationships with faculty, academic offices, and academic honorary societies.
- F. Organize a yearly faculty/staff appreciation event.
- G. Provide advice and support to Member Chapter scholarship officers.
- H. Maintain a list of and communicate with Member Chapter faculty advisors and ensure they are comfortable with the position and staying involved.

Section 4. Activities Chair

The duties and responsibilities of the IFC Activities Chair are as follows:

- A. Preside over the IFC Activities Committee.
- B. Provide programming for the Greek Community.
- C. Organize manpower as needed for any IFC-sponsored events.
- D. Coordinate Greek Community events with the Panhellenic Council Activities Chair.
- E. Present IFC with a tentative Greek Week schedule by the second academic week of C Term.
- F. Gain approval of Member Chapter Activities chairs, by a majority vote, for the finalized Greek Week schedule at least 21 days prior to the first Greek Week event.

Section 5. Community Outreach Chair

The duties and responsibilities of the IFC Community Outreach Chair are as follows:

- A. Organize the Work on Worcester event with the Community Service chair and the VP of Finance and Service.
- B. Organize events between the Greek community and the WPI community at large to

advance engagement with the greater WPI community and foster connection between organizations.

- Events will involve partnering with one or more WPI organizations to host an event with mutual benefits and goals.

C. Update the greek community on events happening within the greater WPI community

D. Organize a Greek-wide event at least once a semester to foster growth within the Greek community.

Section 6. Community Service Chair

The duties and responsibilities of the IFC Community Service Chair are as follows:

A. Maintain an active and respectful relationship with the IFC philanthropic partner.

B. Develop service projects for the IFC philanthropic partner with IFC Member Chapters.

C. Attend all philanthropic partner Board Meetings and write relevant minutes.

D. Assist with the Philanthropic Partner's social media efforts.

E. Organize a Greek-wide event once a semester to foster growth within the Greek community.

F. Organize the Work on Worcester event with the Community Outreach chair and the VP of Finance and Service.

G. Provide advice and support to Member Chapter community service/philanthropy chairs.

H. Create and/or update a list of service event ideas and philanthropy event ideas for chapters and share it with the community.

Section 7. Public Relations Chair

The duties and responsibilities of the IFC Public Relations Chair are as follows:

A. Assist the IFC Vice President of Communication in Collecting and dispersing information for parents and students about Greek Life.

B. Develop and execute a public relations and social media strategy.

C. Inform all appropriate members of the WPI community of all IFC activities.

D. Assist chapters in publicizing Greek Life events.

E. Operate the WPI IFC Instagram Page under the supervision of the IFC Vice President of Communications.

F. Co-operate the WPI Greek Life Instagram Page with the Panhellenic PR Chair. G.

Purchase and ensure the distribution of Greek Life Apparel and Merchandise at IFC Sponsored events.

Section 8. Web Chair

The duties and responsibilities of the IFC Web Chair are as follows:

A. Maintain all of the latest IFC documents on the IFC website. Including, but not limited to: meeting minutes, the Constitution, By-laws, and Position Applications. B.

Maintain the IFC website so that it is an interface between the IFC, its Member Chapters, and the organization's publics.

- a. Update the website with current contact information of all of the IFC executives and chairmen and chapter presidents.
- b. Update the website such that it is a way for IFC to publicize events, whether it be for IFC or its Member Chapters.

ARTICLE III – ROLE OF THE IFC DELEGATE

Section 1. IFC Delegate

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

- A. Serve as a representative and voice for their Member Chapter's questions, comments and concerns regarding the fraternity community.
- B. Represent the larger fraternity community's interests to their respective Member Chapters.
- C. Inform their Member Chapters of the actions, discussions, and workings of the IFC General Body.
- D. Serve as a liaison between the IFC General Body and their respective Member Chapters.
- E. Serve as an initiated member of IFC Standing Committees and Ad Hoc Committees, as necessary.
- F. Represent the highest ideals of fraternity life to the greater campus community.

ARTICLE IV – ROLE OF IFC STANDING COMMITTEES

Section 1. Recruitment Committee

The IFC Recruitment Committee shall assist the IFC Vice President of Recruitment in the development and implementation of activities, programs, and resources that foster its Member Chapters' ability to implement a successful and quality recruitment effort. The IFC Recruitment Committee shall work with the IFC Vice President of Recruitment and Member Chapters to establish a recruitment process that meets the needs of chapters and potential new members, as well as provides opportunities for interested identifying men to learn about the fraternity experience. They will focus on fostering interest in joining fraternities and marketing the fraternity experience to incoming students and potential new members.

Section 2. IFC Activities Committee

The IFC Activities Committee shall assist the IFC Activities Chair in the development and implementation and execution of activities, programs, and resources that promote the fraternity community at Worcester Polytechnic Institute.

ARTICLE V – ROLE OF THE IFC ADVISOR

Section 1. Appointment

The IFC Advisor of the Worcester Polytechnic Institute Interfraternity Council shall be appointed by the Worcester Polytechnic Institute University administration.

Section 2. Authority

The InterFraternity Council Advisor shall serve in an advisory capacity to the Worcester Polytechnic Institute Interfraternity Council. The IFC Advisor shall have voice but no vote in all meetings of the Interfraternity Council and the Executive Board.

Title 2 - IFC Jurisdiction

The Interfraternity Council shall preside only over academic sessions as determined by the Campus Administration. All Chapters must abide by the Campus Code of Conduct at all times.

ARTICLE I – IMPEACHMENT OF EXECUTIVES

Section 1. Formalized Allegations

- A. A written request from an IFC council member or a chapter president explicitly stating reasons for impeachment must be handed in to the IFC President at least two weeks before the vote.
 - a. In the event that the IFC President is in question, a written request explicitly stating reasons for impeachment must be handed in to the IFC Vice President of Standards and Internal Operations at least two weeks before the vote.
- B. An investigation shall be conducted by the IFC President to determine the validity of written claims.
 - a. In the event that the IFC President is in question, the IFC Vice President of Standards and Internal Operations shall conduct the investigation.

Section 2. Procedure

- A. Upon substantiation of the allegations, the President shall preside over the impeachment process.
 - a. In the event that the IFC President is in question, the IFC Vice President of Standards and Internal Operations shall preside over the impeachment process.
- B. The official meeting where the impeachment will take place will move to the Executive Session as provisioned in Article V, Section 3 of the IFC Constitution.

- C. The presiding IFC Executive will present the allegation(s) and the findings of the investigation to the voting members of IFC.
- D. Voting will commence as outlined in Article V, Section 4 of the IFC Constitution.
- E. Executive impeachment shall require quorum and a 2/3 majority of voting members.
- F. Executive Dismissal shall take place as provisioned in Article IV, Section 8 of the IFC Constitution

ARTICLE II – CHAIR REMOVAL

Section 1. Initiation of Removal

- A. The IFC President or overseeing officer can initiate proceedings to remove a chair, upon request or when either party feels the need arises.
- B. The chair in question shall be notified, by the Vice President of Standards and Internal Operations, in writing, that their removal is being considered at least two (2) days prior to a hearing.
 - a. The notice must include the time and date of the hearing and any evidence which will be presented against the chair.
 - b. A copy of the notice shall be provided to all IFC Executive members at least two (2) days prior to the hearing.

Section 2. Procedure

- A. The IFC President shall preside over a closed hearing
- B. The President, Vice President of Standards and Internal Operations, overseeing officer, and chair in question shall be present, and any other IFC executives may attend
- C. After the chair in question has made their case, they will leave and the IFC Executives will be given a chance to deliberate
- D. The IFC President, Vice President of Standards and Internal Operations, and overseeing officer will reach a decision and inform the chair immediately
- E. The chair has the right to appeal to the chapter presidents if they feel they are unjustly removed.
 - a. The chair shall be given an opportunity to make their case at the regularly scheduled weekly meeting immediately following the removal.
 - b. Discussion of removal shall occur in an executive session, to which the IFC Advisor is invited.
 - c. The removal shall be overturned if two-thirds (2/3) of voting members affirm that the removal was unjust.

ARTICLE III – JUDICIAL BOARD

Section 1. Judicial Jurisdiction

The IFC Judicial Board shall preside only over academic sessions as determined by

Campus Administration. All Chapters must abide by the IFC Bylaws and Constitution, “WPI Student Code of Conduct”, “WPI Fraternity and Sorority Relationship Statement”, “WPI Expectations for Fraternity and Sorority Chapter Functions”, and any other relevant policies WPI puts into place at all times.

Section 2. IFC Judicial Committee Composition

- A. Two members from each chapter approved by the IFC Vice President of Standards and Internal Operations shall serve as Justices on the Judicial Board.
 - a. Recommendation: Chapter Standards Chair, Risk Manager or equal position suggested by the IFC Vice President of Standards and Internal Operations.
 - B. The IFC Vice President of Standards and Internal Operations shall serve as a non-voting Chief Justice and the procedural officer for all Judicial Board hearings. a. In the event the IFC Vice President of Standards and Internal Operations’ Member Chapter is involved in the alleged violation, the highest-ranking IFC Executive Board officer, starting with the IFC President, as listed in Article IV, Section I of the IFC Constitution, shall serve in their stead.

Section 3. IFC Justice Eligibility

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

- A. Be an active member, in good standing, of a WPI IFC Member Chapter.
- B. Maintain good academic standing with the institution.
- C. Be devoted to the general ideals and principles of fraternity life and conduct themselves in a professional manner consistent with the Mission and Purpose of the IFC, as defined within the Constitution.
- D. Have a working knowledge of the documents outlined in Section 1. E. Not be a current member of the IFC Executive Board or serve as the Member Chapter’s President, 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.
- G. Must be an initiated member of the respective chapter for at least one full semester.

Section 4. Term of Office of IFC Justices

- A. IFC Justices will be elected by chapters at the beginning of the Spring semester.
- B. IFC Justices shall be elected on a yearly basis.
- C. In the event a Justice is off-campus for IQP, or steps down for any reason, the Member Chapter shall be responsible for replacing the Justice within a reasonable amount of time.

Section 5. IFC Judicial Board Hearing Attendance

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

A. Each Member Chapter that is not involved in the hearing is required to send one (1) Justice in order to conduct business on behalf of the IFC Judicial Board. B. In order to conduct the business of a Formal Judicial Board Hearing, quorum among justices ($\frac{2}{3}$) must be met.

a. The President of the Member Chapter shall determine which Justice shall attend, or if they would like both Justices to attend.

C. If a Member Chapter fails to send a Justice to a scheduled Judicial Board Hearing, they will be rendered liable for adjudication with a recommended sanction of two weeks of social probation. This violation is eligible for an Executive Hearing.

Section 6. IFC Judicial Board Hearing Voting Policies

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

A. One Justice from each Member Chapter shall have one vote.

B. A simple majority vote shall govern all actions of an IFC Judicial Board.

ARTICLE IV - FILING OF COMPLAINTS

Section 1. Reporting Procedure

Any individual or group may file a complaint against a Member Chapter, specifying in writing the particular alleged acts of the accused.

A. Initial contact must be done within thirty (30) days of the alleged violation for risk violations.

a. This must be done by submitting an IFC Judicial Complaint Form to the IFC Vice President of Standards and Internal Operations.

B. Initial contact must be done within sixty (60) days of the alleged violation for recruitment violations.

a. This must be done by submitting an IFC Judicial Complaint Form to the IFC Vice President of Standards and Internal Operations.

C. The IFC Vice President of Standards and Internal Operations in conjunction with the IFC President and IFC Advisor shall promptly review and investigate the allegation. a. In

the event that the Judicial Complaint form specifies a Risk Violation, the IFC Vice President of Risk Management shall be included in the investigation. i. Any cases

determined by the overseeing IFC officer to involve topics out of IFC's jurisdiction shall be forwarded to the Student Activities

Office.

- b. In the event that the Judicial Complaint form specifies a Recruitment Violation IFC Vice President of Recruitment shall be included in the investigation. c. In the event that the Judicial Complaint involves the chapter of any of the officers above, they shall be excluded from the investigation.
- D. Upon determination that an allegation has merit, the IFC Vice President of Standards and Internal Operation may charge a Member Chapter with a violation.

ARTICLE V - NOTIFICATION OF CHARGES

Section 1. Notifying Member Chapters

- A. Once the IFC Vice President of Standards and Internal Operations has determined the filed complaint has merit, the Member Chapter is to be provided written notification of the charges at least one weeks in advance of the hearing.
 - a. Should the IFC Vice President of Standards and Internal Operations request more time, they should present their evidence in a closed meeting at which the IFC President is present.
 - b. The IFC President has the option, based on the evidence presented, to grant an extension on notification of no more than one academic week. B. This written notification shall include the following:
 - a. Date, time, and location the alleged violation(s) occurred;
 - b. Description of the alleged violation(s);
 - c. Due Process Rights;
 - d. Specific violation(s) being charged;
 - e. Date, time, and location of hearing;
 - f. Who should attend the hearing;
 - g. Alternative date, time and location of hearing;
 - h. Brief description of judicial proceedings;
 - i. Who to contact for further information;

ARTICLE VI - INVESTIGATORY EVIDENCE

Section 1. Investigatory Evidence

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

- A. If a Member Chapter shows a pattern of behavior, this cannot be used as evidence when determining if they are guilty/not guilty.
 - a. A pattern of behavior can be used as evidence when coming up with sanctions.

ARTICLE VII - EXECUTIVE HEARING

Section 1. Proceedings

- A. Upon a finding of the IFC Vice President of Standards and Internal Operations that a filed complaint has merit, they may offer the charged Member Fraternity the opportunity to participate in an Executive Hearing unless they feel that potential sanctions could include suspension or loss of IFC Recognition.
- B. In cases in which the charged Member Chapter rejects the offer of an Executive Hearing, a Formal IFC Judicial Board Hearing will be convened to hear the case. C. In cases in which the charged Member Chapter accepts the offer of an Executive Hearing, the IFC Vice President of Standards and Internal Operations shall meet with the president of the charged Member Chapter to discuss the allegations of the complaint:
- a. In the event that the allegation is related to recruitment, the IFC Vice President of Recruitment will be present at the meeting to discuss the allegations of the complaint.
 - i. The charged Member Chapter shall have the option to bring their respective officer who oversees recruitment to the meeting.
 - b. In the event that the allegation is related to social events and/or general risk management policies the IFC Vice President of Risk Management will be present at the meeting to discuss the allegations of the complaint.
 - i. The charged Member Chapter shall have the option to bring up to two risk managers to the meeting.
 - c. The IFC Vice President of Standards and Internal Operations may ask the IFC President to be present at the meeting.
- D. Within three (3) business days of the Executive Hearing, the IFC Vice President of Standards and Operations may dismiss the complaint with a finding of no violations or provide the charged Member Chapter with their finding of violations and recommendation for a resolution through disciplinary and/or corrective sanctions.
- E. The IFC Advisor will be conferred for their advice on the outlined sanctions. F. The charged Member Chapter has five (5) business days to accept or reject the terms of resolution.
- a. If the charged Member Chapter accepts the resolution, the charged Member Chapter waives all rights of appeal and the outcome is final.
 - b. If the charged Member Chapter rejects the resolution, a Formal IFC Judicial Board Hearing will be convened to hear the case.
 - c. If the charged Member Chapter does not respond to the resolution, they waive all rights to an appeal and the sanctions are final.

Section 2. Sanctions for Executive Hearing

The IFC Vice President of Standards and Internal Operations shall not recommend

suspension or loss of IFC recognition through an Executive Hearing. Should the IFC Vice President of Standards and Internal Operations believe suspension or loss of IFC recognition is warranted, the case shall automatically be referred to a Formal IFC Judicial Board Hearing.

ARTICLE VIII - FORMAL IFC JUDICIAL BOARD HEARING

Section 1. Due Process

In appearing before the Judicial Board, each Member Chapter 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 the chapter’s registered advisor for support 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 2. Participants

Attendance at all IFC Judicial Board hearings shall be limited to the Plaintiff(s), Defendant(s), any witnesses, the IFC Justices assigned to serve for the hearing, the IFC Vice President of Standards and Internal Operations, and the IFC Advisor

- A. In the event charges are brought against a Chapter, the Defendant(s) may include:
 - a. Chapter President;
 - b. No more than two members of the fraternity;
 - c. Chapter Advisor(s).

Section 3. Confidentiality

All individuals involved in a hearing are required to agree to a statement of confidentiality. Individuals shall not disclose information regarding the following:

- A. Any individuals, member fraternities, or IFC Justices involved;
- B. Details of the proceedings;
- C. Witness testimonies;
- D. Justice deliberation.

Section 4. Pre Hearing Procedure

- A. Formal Judicial Board Hearings shall occur if:
 - a. The charged Member Chapter rejects having an Executive Hearing; b. The charged Member Chapter rejects the findings and/or sanctions of the Executive Hearing;
 - c. The IFC Vice President of Standards and Internal Operations determines the allegation is egregious enough to warrant potential suspension or loss of IFC recognition; or
 - d. The IFC Vice President of Standards and Internal Operations chose not to offer an Executive Hearing.
 - i. The IFC Vice President of Standards and Internal Operations shall convene a Formal IFC Judicial Board Hearing.
- B. All of the Member Chapters except the charged Member Chapter are obligated to send exactly one of their justices to hear a case.
 - a. The charged Member Chapter is forbidden from sending one of their Justices to hear in the case in which they are being tried.
- C. All justices must be notified of the hearing no later than one (1) week prior to the hearing.
- D. The IFC Vice President of Standards and Internal Operations shall remind the defendant of the final charges, the time and place of the hearing no later than one (1) week prior to the hearing.
- E. The IFC Vice President of Standards and Internal Operations shall make themselves available for a pre-hearing interview with the defendant to review the charge(s), the defendant's rights, and Judicial Board Protocol.
- F. At any time after notification of charges, the defendant has the option to submit one of the following formal pleas to the IFC Vice President of Standards and Internal Operations:
 - a. Responsible – hearing held to determine the sanctions;
 - b. Not Responsible – hearing held;
 - c. No Plea – hearing held.
 - i. If no plea is entered, 48 hours before the hearing the defendant's plea will automatically be entered as "No Plea" by the Judicial Board chair and the statement shall be omitted from the packet.
- G. A room sufficient for IFC Judicial Board proceedings must be reserved by the IFC Vice President of Standards and Internal Operation.
- H. The the IFC Vice President of Standards and Internal Operations shall prepare a hearing packet consisting of the following materials:
 - a. Statement of Charges;
 - b. Signed and Dated Plea;
 - c. Evidence;
 - d. Hearing procedure;
 - e. Sanction ideas;
 - f. Appendix (Optional).
- I. All parties involved must receive these packets at least 24 hours in advance of the

hearing. This includes but is not limited to:

- a. Plaintiff;
 - b. Defendant;
 - c. Justices;
 - d. Witnesses;
 - e. IFC Advisor.
- J. Once the Board, Plaintiff, Defendant(s), Witnesses, IFC Vice President of Communications, and IFC Advisor are present, the IFC Vice President of Standards and Internal Operations shall call the hearing to order.
- K. The proceedings will be closed to all individuals not mentioned in Title 2 Article VIII Section 2 of the IFC Bylaws.
- L. The IFC Vice President of Standards and Internal Operations reserves the right to remove anyone from entering the hearing beyond this point.

Section 5. Hearing Proceedings

- A. The IFC Vice President of Standards and Internal Operations will give the following opening statement:
- a. “The IFC Judicial Board is a duly constituted, formal hearing body charged with hearing alleged chapter or individual violations of the Greek Code of Conduct, the Interfraternity Council Bylaws and Constitution, and/or the WPI Expectations of Fraternity Functions. Members of the WPI Greek System are accountable to the authority of the IFC Judicial Board as defined by institutional policy. We are convened to hear the case of PLAINTIFF vs. DEFENDANT for alleged violation of the Greek Code of Conduct. More specifically, the charge(s) is/are CHARGE(s). Please keep in mind that all sanctions listed below are recommendations based on precedent and judgment, but cannot possibly cover all scenarios or all cases for a given scenario. Because of this, it is the function of the Judicial Board to impose sanctions which fit the incident(s) in question, and it is fully in the power of the Judicial Board to increase sanctions as it deems necessary, especially in the case of deliberate and conscientious or repeat violations, or lessen sanctions in the case of questionable or accidental violations. It is also recommended that Judicial Boards attempt to add additional sanctions with educational value or other positive impact befitting the offense.”
- B. The IFC Vice President of Standards and Internal Operations 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 chapter of the formality of the hearing and the necessity of all parties to be truthful.
- C. The IFC Vice President of Standards and Internal Operations will ask the Plaintiff to identify themselves, any witnesses they intend to call, their chapter advisor if present, and any other persons relevant to the Plaintiff's role in the hearing.
- D. The IFC Vice President of Standards and Internal Operations will ask the Defendant to

- identify themselves, any witnesses they intend to call, their chapter advisor if present, and any other persons relevant to the Defendant's role in the hearing.
- E. The IFC Vice President of Standards and Internal Operations shall identify the IFC Justices and IFC Advisor.
 - F. The IFC Vice President of Standards and Internal Operations will then ask if any of the Justices wishes to disqualify themselves.
 - G. After this point, the Plaintiff and Defendant may request a short recess. a. The IFC Vice President of Standards and Internal Operations has discretion over granting this recess.
 - H. The IFC Vice President of Standards and Internal Operations will then ask both the Plaintiff and the Defendant if they request the exclusion of any Justice from the hearing and their grounds for such a request.
 - a. The IFC Vice President of Standards and Internal Operations has discretion over granting these requests.
 - I. The Chairperson will read the charges again and request the defendant's plea. a. If the Defendant pleads responsible, the Plaintiff will be asked to suggest a proposed resolution. The Judicial Board will then be left alone to deliberate. b. If the Defendant pleads not responsible or enters no plea, the hearing shall continue.
 - J. The Plaintiff will present an opening statement describing the actions of the Defendant that constitutes a violation of the WPI Greek Code of Conduct, the IFC Bylaws and Constitution, or the WPI Expectation of Fraternity Functions, or any other relevant policies.
 - K. The Defendant will then present an opening statement to refute the claims of the Plaintiff.
 - L. The Plaintiff will then present any physical evidence and call witnesses in support of their opening statement.
 - a. Witnesses can be questioned immediately following testimony and can be called upon again by the justices for additional questioning and clarification at this point in the hearing.
 - M. The Defendant will then present any physical evidence and call witnesses in support of their opening statement.
 - a. Witnesses can be questioned immediately following testimony and can be called upon again by the justices for additional questioning and clarification at this point in the hearing.
 - N. The Justices will then question all parties in order to clarify testimony. O. The IFC Vice President of Standards and Internal Operations shall then moderate questions between the Plaintiff and Defendant to clarify testimony.
 - a. During this period, Justices may ask questions at any time.
 - b. The Justices may call on individuals not called by either party if testimony remains unclear.
 - P. The Defendant will then be given an opportunity to give a brief final statement.
 - Q. The Plaintiff will then be given the opportunity to give a brief final statement.

- R. The Room shall be cleared of all non-voting members, except for the IFC Vice President of Standards and Internal Operations.
- a. IFC Justices deliberate in closed session to determine findings of responsibility
- S. All non-voting members will be invited back into the room, and the finding of responsibilities will be presented.
- T. If the charged Member Chapter is found responsible, the Room shall be cleared of all non-voting members, except for the IFC Vice President of Standards and Internal Operations and the IFC Advisor.
- a. IFC Justices deliberate in closed session to determine appropriate sanction(s)
 - b. A sanction(s) shall be determined by the presiding Judicial Board, using the recommended sanctions in the bylaws as guidelines.
- U. An appeals process shall be available to chapters who feel that there was a lack of due process in the hearings or that the punishment was too severe.

Section 6. Non-Status Sanctions

The IFC Judicial Board may impose sanctions that are punitive and/or educational, but not solely financial. The following are sanctions that may be imposed by the IFC Judicial Board and/or IFC Vice President of Standards and Internal Operations (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. Recruitment restrictions;
- I. Loss of eligibility for IFC Awards;
- J. Warning letter.

Section 7. 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.

When adjudicating a potential violation that may result in suspension/loss of recognition from the IFC for the Member Chapter, the Judicial Board shall work collaboratively with the inter/national organization and campus.

Section 8. Duration of Sanctions

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

Section 9. Notification of Findings

Within three (3) business days of any Executive Hearing or Formal Judicial Hearing, the IFC Vice President of Standards and Internal Operations shall communicate in writing to the charged Member Chapter, its inter/national headquarters, and its chapter advisor, as well as any relevant WPI administrators.

This written notification shall include the following:

- A. Date of the hearing;
- B. Description of the initial complaint;
- C. Specific violation(s) charged;
- D. Decision of the judicial committee;
- E. Sanction;
- F. Timeline and conditions of the sanction;
- G. Appeal process procedures.

The charged Member Chapter's president shall notify the IFC Council of any sanctions imposed upon a Member Chapter through any Executive or Formal Judicial Hearing in a closed presidents meeting.

Section 10. Appeals

- A. The IFC Judicial Board's decision is subject to appeal by a Member Chapter within two (2) weeks of receiving written notification of the decision.
- B. Appeals shall be submitted through the IFC Judicial Appeals Form to the IFC Vice President of Standards and Internal Operations 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.
- C. Appeals shall be presented, in writing, to the IFC Executive Board, with the IFC Advisor in attendance, within one academic week of the appeal submission.
- D. The

Executive Board and IFC Advisor will hear the evidence and decide to either uphold the earlier ruling or lessen or remove any sanctions.

E. Sanctions imposed through the Judicial Process shall stand until an appeal decision is made.

F. Any sanctions made by Worcester Polytechnic Institute administration cannot be appealed through IFC and must be appealed through administration.

Section 11. Non-Status Sanctions Appeals

The IFC Executive Board shall hear appeals for Non-Status Sanctions. The IFC Vice President of Standards and Internal Operations shall first present the IFC Judicial Board's decision and rationale for its actions. The appealing Member Chapter 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 Chapter 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) of the present IFC Executive Board. The decision of the IFC Executive Board shall be final for Non-Status Sanctions.

Section 12. Status Sanctions Appeals

The IFC General Body shall hear appeals for Status Sanctions. The IFC Vice President of Standards and Internal Operations shall first present the IFC Judicial Board's decision and rationale for its actions. The appealing Member Chapter shall then be afforded the opportunity to present its reasoning for seeking a reconsideration of the decision. The appealing chapter must be given at least one week's notice of the time, place, and procedure of the appeal hearing. Upon completion of the Member Chapter appeal presentation, all representatives of the Member Chapter shall be dismissed from the meeting, including the Member Chapter'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.

Title 3 - Expectations of Member Chapters

A Member Chapter which has failed to meet any of the minimum expectations

outlined in the IFC Bylaws Title 4 shall be referred to the IFC Vice President of Standards and Internal Operations for potential judicial review.

ARTICLE I. CULTURE OF CARE RESOLUTION

IFC Culture of Care Resolution

Guiding Assumptions

WPI's Interfraternity Council (IFC) endorses the concept that all students have an obligation to assist each other. Members of Greek letter organizations are called upon to put the safety and welfare of all individuals over their own or their organizations self-interests, without personally jeopardizing their own safety.

This IFC Culture of Care Resolution (CCR) is a result of pro-active discussion and agreement between WPI and the Greek life community. It is focused on our chapters seeking help for any person when help is needed. This CCR embodies our emphasis on a safe environment for our members and guests at any IFC, Chapter or other (formal or informal) event.

Whereas, the Interfraternity Council (IFC) is responsible for the upholding of policies within the council regarding all chapter behaviors;

Whereas, the greek community and WPI puts their greatest emphasis on maintaining the safety of its active members, new members, and any visitors to chapters;

Whereas, chapter officers are responsible for overseeing chapter activities and are not trained to make critical health and medical judgment calls;

Whereas, chapters are obligated to follow WPI policies, National/international policies, and IFC bylaws, and ultimately maintain the safety and welfare of members, guests and/or visiting alumni; and

Whereas, chapters request assistance by calling for emergency personnel during a situation involving the health and safety of any individual.

Therefore be it resolved that, the Interfraternity Council will support and enforce a Culture of Care that enables and encourages chapters, in all situations, to call for medical assistance when needed or when uncertain of a health and safety situation.

The protocol will incorporate the following procedure:

First call during an academic year: Chapters who seek medical help for any

person during the academic year will receive no Greek Judicial Board sanction. The officers of the chapter will have an educational discussion with the IFC Vice President of Standards, a professional member of the Student Activities staff, and any other necessary individuals.

Future calls during an academic year: The respective incident(s) may be adjudicated through the IFC Judicial Board. While a chapter's use of the CCR to obtain assistance is appropriate and expected, and is positively considered in any judicial process, the chapter will have a formal meeting with the IFC Vice President of Standards, and any relevant chapter officers. An SAO representative may also be a part of these discussions. Judicial sanctions may be considered through the regular judicial process as an avenue to alter behaviors that put the chapter and any individuals at risk.

The Interfraternity Council and chapters recognize and understand that, as is currently in place, the University reserves the right to address any issue or violation of University policy. The University respects the Interfraternity Council's judicial system, and upon appropriate adjudication by the Interfraternity Council will only amend sanctions in extenuating circumstances.

ARTICLE III. RESPONSIBILITIES OF FULL MEMBER CHAPTERS

Definition found in Article III Section I of the IFC Constitution

Section 1. Meeting Participation

- A. Each Chapter is obligated to participate in the operations of the IFC.
- B. A voting member of each Member Chapter should be present at every IFC meeting, unless excused by the IFC Vice President of Communication.

Section 2. Activity and Community Service Participation

- A. Each Chapter is obligated to participate in the public events of the IFC. Fraternity members from each chapter should be present at every IFC public event, unless excused by the sponsoring IFC Executive.

Section 3. Judicial Board Participation

- A. Each Chapter is obligated to provide two eligible brothers for Students Justices in the IFC Judicial Board as outlined in Title 2, Article 1.

Section 4. IFC Policies and Procedure

- A. Every active, new member, and contributing alumnus of each Member Chapter is obligated to be knowledgeable of the policies and procedures outlined in the document herein.
- B. In addition, these members must be educated in the provisions of the IFC Constitution, the Greek Relationship Statement, the WPI Drug and Alcohol Policy, the Guidelines to Gatherings at Greek Chapter Houses, the WPI Expectations for Fraternity and Sorority Chapter Functions, the Student Code of Conduct, and any other relevant documents.

Section 5. IFC Party Patrol

- A. Every chapter must allow IFC Party Patrol uninhibited entry into registered parties.

Section 6. IFC Risk Expectations

- A. Every chapter must have a responsible alcohol policy that defines a limit of alcohol, both by volume and alcohol content, that may be stored in the room of a brother of legal age at any given time during a social event.
 - a. The compliance with this policy is to be the responsibility of the chapter executives, and adherence to this policy is to be monitored by the affidavit of the chapter president.
- B. Every chapter must develop a policy that ensures compliance with WPI's Expectations for Social Gatherings, which specifies that chapter brothers and guests remain in common areas at all times until their guests have left the premises.
 - a. The compliance with this policy is to be the responsibility of the chapter executives, and adherence to this policy is to be monitored by the affidavit of the chapter president.
- C. Any accidental violation of the policy, which is reported during its occurrence by the chapter president or representative, will be taken into account by the Interfraternity Council, under the condition that the chapter president or executive have reached out to the appropriate resource in order to remediate the situation "The appropriate resource", in this circumstance, is to be considered campus police or party patrol, unless any other form of resources is required.

Section 7: Dues

- A. All Member Chapters are responsible for subsidizing the budget as approved in Article IV Section II of the IFC Constitution.
- B. If dues are not received by the due date specified by the IFC Vice President of Finance and Service, they reserve the right to sanction the chapter through formal means.

- C. The Vice President of Finance and Service must give a month's notice of the specified due date.
- D. In the event of a Chapter's suspension and/or removal, the respective chapter will forfeit their remaining portion of IFC funds.

ARTICLE III. RESPONSIBILITIES OF ASSOCIATE MEMBER CHAPTERS

Definition found in Article III Section II of the IFC Constitution

Section 1. Meeting Participation

A. Each Chapter is obligated to participate in the operations of the IFC. B. A non-voting member of each Member Chapter should be present at every IFC meeting, unless excused by the IFC Vice President of Communication.

Section 2. Activity and Community Service Participation

A. Each Chapter is encouraged to participate in the public events of the IFC. Fraternity members from each chapter should be present at every IFC public event, unless excused by the sponsoring IFC Executive.

Section 3. IFC Representation

A. No Associate Member Chapter shall be granted a vote for any and all issues as outlined in Article II, Section 4 of the Interfraternity Council Constitution. B. In addition, no Associate Member Chapter shall have any of its members participate or serve as IFC officers or Judicial Board representatives.

Section 4. IFC Policies and Procedure

- A. Every active member, new member, and contributing alumnus of each Member Chapter is obligated to be knowledgeable of the policies and procedures outlined in the document herein.
- B. In addition, these members must be educated in the provisions of the IFC Constitution, the Greek Relationship Statement, the WPI Drug and Alcohol Policy, the Guidelines to Gatherings at Greek Chapter Houses, the WPI Expectations for Fraternity and Sorority Chapter Functions and the Campus Code of Conduct.
- C. In line with the requirements herein, all Associate Member Chapters must adhere to the Recruitment Policies, Rules, and Violations and the Risk Policies and Violations as stated in the IFC Bylaws.

ARTICLE IV. RISK POLICY

Section 1: Definitions

- A. Social Event** – Any gathering which can be construed as a chapter function where alcohol is present. (This includes Formals, Parties, Socials, and Closed Brother Events, etc.)
- B. Altercation Involvement** – Any violent effort without obvious intent to resolve an already active altercation.
- C. Closed Brother Event** – An event where only brothers of the host chapter are present.
- D. Event Registration** – An automated notification of an event that relays the date, host chapter, and type of event to administrative, interfraternity, and law enforcement authorities. Social Events, excluding “Socials”, must be registered on the IFC TechSync page no later than the Tuesday prior to the event at 12:00 PM. Socials must be registered by 2:00 PM the day of the event, pending officer approval.
- E. Formal** – An event where brothers invite exclusively one date.
- F. Social** – An event where two guests per active brother or new member are admitted not to exceed the fire code.
- G. Party** – An event where three guests per active brother or new member are admitted not to exceed the fire code.
- H. Prohibited Alcohol**
- a. Social Events - Beverages of more than 6% alcohol by volume, non-single serving containers, glass containers, and/or containers exceeding 12 oz., in addition to mass storage containers such as kegs and punch bowls, are all examples of prohibited alcohol at Social Events.
 - b. All times – Kegs and beer balls, alcoholic products above 15% alcohol by volume (except when served by a licensed and insured third party vendor).
- I. Illegal Drugs** – A drug or chemical whose manufacture, possession, or use is forbidden by local and/or federal law.
- J. Controlled Substance** – A drug or chemical whose manufacture, possession, or use is regulated by the federal government, such as illicitly used drugs or prescription medications that are designated by law.
- K. Social Probation** – A duration of time in which a chapter may not host social events.

- L. Solicitation** – The publicizing of social events by using flyers, residence invasion, or any other form of active advertisement, including digital methods.
- M. Unsanctioned Event** – Any unregistered gathering in the common area of a chapter facility, where alcohol is present, and where there is a number of guests more than 50% of the number of active members of the chapter, or the number of guests exceeds 25, whichever is higher, within what is allowed by fire code.
- N. Warning Letter** – A letter reminding a chapter of the possible consequences of failing to adhere to the community expectations outlined in the IFC bylaws.
- O. Probationary Period** - A period where all social events are fully sanctioned; however, any charge during that period is liable to move directly to a Judicial Board hearing.
- P. Social Ban** – A measure to be taken by the IFC in order to better control the behavior of an individual(s) at Fraternity Social Events. Social ban will disallow individual participation in Fraternity Social Events.

Section 2. Risk Violations

All chapters are required to abide by all state and national laws at all times, and any disregard for these regulations will be adjudicated through the proper judicial bodies as well as the Interfraternity Council's Judicial System. All sanctions listed below are recommendations based on precedent and judgment, but cannot possibly cover all scenarios or all cases for a given scenario. Because of this, it is the function of the Judicial Board to impose sanctions which fit the incident(s) in question, and it is fully in the power of the Judicial Board to increase sanctions as it deems necessary, especially in the case of deliberate and conscientious or repeat violations, or lessen sanctions in the case of questionable or accidental violations. It is also recommended that Judicial Boards attempt to add additional sanctions with educational value or other positive impact befitting the offense.

- A. Solicitation** – Participating in solicitation as defined above. This violation is eligible for an Executive Hearing.
- *Recommended Sanction:* Community Service and/or social probation for 4 weeks to 1 term.
- B. Failure to Register** – Failure to perform Event Registration as defined above. This violation is eligible for an Executive Hearing.
- a. *Recommended Sanction:* 4 Weeks Social Probation for the first offense.
 - b. *Recommended Sanction:* One semester of Social Probation for repeat offenses in the same academic year.
- C. Late Registration** – Failure to perform Event Registration by 12:00 PM on the Tuesday prior to the event. In the instance that a valid social event can be held outside

of a Friday or Saturday, the event must be registered three (3) days before the event. This violation qualifies as an unsanctioned event, and is eligible for an Executive Hearing.

- a. *Recommended Sanction:* 2 weeks Social Probation.
- b. *Recommended Sanction:* 4 Weeks Social Probation if notification occurs within 8 hours of the event.

D. Registered Social producing police report without Party Patrol – House assumed risk of event and did not call for on-call party patrol. Police report was submitted. No formal documentation by IFC to protect the house.

- a. *Recommended Sanction:* 5 weeks Social Probation.
- b. *Recommended Sanction:* National notification of infraction, 1 term social probation.

E. Serving to Minors – Serving alcohol to anyone under the age of 21 at any social event organized by the chapter.

- a. *Recommended Sanction:* 1 term to 1 year of social probation and/or recommendation for suspension.

F. Providing to Minors – Failure to properly control the serving of alcohol, and creating an opportunity by which, through methods other than those used by guests of legal drinking age, guests under the age of 21 were able to acquire alcohol. a.

Recommended Sanction: 4 Weeks to 1 term of social probation.

G. Serving to overly intoxicated individuals – Serving alcohol to anyone that is heavily intoxicated.

- a. *Recommended Sanction:* 1 Term Social Probation and recommendation for suspension.

H. Providing to overly intoxicated individuals – Failure to properly control the serving of alcohol, and creating an opportunity by which guests acquired alcohol while heavily intoxicated.

- a. *Recommended Sanction:* 4 Weeks to 1 Term Social Probation.

I. Conducting a Social Event at a Chapter House on an evening immediately prior to a day in which classes are held. This violation is eligible for an Executive Hearing.

- a. *Recommended Sanction:* 2 to 4 weeks of Social Probation.

J. Selling Alcohol – The acceptance of money by the host chapter in exchange for alcohol.

- a. *Recommended Sanction:* 1 term to one year social probation and/or recommendation for suspension.

K. Physical Endangerment – Any purposeful action by a member of the host Member Chapter causing physical harm to an individual.

a. *Recommended Sanction:* 1 Term social probation or recommendation for suspension.

L. Altercations – Any act of violence by any individual at a social event. a.

Recommended Sanction: In the event that more than 5 members of the same chapter are involved in the altercation, 4 weeks to 1 semester of social probation.

M. Allowing Freshmen Females onto the chapter premises prior to the end of formal sorority recruitment.

a. *Recommended Sanction:* 4 weeks to 1 term social probation.

N. Serving Prohibited Alcohol – Serving prohibited alcohol as defined above. a.

Recommended Sanction: 4 weeks to 1 semester social probation and/or recommendation for suspension.

O. Providing Prohibited Alcohol – Providing prohibited alcohol as defined above.

a. *Recommended Sanction:* 2 weeks to 1 Term social probation and/or recommendation for suspension.

P. Competitive Drinking Games – Activities which encourage rapid, forced or excessive consumption of alcohol.

a. *Recommended Sanction:* 4 weeks to 1 term of social probation.

Q. Illegal Drugs and Controlled Substances – No person may possess, use, provide, distribute, sell, and/or manufacture illegal drugs or other controlled substances while on chapter/organizational premises or at any activity or event sponsored or endorsed by the chapter/organization.

a. *Recommended Sanction:* 4 weeks to 1 semester social probation and/or recommendation for suspension.

R. Communal and/or Bulk Alcohol – Common sources of alcohol, including bulk quantities, which are not being served by a licensed and insured third party vendor, are prohibited.

a. *Recommended Sanction:* 4 weeks to 1 semester social probation.

S. Group Purchasing of Alcohol – Alcoholic beverages must not be purchased with chapter/organizational funds or funds pooled by members or guests.

a. *Recommended Sanction:* 2 weeks to 1 Term social probation.

T. Co-Hosting or Co-Sponsoring – A chapter/organization must not co-host or co-sponsor, or in any way participate in, an activity or event with another group or entity that purchases or provides alcohol.

a. *Recommended Sanction:* 2 weeks to 1 Term social probation.

ARTICLE V. RECRUITMENT POLICY

Section 1. Definitions

- A. Active Solicitation** – Actively engaging freshmen for specific recruitment purposes prior to the formal recruitment period.
- B. Bid Quotas** – A form of punishment where IFC may enact a maximum number of bids to be signed for a particular chapter house. This includes eliminating all bids to be signed.
- C. Dirty Recruitment** – the intentional insult or degradation of any chapter(s) in the WPI Greek community to any Potential New Member.
- D. Formal Recruitment** – The beginning of house tours until bids are signed on bid night.
- E. Fraternity House** – For the subject of Recruitment, a fraternity house is defined as any occupancy where 50% or more of the residents are fraternity members.
- F. Fraternity Sponsored Recruitment Event** – An event where brothers of a particular chapter, or group of chapters, solicit participation of freshmen males during formal Recruitment. This includes offering entertainment, food, prizes, or gifts. Lunch and Dinner occurring at chapter houses shall not be considered a Recruitment event.
- G. Freshmen** – All first-year, non-transfer students.
- H. Legacy** – An active or alumni chapter member's brother or son.
- I. Wet Recruitment** – Soliciting recruitment with the use of alcohol or other illegal substances, including but not limited to actions defined in Title 3 Article V, Section 3, Parts K, L, M, and S of the IFC Bylaws.
- J. Pink Recruitment** – Soliciting recruitment with the use of affiliated or unaffiliated females.
- K. Pledging** – The act, by a new member and a fraternity, of readying a new member to join the chapter, signified either formally by signing a bid or informally by taking part in activities and events in a way normally restricted to brothers and new members.
- L. Recruitment Event** – Any event, whether during formal recruitment or not, held with the intention of recruiting potential new members, where freshmen are present prior to bid night of that academic year.

M. Recruitment Leaders – Unbiased representatives of Greek Life whose task is to inform the Freshman male class of Greek Life and field any questions they may have.

Section 2. Recruitment Materials

- A. All Recruitment materials and media (calendars, T-shirts, flyers, open social media pages etc...) are subject to the approval by the IFC Vice President of Recruitment, and may not be published, distributed, or released in the WPI community until such approval has been given.
- B. During Formal Recruitment anything produced, purchased, or distributed by a chapter may not include references to or be related to any of the following:
 - a. Degradation of women;
 - b. Degradation of any persons regarding race, creed, or sexual orientation
 - c. Degradation of any Greek chapter, chapter member, or other student organization;
 - d. Offensive language;
 - e. Sexual promiscuity or obscenity;
 - f. Use of alcohol or other drugs;
- C. Recruitment Leaders jobs are as followed:
 - a. Organizes and assists in educational material for Formal Recruitment.
 - b. Every house is guaranteed two Recruitment Leaders who will apply through an application created by the Vice President of Recruitment, if an applicant from the house is deemed unfit, the house will be notified to send another applicant.
 - c. The applications will be reviewed by the Vice President of Recruitment, President of IFC, and the Greek Advisor.
 - d. Will learn to keep an unbiased opinion through mandatory training run by the Vice President of Recruitment.
 - e. Vice President of Recruitment and the Membership Development Chair will oversee this position.
- D. The following examples are considered to be inappropriate in the efforts of Recruitment and may be adjudicated through the IFC Judicial Board:
 - a. Strippers;
 - b. Pornography;
 - c. Body parts competitions;
 - d. Mud/Jell-O wrestling;
- E. Neither WPI nor the IFC will be responsible for any money lost due to rejection of said materials.

Section 3. Recruitment Rules

- A. Infringement on any of the following rules outlined herein, and any infringement on the Greek code of conduct during formal Recruitment, will be considered a violation of Recruitment rules and may be subject to penalty. These penalties may include but are

- not limited to the forfeiture of New Member class for the entire year.
- B. A two-thirds favorable vote of the IFC may allow an additional Formal Recruitment to occur at another time of the year to be determined by the IFC at that time.
 - C. Each year's Recruitment calendar is subject to the discretion of the IFC Vice President of Recruitment.
 - D. Recruitment events may not be held on the dates between the IFC Showcase and House Tours.
 - E. Two (2) Formal Recruitment Events are allowed to occur Mid-week (Monday night through Thursday night) for each fraternity. Additionally, one event is allowed to occur per weekend (Friday through Sunday).
 - F. All Mid-week (Monday night through Thursday night) and Sunday Recruitment events must end by 10pm, and 12pm on weekend nights.
 - a. All freshman males must vacate chapter houses by 10pm on mid-week nights, and 12am on weekend nights.
 - G. All Mystery Recruitment Events must be approved by the IFC Vice President of Recruitment prior to Formal Recruitment.
 - H. Recruitment events on Friday and Saturday must end by midnight.
 - I. Any Mid-week (Monday night through Thursday night) and Sunday night Recruitment events that will end after 10pm, and Recruitment events that end after 12am on weekend nights, must first be approved by the IFC Vice President of Recruitment.
 - J. Formal Recruitment Events in which multiple fraternities are present shall not be counted as recruitment events outlined in Title 3 Article 5 Section 3 part D of the IFC Bylaws.
 - K. Wet recruitment is not allowed.
 - L. Dirty recruitment is not allowed.
 - M. Pink Recruitment is not allowed.
 - N. All participants in a Recruitment Event shall not be under the influence of alcohol or any other substance. This includes, but is not limited to, brothers, pledges, alumni, and the potential new members themselves.
 - O. A fraternity shall not provide freshmen males with access to or means to obtain alcohol or any other intoxicating substance before bid night of that academic year.
 - P. Fraternity members may not be in the presence of freshman males when alcohol is present with the intent of Recruiting before bid night of that academic year.
 - Q. Freshmen males are not allowed on the premises of a fraternity prior to the start of Formal Recruitment, unless the IFC grants specific permission through a two-thirds majority vote.
 - R. Freshmen males shall not be Actively Solicited prior to the start of Formal Recruitment. This includes the use of online and social media tools.
 - S. Prior to and during Formal Recruitment, freshmen males may not be Actively Engaged within their residences to attend Recruitment Events.
 - T. A legacy may only be allowed in the chapter house before Formal Recruitment if they are accompanied by a past or present familial chapter member.
 - U. A legacy will not be allowed in the chapter house during events where alcohol is being served.
 - V. Fraternity members are not allowed within the freshmen residences for Recruitment

purposes.

- W. No one affiliated with the WPI Male Fraternity System may invite freshmen males to events where alcohol or any other intoxicating substance is present, before bid night of that academic year.
- X. Bids may only be signed upon approval by the Greek Advisor and IFC Vice President of Recruitment on or after Bid Night.
- Y. The following academic requirements have been established to ensure that the formal recruitment period in no way interferes with a Potential New Members' academic achievement.
 - a. All Potential New Members are required to give approval for the release of their academic standing to the IFC and the Student Activities Office (SAO).
 - b. WPI males are required to pass an average of two-thirds units in A-term, four-thirds units by the end of B-term, or be in good academic standing at the end of C-term or D-term to be permitted to have their bids signed.
 - c. Transfer students must have an average of two-thirds units of credit at WPI to be eligible to have their bids signed and meet requirements in item 'b.'
- Z. Questionable circumstances are subject to the discretion of the IFC Vice President of Recruitment and the IFC Executive Board.
- AA. Greek members are not allowed to communicate with any potential new member who has received a bid during formal recruitment for a period of twenty-four hours prior to signing a bid.

Section 4. Recruitment Violations

All sanctions listed below are recommendations based on precedent and judgment, but cannot possibly cover all scenarios or all cases for a given scenario. Because of this, it is the function of the Judicial Board to impose sanctions which fit the incident(s) in question, and it is fully in the power of the Judicial Board to increase sanctions as it deems necessary, especially in the case of deliberate and conscientious or repeat violations, or lessen sanctions in the case of questionable or accidental violations. It is also recommended that Judicial Boards attempt to add additional sanctions with educational value or other positive impact befitting the offense.

A. Active Solicitation

- *Recommended Sanction on second offence:* Community service or instating
□ Bid Quotas.

B. Dirty Recruitment

- *Recommended Sanction on second offence:* Removal of Recruitment events or instating Bid Quotas.

C. Pink Recruitment

- *Recommended Sanction on second offence:* Removal of Recruitment events or instating Bid Quotas.

D. Wet Recruitment

- *Recommended Sanction on second offense:* Removal of Recruitment events and/or instating Bid Quotas.
- *Recommended Sanction:* Any freshmen males found responsible of being wet recruited will not be allowed to sign a bid with the chapter that has been found responsible of wet rush for an entire year and cannot be included in any new membership program at that chapter until after the following year's fall recruitment period.

E. Holding Illicit/Unapproved Recruitment Events

- *Recommended Sanction on second offense:* Removal of Recruitment events or instating Bid Quotas. Community service is required.

F. Illicit/Unapproved Recruitment Materials

- *Recommended Sanction on second offense:* Community Service and the destruction of all illicit/unapproved materials without reimbursement. Community recruitment

G. Pledging Academically Ineligible Men

- *Recommended Sanction on second offense:* The ineligible man shall no longer be eligible to join any house in the WPI Greek System until the next year's formal fall recruitment.
- *Recommended Sanction on second offense:* Based on severity of offense, the judicial chairman shall have the option of limiting the following year's pledge class.
- *Recommended Sanction:* The fraternity shall no longer pledge the ineligible man, even if they become eligible during the new member program.

Title 4 - Party Patrol

- A. The IFC Risk Manager shall send an IFC Officer and two chapter presidents (or their designees) to parties to ensure compliance with IFC Policies.
- B. During a Party, IFC Party Patrol will be obligated to visit that chapter twice during the event.
- C. During a Social, IFC Party Patrol will be available if the chapter wishes to utilize it. However, it is up to the IFC Risk Manager's discretion to visit the chapter house once during a social.
- D. IFC Party Patrol will be allowed uninhibited entry into registered parties.
- E. An IFC Officer will proceed through a checklist to ensure that the social event is in accordance with IFC rules and regulations. Including labeling sober brothers, where up to three (3) brothers may have a location of "roaming."
- F. Party Patrol and IFC sanction these parties from 10PM-2AM.
- G. The host chapter's president or designee shall sign the Party Patrol Checklist in

agreement of the IFC Executive's assessment.

- H. Party Patrol is limited to the designated members as assigned by the IFC Risk Manager as well as any IFC Officer who is being trained how to perform party patrol. Additional guests accompanying party patrol who are not on the host chapter's guest list will not be allowed entry into the function.
- I. The IFC Risk Manager must receive the Party Patrol Checklist on or before the next official IFC meeting.
- J. Presidents have the opportunity to switch their party patrol with another chapter president, if all parties agree, or designate another executive officer in their house to attend, but must notify the IFC Risk Manager of such change at least 4 hours before the patrol.
- K. Provided notification occurred in accordance with Title 1, Article 1, Section 6, Part H by the IFC Risk Manager or their designee, any member missing party patrol shall receive a written warning of the violation of IFC Policy.
- L. Any chapter accruing two or more written warnings in a single semester shall result in their chapter being restricted to Social Probation for a period of two weeks, starting one week from the delivery of the second or further letter. The second or further written warning should clearly state this, including dates the probation begins and ends.
 - a. If a chapter president believes that this written warning was given as a result of error or abuse, they shall have one week from notification to request a full judicial hearing, in accordance with Title II, Article IV of the IFC Constitution.
 - b. Any and all sanctions resulting from the written warning shall be suspended pending the outcome of the full judicial hearing.
 - c. Any and all sanctions resulting from the second or further written warning shall be added to existing sanctions, not served concurrently, in the event of prior sanctions that are still in effect.
- M. In the event of an IFC member missing a second or further party patrol in a single semester, notification of this infraction shall be made to all chapter presidents. It should be noted to the member in question that Presidents have the ability to remove IFC members for failure to complete duties.