

# Panhellenic Association Bylaws

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## ARTICLE I. Name

The name of this organization shall be the Washington State University Panhellenic Association.

## ARTICLE II. Mission Statement

The Panhellenic Association exists to encourage collegiate women in their pursuit of academic excellence, involvement in leadership activities, and becoming responsible citizens of our community. We further pursue the facilitation of an acceptance of human differences, and the development of noble character. We will continue without discouragement as we strive for the common goal of Panhellenic unity and everlasting sisterhood.

## ARTICLE III. Object

The object of the Panhellenic Association shall be to develop and maintain women's fraternity and women's sorority life and interfraternity relations at a high level of accomplishment, and in doing so, to:

- A. Consider the goals and ideals of member groups as continually applicable to campus and personal life.
- B. Promote superior scholarship as basic to intellectual achievement.
- C. Cooperate with member fraternities and the University administration in the maintenance of high social standards.
- D. Act in accordance with National Panhellenic Conference agreements and recommendations.
- E. Regulate other matters of interfraternity interests at Washington State University that are presented to the Association for consideration.
- F. Establish Membership Recruitment rules, Membership Recruitment dates, and Membership Recruitment procedures.

## ARTICLE IV. Membership

There shall be two classes of membership: regular and associate.

- A. The regular membership of the Washington State University Panhellenic Association shall be composed of all chapter-holding members of National Panhellenic Conference women's fraternities and women's sororities at Washington State University.
- B. The associate membership of the Washington State University Panhellenic Association shall be composed of all colonies in good standing of National Panhellenic Conference and such local and/or national women's fraternities and women's sororities (non-NPC) at Washington State University that have been granted by the Panhellenic Association.
- C. Panhellenic Association regular member chapters and associate member chapters that experience a loss of recognition from Washington State University *for up to one semester* will be considered under probationary status, which will result in a loss of voice and vote in the Panhellenic Association. Subsequent or continued violations (relevant to the probation causation) may result in a complete loss of membership in the Panhellenic Association until re-recognition is achieved with Washington State University.
- D. Panhellenic Association chapters/colonies who experience a loss of recognition by Washington State University for more than one semester will automatically lose recognition in the Panhellenic Association until re-recognition is achieved with Washington State University.

ARTICLE V. Organization

- A. The Washington State University Panhellenic Association shall be composed of one delegate from each chapter of the national women's fraternities and women's sororities represented at the institution, from such locals as they may see fit to admit, and the Panhellenic Executive Council. An alternate delegate from each chapter is recommended. It is recommended that the permanent chapter delegate be an upper-class executive officer of the chapter at the time of her election.
- B. The permanent chapter delegate shall be elected by her chapter to serve for one year, beginning the first meeting after election, and is not to be substituted for unless the delegate leaves college or fails to meet individual chapter requirements. In the event the Panhellenic delegate cannot attend the regular meeting, she should notify the Panhellenic Vice President of Finance and Administration and her alternate delegate.
- C. When a delegate vacancy occurs, it shall be the responsibility of the chapter concerned to select a replacement and to notify the Panhellenic Executive Council of her name.

ARTICLE VI. Officers

Current as of April 2022

- A. A. The officers of the Washington State University Panhellenic Executive Council shall be the Panhellenic Association President, Vice-President of Member Education, Vice President of Membership Recruitment, Vice President of Recruitment Counselors, Vice President of New Member Services, Vice President of Finance and Administration, Vice President of Philanthropy and Service, Vice President of Scholarship, Vice President of Standards and Accountability and Vice President of Public Relations, and Vice President of Equity and Inclusion.
- B. The Panhellenic Executive Council shall be composed of these eleven officers, under the advisement of the Director and Assistant Director of the Center for Fraternity and Sorority Life.
- C. The officers shall be delegates in good standing, holding regular membership in a National Panhellenic Conference affiliated chapter, while enrolled and pursuing an undergraduate degree from Washington State University. It is recommended that these officers have experience working with Panhellenic, either as a previous Executive officer, from a Panhellenic Constituent Group, as a Junior Panhellenic Delegate, Panhellenic Delegate, or a Membership Recruitment Guide (Rho Gamma).
- D. The officers shall be elected by the regular members of the Panhellenic Association.
- E. The officers shall serve for a term of one year, the term of office to begin the second semester of the school year.
- F. The officers shall not act as representatives of their chapter on the Panhellenic Executive Council, or to the Panhellenic Association. (i.e. Panhellenic Executive officers must remain neutral and cannot hold a chapter office.)
- G. The officers shall maintain a cumulative GPA of 3.0 or greater. Final grades preceding a term in office must be above a 2.8 (i.e., final grades the fall before assuming the officer position in spring term must be above a 2.8, as must the first term on Panhellenic Council)
- H. The officers shall attend one leadership conference during the summer of their term. Whichever officer(s) attend the Novak Institute for Hazing Prevention shall be responsible for the planning and hosting of all National Hazing Prevention Week events.
- I. The officers shall receive a stipend amount of \$1,000.00 per semester. The Vice President of Membership Recruitment will also receive a summer stipend of \$3000.00.
- J. Undergraduate students are eligible to participate on Panhellenic Council and may be either Alumni or Active members of their chapter.
- K. Officer Duties:  
Current as of April 2022

1. The Panhellenic Association President is the overseer of all Panhellenic operations. She is primarily responsible to the Panhellenic Executive Council to see that all duties are carried out efficiently and effectively. She calls and presides at all Panhellenic Executive Council meetings, all Panhellenic Association meetings and, in conjunction with the IFC President, all joint PHC/IFC Executive meetings. She is also in charge of Panhellenic Elections, the Panhellenic Constitution, and any special committees or task forces that may arise. She will plan at least one chapter presidents' workshop per semester as well as one mid-semester retreat for the Panhellenic Executive Council per semester. She is responsible for communication with the University Administration, the National Panhellenic Conference and regional Panhellenic. She meets regularly with chapter presidents and works closely with the Interfraternity Council President in regards to sorority/fraternity presidential issues. She is the official spokesperson for Panhellenic in all matters.
2. The Vice President of Member Education shall be responsible for all aspects of women's fraternity and women's sorority programming. She is responsible for keeping an open line of communication with programming chairs from each chapter, as well as campus organizations, to help provide the Greek Community with fun, professional, and educational programs, that help meet the programming requirements. The Vice President of Member Education will work in conjunction with the Panhellenic Vice President of Administration and their respective IFC counterparts to host the Arete Awards that recognizes chapter and individual leadership achievements.
3. The Vice President of Membership Recruitment is responsible for coordinating all aspects of women's fraternity and women's sorority recruitment (Formal Membership Recruitment, Informal Membership Recruitment and maintaining accurate chapter membership rosters). The position of Vice President of Membership Recruitment-External entails working various administrative departments, including Academic Media Services, Compton Union Building Scheduling & Catering, the CougarCard Center, Dining Services & Resident Dining Accounts and Residence Life. She must also work closely with the administration to schedule recruitment events around administrative activities, such as freshman testing and Fall Alive! Orientation. The Vice President of Membership Recruitment must set up membership recruitment registration, write all recruitment schedules, skillfully delegate recruitment-related tasks and oversee all recruitment operations.. She will preside at all Recruitment Chair meetings and will update the Membership Recruitment Rules and procedures when needed. It is also important for her to coordinate all National Panhellenic Unanimous Agreements regarding Membership Recruitment Rules. The Vice President of Membership Recruitment will work closely with the Vice President of Membership Internal to successfully coordinate all Membership Recruitment activities concerning Rho Gammas. She will also serve as Panhellenic Representative in many of the WSU Recruitment activities. The Vice President of Membership Recruitment in conjunction with the Interfraternity Council Director of Recruitment, is in charge of marketing the Fraternity and Sorority community throughout the year. She, the Interfraternity Council Director of

- Recruitment and their Center for Fraternity and Sorority Life advisor will design and distribute promotional items for incoming students, such as brochures, postcards and electronic booklets. She will also work with her counterpart to participate in recruitment fairs for prospective members during the summer. In order for her to complete all of the membership recruitment responsibilities prior to fall Formal Membership Recruitment and work closely with the Alive! Orientation Program, the Vice President of Membership Recruitment must remain in Pullman during the summer. Her summer responsibilities begin on the first day of the second session of summer school. She will receive a stipend from Panhellenic for her work.
4. The Vice President of Recruitment Counselors serves primarily as a facilitator and coordinator of the Recruitment Guides (Rho Gammas). She is responsible for organizing an application and interview process in which the Recruitment Guides are selected by the Panhellenic Executive Council. She plans and leads weekly training workshops for the Recruitment Guides throughout the spring semester, and daily trainings in the week prior to Formal Membership Recruitment. These workshops provide the Recruitment Guides with the information and skills to answer questions about campus life and the Greek Community as a whole. In addition, they are to be given training to help them deal with the many physical and emotional problems during the stressful period of Membership Recruitment. To provide adequate training, the Vice President of Recruitment Counselors must have a thorough understanding of the role and duties of a Recruitment Guide, it is therefore a prerequisite for the position that she have previously served as a Recruitment Guide herself. She should remain in contact with the Recruitment Guides throughout the summer and ensure that they receive all necessary information. She coordinates the Recruitment Guide initiation, which takes place after the completion of their training. She will work closely with the Vice President of Membership Recruitment to successfully coordinate all Membership Recruitment activities. As a minimum the Vice President of Recruitment Counselors will be asked to return two weeks prior the start of work week. She will be asked to return to begin working on responsibilities pertaining to work week and recruitment week. This time shall be dedicated to working with the Vice President of Membership Recruitment to plan the Rho Gamma training sessions that occur during work week. The Vice President of Recruitment Counselors will also be responsible for planning sorority unity day activities.
  5. The Vice President of New Member Services serves the women's fraternity and women's sorority New Member Educators. She serves as a resource to them and should meet with them regularly. She plans the retreat and meetings for the New Member Educators, in conjunction with the Executive Vice President of the Interfraternity Council. She provides them with information about New Member programs and requirements and should be aware of the timeline of each chapter's new member program and events. She should also remain in contact with the New Member Educators over the summer, so as to keep them updated with recruitment and Bid day information.

6. The Vice President of Finance and Administration works in conjunction with the Interfraternity Council Director of Finance and Administration to recognize outstanding individuals and chapters at the Arete Awards banquet at the end of fall semester which she will co-host with her IFC counterpart and the Panhellenic Vice President of Member Education and her respective IFC counterpart. She is also responsible for communication between Panhellenic Delegates and the Panhellenic Executive Council and will recognize the Panhellenic Delegates and Finance Chairs of each chapter as her constituent group. The Vice President of Administration has the following duties on a continuous basis: keep a record of Panhellenic Association voting, answer all correspondence that is directly related to Panhellenic, keep a current record of Panhellenic Executive officers and chapter officers, and take and keep a record of the minutes and agendas for all Panhellenic Executive Council meetings and Panhellenic Association meetings. The Vice President of Administration is responsible for all Panhellenic expenditures and budgeting. She shall collect Membership Recruitment fees and other moneys owed to Panhellenic. She shall deposit all moneys into the appropriate FSA accounts and abide by the rules and regulations governing these accounts. The Vice President of Administration will also keep the Panhellenic Executive officers updated on their own individual officer accounts and will advise Panhellenic Executive officers on all expenses and money matters. The Vice President of Administration is responsible for reviewing of applications for the donation of money and shall make recommendations on such applications. She will also hold at least 1 joint fraternity/sorority finance chair meetings with her IFC counterpart.
7. The Vice President of Philanthropy and Service shall also collect all community service hours each semester and monitor chapter completion of community service hour requirements. The Vice President of Philanthropy and Service will collaborate and work with the Center for Civic Engagement on community service opportunities. The Vice President of Philanthropy and Service, with her IFC counterpart, will coordinate a Day of Service during the fall semester. She will also be responsible for overseeing council sponsored service projects. She will also do her best to attend or find other Panhellenic Executive officers to attend all chapter philanthropy events. It is her responsibility to create philanthropy opportunities for her constituents, as well as for the entire Greek community. The Vice President of Philanthropy and Service must work with her IFC counterpart to collect philanthropy registration and release forms and create a community calendar for philanthropy events. She will be responsible for holding two constituent meeting per semester with sorority philanthropy chairs and/or community service chairs
8. The Vice President of Scholarship is also the coordinator of women's fraternity and women's sorority scholarship. In conjunction with her IFC counterpart the Vice President of Scholarship may organize scholarship programs, workshops, etc., for the chapters, members, and/or New Members who request academic assistance and is responsible for planning one scholarship workshop per semester. She is also responsible for communicating with the Center for Fraternity and Sorority life on semester and yearly grade reports. She will be responsible for hosting both a mid-

- term and dead week community study slam opportunity. Each semester, the Vice President of Scholarship will work with the Vice President of Equity and Inclusion to provide mental health awareness and resources for the Panhellenic community. She will be responsible for holding two constituent meeting per semester with sorority scholarship chairs and at least one joint fraternity/sorority scholarship chair meeting.
9. The Vice President of Public Relations is responsible for meeting with and advising the public relations and alumnae chairs from each chapter. She works with all Panhellenic Executive officers to keep the WSU Sororities website, Facebook, Twitter and Snapchat updated. The Vice President of Public Relations coordinates all activities that promote positive aspects of Greek life and sorority life such as community unifying events, philanthropic events, events during recruitment and greater Pullman community involvement. Along with the President, she is a representative of the Panhellenic Council to the community, especially to the local newspapers and the Greek Alumni Organization. It is her responsibility to create public relations and alumnae opportunities for her constituents, as well as for the entire Greek Community. The Vice President of Public Relations is also responsible for the planning and executing of the Greek Alumni Tailgate and the Senior Send-Off Brunch. These events may be coordinated with the respective IFC counterparts(s).
  10. The Vice President of Standards and Accountability is the Co-Chair of the Greek Standards Board, and shall keep other members of the Executive Board and individual sororities abreast of relevant conduct issues within the Greek Community. She advises chapter social and risk management chairs, as well as chapter standards, judicial or development chairs, coordinating educational efforts concerning risk management as well as effective preventative methods. She will be responsible for planning and executing a Panhellenic wide Safety Week to be held during Fall semester. She will work closely with the Interfraternity Director of Policy and Procedure on issues facing both men's and women's fraternities and women's sororities.
  11. The Vice President of Equity and Inclusion shall be responsible for the diversity, inclusion and support of marginalized groups on campus. She will also be responsible for member education relating to: sexual violence prevention, hazing prevention, mental health awareness, suicide prevention and substance abuse within our community. She will keep an open line of communication with the Multicultural Greek Council and will attend at least one Multicultural Greek Council meeting and two Multicultural Greek events each semester. She will be responsible for the duties relating to depreciating sexual assault. The Vice President of Equity and Inclusion will be required to do the "Fraternity and Sorority Engagement Survey" and perform the tasks relating to the "Fraternity and Sorority Engagement Survey" each year. She will work with the IFC Executive Vice President to complete the tasks relating to sexual assault and the survey. Partial funding for the survey will come

from the Panhellenic Council Budget. She will be responsible for the awareness of mental health through the facilitation of Mental Health Awareness week and further events she sees fit. Vice President of Equity and Inclusion will schedule one event per semester for the Panhellenic community. This event aims to educate members of Panhellenic on issues surrounding diversity, equity, and inclusion. This event will fulfill/count towards Programming requirements for that semester. This diversity, equity, and inclusion event will be given as an opportunity for members of the Panhellenic community to complete programming credit while educating themselves on equity and inclusion issues. The Panhellenic Vice President of Equity and Inclusion will work with the Panhellenic Vice President of Member Education to make sure that the diversity, equity, and inclusion events planned will be able to count towards programming credit.

#### ARTICLE VII. Elections

Undergraduate students are eligible to participate on Panhellenic Council and must be active members of their chapter.

- A. The Panhellenic Association President is the presiding officer of Panhellenic elections, and the fraternity/sorority advisors will be present to monitor the elections process.
- B. The election of the incoming Panhellenic Executive Council will take place prior to chapter elections.
- C. Applications are made available online by the Panhellenic Association President. An application shall be completed by the applicant/candidate and submitted online. Fourteen (14) hard copies need to be submitted to the Center for Fraternity & Sorority Life.
- D. All chapters are encouraged to nominate at least one member from their chapter to the Panhellenic Council one week prior to the opening date of applications.
  - i. Panhellenic President will deliver a congratulations and attached application to every nominee.
- E. In all cases of a tie, the Panhellenic Executive Council will be the tiebreaker. To conduct their vote, the Panhellenic Executive Council will do so prior to chapters submitting their slates. The Panhellenic Executive Council counts as one vote.
- F. Candidate Eligibility
  - a. A candidate must be a member of a regular Panhellenic Association chapter.
  - b. A candidate must be an active member in good standing with her organization. This will be verified through the application process and affirmed by the chapter president.

Current as of April 2022



### G. Slating Committee

- a. A current Panhellenic Delegate and Chapter President will make up the slating committee consisting of equal representation from all chapters as well as a Panhellenic Officer.
- b. In the situation where the Chapter President or the Panhellenic Delegate cannot partake in the slating committee the Chapter will select a Junior or Senior Executive Council member (preferably a constituent of one of the council officers).
- c. The slating committee is now forth defined as the liaisons between Panhellenic and the Chapters during the election process.
- d. Slating Committee Interviews. The interviews will consist of four to five chapter presidents of the slating committee. A candidate will not be eligible to interview with a member from her own chapter. The slating committee will then submit their recommendations for the first slate.
  - i. A copy of the initial slate, as well as a list of all available candidates, will be made available before speeches.
- e. Candidates will be slated for a maximum of three positions.

### H. Candidate Speeches

- a. Only the candidates included on the first slate shall present speeches at Speech Night to the slating committee, and a maximum of four additional members of each chapter.
  - i. Candidates can be slated for any position that the Chapter sees fit.
    - b. Before Speech night begins, each candidates application will be handed out to the slating committee.
- b. Each candidate is allowed 3-5 minutes for her speech.
- c. Only the remaining slated candidates shall participate in a Q&A with the slating committee and a maximum of four additional members of each chapter.
  - i. Each candidate will receive a total of five questions. The questions will be prompted from the Panhellenic Council and Panhellenic Community aligned with the position(s) the candidate is slated for.
  - ii. If the Panhellenic Community does not have three questions, the remaining questions will be prompted from the Panhellenic council, assuring that all candidates are prompted with an equal number of

questions.

- d. Following Q&A, the Slating Committee will submit a slate on behalf of their chapter. office There may only be one candidate slated per position. The candidates can be slated for any position the Chapter sees fit. The candidate can be slated for a maximum of three positions. The Panhellenic President will be responsible for compiling the slates while the slating committee stay in the room. The slating committee will then form the final slate. A candidate can only be slated for one position on the final slate.
- e. The final slate shall be presented to the slating committee immediately after the final slate is compiled. If no candidate for a position receives the majority, the candidate with the lowest amount of votes will be removed from consideration. The vote will then be redone in this fashion until a majority is reached. The voting process shall be conducted using written ballots. Each chapter shall have one vote. The majority vote by the chapters is required to elect an officer.
- f. After Q&A slating, the current Panhellenic council officer will call the candidate slated for their position where they will accept or decline. After all candidates on the final slate have been called, the Panhellenic President will call any candidates that attended Q&A night that were not placed on the final slate. Once a position has been accepted, that member may not be eligible to apply for any other Panhellenic Council position(s).

g. Vacancies

- a. Regularly Scheduled Elections. In the event that the Association needs to fill a vacancy candidates can reenter under the condition that they participated in Speech Night.
- b. All chapters may nominate a member(s) from their chapter for a vacant position(s).
- c. Mid-Year Vacancy. In the event of a mid-term vacancy, the Panhellenic Executive Council will be responsible for distributing applications to the community and administering an interview process with all current Panhellenic Executive Officers and applicants. The Panhellenic Executive Officers will then be in charge of deciding who is the most appropriate person to fill the vacant position. The Panhellenic Delegates will then approve the candidate as they would in a regular Panhellenic Election.

ARTICLE VIII. Meetings

Current as of April 2022

- A. Regular meetings of Washington State University Panhellenic Association shall be held bi-monthly. The meeting time and day is to be determined by the Panhellenic Executive Council.
- B. Special meetings may be called by the Panhellenic Association President at the request of any chapter representative in the Panhellenic Association.
- C. A fine of \$10 will be assigned for every constituent meeting missed per chapter. This fine will be distributed in the form of a restitution notice during Fall semester.

ARTICLE IX.           Voting

- A. Voting members of the Panhellenic Association shall be the delegates or the alternate delegate of each sorority holding regular or associate membership.
- B. A two-thirds majority of the voting members of the Panhellenic Association shall be required (except associate members to the Washington State University Panhellenic Association) to establish Membership Recruitment rules, to determine chapter total, elect Panhellenic Executive officers, amend the Constitution, and all other voting matters.
- C. The Panhellenic Executive Council has no voting power. In the case of a tie, the presiding officer shall vote.
- D. In all matters, each chapter shall have one vote. Alumnae advisers to the Panhellenic Association shall have voice, but no vote.
- E. In voting matters exclusive to the regular members of the Panhellenic Association, the delegate or the alternate delegate of each women's fraternity and women's sorority shall be allowed to vote. Associate members are not eligible to vote on such matters that do not pertain to them (formal and informal recruitment rules, salaries of Panhellenic Executive officers, chapter total, and other matters as determined by the regular members of the Panhellenic Association or the Manual of Information).

ARTICLE X.           Greek Standards Board

- A. The Greek Standards Board shall be responsible for supporting Panhellenic regulations of fair conduct. It shall be the purpose of the Board to promote an attitude conducive to responsible community living through appropriate disciplinary action.
- B. The Greek Standards Board will consist of initiated members who are the elected standards or judicial chair of each chapter.

- D. Greek Standards Board may hear cases that involve chapter or individual violations of Panhellenic regulations, violations of the WSU Standards of Conduct, or Federal, State, or local law.
- F. An advisor from the Center for Fraternity and Sorority Life is responsible for advising the Greek Standards Board and shall conduct training when necessary.
- G. The Vice President of Standards and Accountability serves as a member of the Panhellenic Executive Council. The process through which the Vice President of Standards and Accountability is elected and serves her term is outlined in Article VII.

ARTICLE XI. Violations

- A. Violations of any regulations of this Constitution or its related bylaws of Membership Recruitment rules, or rules concerning matters other than Membership Recruitment or of the NPC Unanimous Agreements shall be occasion for penalties established by the Washington State University Panhellenic Executive Council in conformity with those recommended by the National Panhellenic Conference and administered by the Greek Standards Board.
- B. Violations are to be reported in writing to the Panhellenic Vice President of Standards and Accountability or the Interfraternity Council Director of Policy and Procedure, both of whom serve as the Co-chairs of the Greek Standards Board, in a timely manner.
- C. Any dispute growing out of the violation of Panhellenic rules and regulations shall be adjudicated through arbitration or formal hearing.

**WASHINGTON STATE UNIVERSITY PANHELLENIC ASSOCIATION  
BYLAWS**

**ARTICLE I.           Constituent Groups**

A.     The Constituent Groups of Washington State University’s Panhellenic Association shall function under the leadership of the Panhellenic Executive officers. Each member and associate member of the Panhellenic Association is expected to maintain a delegate to each of the following constituent groups as relevant. These committees and officers shall be the following:

1.   Public Relation Chairs: Vice President of Public Relations
2.   Philanthropy Chairs: Vice President of Philanthropy and Service
3.   Scholarship Chairs: Vice President of Scholarship
4.   Sorority Presidents: Panhellenic Association President
5.   Alumni Relation Chairs: Vice President of Public Relations
6.   Peer Review Board (Greek Standards Board): Vice President of Standards and Accountability
7.   Standards Chairs: Vice President of Standards and Accountability
8.   Social/Risk Management Chairs: Vice President of Standards and Accountability
9.   Recruitment Chairs: Vice President of Membership Recruitment-External
10.  Programming Chairs: Vice President of Member Education
11.  New Member Educators: Vice President of New Member Services
12.  Junior Panhellenic: Vice President of New Member Services
13.  Recruitment Guides (Rho Gammas): Vice President of Membership Recruitment-Internal
14.  Panhellenic Delegates: Vice President of Administration
15.  Financial Chairs: Vice President of Administration

B.     Duties

The duties of these committees shall be determined by the chairs of the committee, always encouraging and supporting that which is in the best interest of the Greek Community as a whole and acting in accordance with this Constitution.

**ARTICLE II.   Membership Recruitment**

In addition to these rules and procedures, the Code of Ethics for Membership Recruitment Activities and the NPC Unanimous Agreements shall be upheld.

A.     Rules and Procedures for Membership Recruitment

1.     Academic Requirements

- a.    There shall be no Panhellenic grade requirement to be eligible for participation in Membership Recruitment.

- b. Specific grade requirements shall be determined by each individual chapter prior to Membership Recruitment. Chapters must comply with their inter/national policies and/or guidelines for inviting or releasing women below their voted-upon chapter grade requirement.

## 2. Registration Fees

- a. All women wishing to participate in Membership Recruitment shall register with the Panhellenic Association and pay the stipulated that covers the expenses for recruitment, including but not limited to: recruitment counselor housing and dining, paper materials, campus rental space, and Bid Day breakfast.
- b. This fee is good for one calendar year.
- c. This fee will not be reimbursed, unless a woman withdraws from the recruitment process by the time stated in the recruitment registration.

## 3. Participation

- a. Only active women's fraternity and sorority members, new members and enrolled undergraduate alumnae may participate in Membership Recruitment activities. All visiting alumnae must be distinguished by introductions and nametags to let the Potential New Members know they are alumnae. Visiting alumnae may only participate in the serving of food and beverages; otherwise, alumnae shall not be visible during or in between recruitment parties.
  - i. Advisors.
    - 1. All chapter advisors must follow the policies determined by their inter/national organization as it pertains to involvement in membership selection and preparation. The activity of recruiting new members into the organization is only that of the undergraduate members, and advisors must collaborate with the chapter recruitment chair.
    - 2. Advisors must be aware of, and understand, the Panhellenic Association Bylaws for Recruitment and the National Panhellenic Conference Code of Ethics. This is to ensure she is up to date and knowledgeable of processes.
- b. All NPC women's fraternities and sororities shall participate in all scheduled Membership Recruitment activities.
- c. A women's fraternity or sorority desiring the participation of active members of another chapter or sorority during the Membership Recruitment process must have the permission of the Panhellenic Executive Council.

- i. Should permission be granted, the university name or chapter designation must be included on the woman's nametag, to make it clear to the Potential New Members she is not a student at WSU.
    - d. Eligible Potential New Members have been accepted to Washington State University as an incoming or returning student no later than the final date of registration prior to Membership Recruitment.
- 4. Potential New Member Information
  - a. A list of registered Potential New Members will be provided via the online recruitment registration system (Campus Director) during the summer, and is accessible to chapter Recruitment Chairs, alumnae Membership Recruitment advisers and/or others designated by the chapter.
  - b. The final list of Potential New Members attending recruitment events and their verified information will be available no later than 24 hours prior to the start of recruitment parties.
    - i. Panhellenic cannot guarantee the academic verification of all Potential New Members by this timeline, as the cooperation of the Potential New Member is critical for that to happen. The names of any unverified PNMs will be provided to chapter recruitment chairs in a timely fashion.
- 5. Summer and Pre-Recruitment Contact
  - a. Women's fraternities and sororities may not send or give flowers, gifts or favors to any high school women or non-affiliated women students.
  - b. Potential New Members should not be contacted by means of phone, text messaging, online messaging, email, or any other social networking site in regards to her registration or interest in sorority recruitment.
  - c. Chapters will not contact Potential New Members for personal or specific information if it is not included on the Membership Recruitment registration form. Requests for additional information can be made to the Panhellenic Vice President for Membership Recruitment.
- 6. Membership Recruitment Schedule
  - a. The Membership Recruitment schedule will be drafted during spring semester, with minor variations permissible during the summer planning period by the Vice President of Membership Recruitment and the Director and/or Assistant Director of Center for Fraternity and Sorority Life.
- 7. Quota

- a. Quota shall be determined following all established NPC guidelines, and is not determined until all Potential New Members have submitted their priorities in the final round.
- b. Bids will be matched to fill New Member class quotas. All unmatched Potential New Members will be eligible for quota matching unless they expressed an intentional single preference, per the conditions of the Membership Recruitment Acceptance Binding Agreement (MRABA).

#### 8. Budget Cap

- a. Chapters will utilize a budget of \$2,500 applying to items specifically purchased and used for Membership Recruitment. This includes the value of donated items (of which must be documented in the Recruitment Chair's final report). Recruitment Chairs will create an itemized list of items bought and cost of each item, which will be turned into the Vice President of Membership Recruitment within one month of the close of Fall Membership Recruitment. Failure to turn in an itemized list will result in a \$10 fine each day it is late.

#### 9. Membership Recruitment Events

##### a. General Provisions

- i. Membership Recruitment functions must be held on chapter property and must not be visible or audible from the street outside of allotted party times.
- ii. Chapters must have windows, doors, etc. that face Potential New Members closed between events.
- iii. Chapters will start and end their parties at the times listed in the Panhellenic recruitment schedule.
- iv. Parties are considered to have officially started when the entrance door for Potential New Members opens. Likewise, parties are considered over when the door Potential New Members closes.
  1. Chants or music should not be audible from the chapter facility outside of scheduled party times.
  2. There should be no dancing, skits or pre-recorded music used inside the chapter facility during Open House round.
  3. There should be no dancing or skits used inside the chapter facility during Preference round.

##### b. Entertainment and Activities

- i. For all rounds of recruitment, there will be no events or themes taking place in or outside the chapter facility, with the exception of



Philanthropy Day. Any events / themes taking place on Philanthropy Day must be related to the organization's philanthropic cause.

1. A "theme" is defined as decorations, accessories, or attire that has common elements that would make a passerby believe there is a motif.
  2. An "event" is defined as a coordinated effort to engage the Potential New Members in something entertaining, other than conversation and dialogue. This does not include the Preference Day ceremonies and/or videos.
- ii. Philanthropy Day event plans and themes must be submitted to the Vice President of Membership Recruitment during the spring semester. Any conflicts in event plans or themes between chapters will be discussed and resolved by the Recruitment Chairs involved, with the Vice President of Membership Recruitment acting as a facilitator if necessary.
1. A Philanthropy-focused project can be completed during the second round of Membership Recruitment. Chapters choosing to do so are required to provide the Vice President of Membership Recruitment with the beneficiary of their philanthropy to ensure the donation of the product being assembled on Philanthropy Round.
- iii. Any changes in event plans, menus, decorations or philanthropy projects and/or activities made during the spring or summer must be submitted and approved by the Vice President of Membership Recruitment prior to first round of Membership Recruitment.
- iv. There will be no skits during Membership Recruitment.
- v. There will be no dancing, singing, or performing outside the chapter house during Membership Recruitment. The following will be allowed:
1. Members may walk Potential New Members into and out of the house.
  2. There will be no dancing during any round. Chapters may not sing, chant or door stack as new members enter and depart the chapter facility during all rounds. Only the following will be allowed:
    - a. Members are allowed to sing on preference day in accordance with their preference day ritual.
    - b. Members may walk Potential New Members into and out of the house.

- vi. Potential new members shall not write down (or be asked to state) her chapter of preference during parties.

c. Decorations/Favors/Themes

*The purpose of the following bylaws are to ensure Potential New Members see the chapter facilities as they are throughout the entire academic year.*

- i. The Vice President of Membership Recruitment must approve decorations. This request must be submitted and approved before fall Membership Recruitment begins.
  - ii. Potential New Members must leave decorations and favors of all kinds at the chapter house.
  - iii. No decorations may be placed outside the chapter house.
    - 1. This includes balloons, glitter, lawn ornaments, or any decorative pieces set up by members of the chapter.
  - iv. Chapters will not utilize decorations during the first round of events (Open House Round).
    - 1. This includes place settings, centerpieces, balloons and flowers.
  - v. Chapters may utilize limited decorations during the second, third and fourth rounds of Membership Recruitment. Limited decorations are a banner, balloons, or flowers on the main recruiting floor only. Bulletin boards and pictures throughout the chapter house are acceptable as long as they are permanent fixtures/decorations in the chapter house throughout the year.
  - vi. Each Potential New Member may hold only one flower, candle, or other approved item during recruitment events. She is unable to take the item with her out of the chapter facility.
  - vii. Pins/lavalieres, etc. may not be given to Potential New Members during events or placed on place cards.
- d. No personal written poems, cards, or letters can be given to Potential New Members. The same poem may be used for every Potential New Member, whether it is written or spoken.
- e. Attire
- i. During the Open House Round, all sororities will purchase and wear the Panhellenic community shirts. Colors are selected during the spring semester.
  - ii. During all other rounds of Membership Recruitment, chapter members will not wear matching apparel. Only Recruitment Teams are allowed

to wear matching apparel. No bulk apparel orders shall be made. Apparel includes, but is not limited to: clothing, accessories, shoes, and headpieces. Additionally, members will not be required to purchase specific brand name clothing; rather, individuals should be able to select clothing that fits their budget, personal style, physique, and the chapter's general clothing guidelines.

iii. Chapter members may not wear distinctive recruitment attire outside of their chapter facility during recruitment.

1. This includes chapter apparel or anything with the organization's name or brand visible.

f. Food and Beverages

i. The type of food served at Membership Recruitment events will be decided upon by the chapter Recruitment Chairs.

ii. All menus must be approved by the Vice President of Membership Recruitment prior to Membership Recruitment.

iii. Food may not be served at Membership Recruitment events until Preference Day.

iv. Water should be served every day during Membership Recruitment, and is the only beverage allowed on the first round of Membership Recruitment. Chapters may serve "powdered" drinks (kool-aid, lemonade, etc.) during the second round of Membership Recruitment. Chapters may serve any drink they choose on the third and fourth round of Membership Recruitment.

1. During Round One, there may be no decorations or additives to water other than plain ice (e.g. umbrellas, sugar-lined rims, fruit, straws, etc.).

g. Conversation

i. Any verbal or written promise or guarantee of membership given to a Potential New Member before, during, or after Membership Recruitment is prohibited, which includes summer vacation.

1. The definition of Bid Promising is when a chapter member tells a Potential New Member something that indicates she is being invited back to the chapter for the next round, or will eventually receive an invitation to join. This includes "we" statements whereas the member is stating the chapter likes or is interested in the woman (i.e. "we can really see you here" or "we cannot wait to see you tomorrow").

- ii. Any persuasive statements made to Potential New Members to influence her opinions against other chapters are prohibited.

10. Membership Invitation/Acceptance Procedures and Bid Lists

a. Invitations/Bids

- i. Invitations for all functions are issued through the online recruitment service (Campus Director) utilized by chapters and the Panhellenic Council.
- ii. Chapters must submit their invitation lists no later than the time listed in the Fall Recruitment schedule. The chapter's membership selection team is responsible for updating scores throughout the rounds so that when the chapter's specific invitation number is provided at the end of each round, lists can be submitted quickly.
- iii. The deadline for when lists are submitted will not change, unless determined by the Director and/or Assistant Director of Center for Fraternity and Sorority Life.
- iv. Chapters are solely responsible for submitting the proper lists in the correct format and order.
  - 1. Invitation lists for Rounds 1 through 3 (Open House Round through House Tour Round) are in alphabetical order whereas the flex minus and plus lists are in priority / rank order. On Round 4 (Preference Day), prior to Bid Day, all women attending a chapter's parties must be invited in priority order with consideration of the inter/national policy on all legacies.
- v. The Panhellenic Council and staff in the Center for Fraternity & Sorority Life are not responsible for checking any invitation or bid lists, and will not change invitations following the deadline for submission unless approved by the Vice President of Membership Recruitment.
  - 1. The Vice President of Membership Recruitment is not required to approve any list changes unless she sees fit and these changes do not disrupt the Potential New Member's recruitment process.
- vi. Any technical issues with Campus Director that may deter a chapter from turning their lists in on-time will be considered upon fining, outside of the primary recruitment week.
  - 1. All issues regarding fines must be argued after the administration of said fines. Concerns regarding fines will be discussed with the Vice President of Finance & Administration, who will consult the Vice President of Membership Recruitment and a Director or Assistant

Director of the Center for Fraternity and Sorority Life with any unresolved issues.

- b. A woman is bound by signing the Membership Recruitment Acceptance Binding Agreement (MRABA). A broken pledge exists when either the chapter or the New Member decides to terminate her New Membership. The woman is no longer eligible to pledge any other chapter on this campus for one year, and must notify the Panhellenic Executive Council immediately. However, she may re-pledge that chapter at any time during that year.
- c. Verification of the acceptance or non-acceptance of bids offered to Potential New Members by a chapter must be provided by the chapter Recruitment Chair within 24 hours to the Panhellenic Vice President of Membership Recruitment.
- d. Every Potential New Member must accept all invitations to visit chapters (attend the maximum number of events offered) during each round. If a Potential New Member intentionally skips an event, she will not be allowed to continue the Membership Recruitment process. Special exceptions are up to the discretion of the Vice President of Membership Recruitment and/or the Director/ Assistant Director of the Center for Fraternity & Sorority Life.

#### 11. Alumnae Recommendations

- a. Chapter members and alumnae should not contact high schools or parents for Potential New Member recommendations.
- b. Alumnae members interested in providing a letter of recommendation or referral must do so through her inter/national organization's process. If there is not one available, she can contact the chapter's recruitment or reference chair directly.
- c. The Panhellenic Council will not accept, nor will they distribute, general letters of recommendation on behalf of Potential New Members.

#### 12. General Conduct for Recruitment Events/Recruitment Period

- a. Contact with Potential New Members shall be during Membership Recruitment events only. Examples of "normal friendly contact" include offering a brief greeting to a Potential New Member, such as saying hi in the hallway.
  - i. Additional violations of this contact policy include, but is not limited to: Phone calls to any Potential New Member, phone inquisitions concerning GPA discrepancies, visits to a Potential New Member (in her residence hall or anywhere else), engaging in extended conversations or meetings with Potential New Members and discussing Membership Recruitment, loitering or "stationing"

members in public areas, or wearing chapter-identifying apparel in public areas or costumes outside of the chapter facility.

- b. There shall be no persuasions against a Potential New Member's final pledging choice after Bid Day or during Membership Recruitment.
- c. "Hot Boxing", or any other conduct harmful to a Potential New Member is not allowed (i.e. hazing, mental or physical harm). Hot Boxing is defined as when a Potential New Member becomes segregated or separated away from the main event by one or more chapter members, or when three or more chapter members are talking to a Potential New Member at one time.
- d. Men's Fraternities and persons outside the chapter memberships cannot assist in Membership Recruitment before, during, or after Membership Recruitment. Therefore, chapter women are not allowed on men's fraternity property and contact of ANY kind with men during Membership Recruitment is strongly discouraged. This includes bid day.
- e. Members' looking through Potential New Member handbooks and personal belongings is not permitted.
- f. All deliverers, workmen, or kitchen staff that works at chapter facilities during Membership Recruitment week must enter and exit through the back door and should not be seen by Potential New Members.
- g. In accordance with the National Panhellenic Conference, Bid Day is an official round of Membership Recruitment and all Membership Recruitment rules are still in effect.
- h. In accordance with National Panhellenic Conference, there is no alcohol allowed until Membership Recruitment is over (24 hours after Bid Day festivities begin).
  - i. Dry rules will officially end at 8:00AM, following Bid Day

### 13. Recruitment Guides (Rho Gammas)

- a. The Recruitment Guides are selected during the fall semester, in conjunction with the Panhellenic elections, according to the criteria set up by the Vice President of Recruitment Counselors and her committee, consisting of the Panhellenic Executive Council and past Rho Gammas. Qualifications will be sent to chapters.
- b. Each Panhellenic chapter is expected to have a minimum of 3 members serve as Recruitment Guides during Fall Primary Recruitment. To be chosen by the current and incoming VP of Recruitment Counselors. To ensure that this quota is met, every chapter is encouraged to have at least 8 women that meet the requirements apply to become a Recruitment Guide. If chapters have less than

3 women apply they will be notified by the VP of Recruitment Counselors and encouraged to submit more. The Recruitment Guides must be an active member and remain in good standing with their chapter.

- c. Recommendations are included in the application process, and one recommendation each from the chapter president or standards chair, former/current employer or volunteer supervisor, and a peer sorority community member (of different affiliation) is requested.
- d. Recruitment Guides are expected to attend all of the Work Week training events, and any training that occurs in the spring prior to Membership Recruitment. If a Recruitment Guide misses more than two training meetings, the Vice President of Recruitment Counselors has the right to release her from her duties.
- e. Recruitment Guides will not publicly affiliate with their chapter at the time decided by the Panhellenic Vice President for Recruitment Counselors. Failure to be anonymous about her affiliation could result in the revocation of her position as a Recruitment Guide.
- f. Recruitment Guides and chapter members serving as Resident Advisers in the residence halls shall have no contact with their chapter during Membership Recruitment. They shall remain anonymous and not reveal their chapter affiliation until after Membership Recruitment is completed.
- g. If a Recruitment Guide commits a violation, she will be removed from Membership Recruitment at her own expense, and her chapter may have a mediation hearing on the matter. She will not be permitted to participate in Membership Recruitment events as a part of her chapter.
- h. Chapters will not communicate with Recruitment Guides about any Potential New Member, or pass along information about a PNM as it pertains to registration form or attendance at a recruitment event (party).
- i. A member may not apply to be a Recruitment guide if she is a Chapter President, Recruitment Chair, or New Member Educator.
- j. Recruitment Guides will live in the Residence Halls beginning the evening before Potential New Members arrive on campus, and will move out of the halls on Bid Day.
- k. Recruitment Guides will be provided a meal plan during the week of Membership Recruitment, and is expected to eat meals with her Potential New Members.
- l. Recruitment Guides must maintain a cumulative Grade Point Average of a 3.0 and a semester Grade Point Average of a 2.8.

- m. If at any point a Recruitment Guide is not fulfilling the requirements and expectations of a Recruitment Guide, the Panhellenic Vice President of Recruitment Counselors has the right to release the Recruitment Guide of her duties.

#### Rules and Procedures for Continuous Open Recruitment

1. The Continuous Open Bidding (COB) is not organized by the Panhellenic Council, and each eligible chapter conducts their own events or activities to meet quota or total.
2. Continuous Open Bidding shall begin immediately after the official distribution of invitations by the Panhellenic Executive Council for chapters who are not at total or quota and will end no later than the date established by the Panhellenic Vice President for Membership Recruitment.
3. Any NPC chapter that is under Panhellenic total or quota may participate in Continuous Open Bidding during the regular school year until they reach the Panhellenic total or quota.
4. There shall be no Panhellenic grade requirement for Potential New Members to be eligible for Continuous Open Bidding. Specific grade requirements shall be determined by each individual chapter.
5. During Continuous Open Bidding, any eligible woman at Washington State University may be entertained at meals, teas, dances, etc., by invitation of the chapter or by a personal invitation.
6. Prior to issuing the bid, the chapter will verify the eligibility of the Potential New Member by contacting the Vice President of Membership Recruitment or Center for Fraternity & Sorority Life staff member. Once her eligibility is verified, the chapter may deliver the bid to the Potential New Member.
7. Any woman who has pledged following the Panhellenic Membership Recruitment process must also sign a Membership Recruitment Acceptance Binding Agreement. That agreement must be signed by the chapter and given to the Center for Fraternity & Sorority Life within 24 hours of acceptance of the bid.
8. Transfers affiliating with a group will only need to be added to the chapter roster prior to the deadline each semester, which is determined by the Center for Fraternity & Sorority Life.

#### B. Requirements for Pledging and Initiation

1. All pledging or initiation events must take place during the active academic year. A Washington State University Panhellenic Association women's fraternity or sorority may not issue an invitation to membership or formally pledge a woman during the summer vacation period. Organized summer Membership Recruitment Events are not allowed for women's fraternities or sororities.



2. A student must be a regular, matriculated, full-time student to be eligible for Membership Recruitment, the new member/pledging period, and initiation.
3. A New Member may be initiated whenever she has met the requirements of the chapter to which she is pledged.
4. A pledge is binding for one calendar year to the extent that a woman may not be pledged to any other national organization on this campus for one calendar year from the date of her signing the Membership Recruitment Acceptance Binding Agreement.
5. Upon the termination of a pledge by either the chapter or the New Member, the Director and/or Assistant Director of the Center for Fraternity and Sorority Life and the Vice President of Membership Recruitment shall be notified in writing from the chapter of which she was a New Member.
6. Any woman who withdraws from school during her New Member period is not eligible to pledge another group on this campus for one calendar year from the day of signing the Membership Recruitment Acceptance Binding Agreement.
7. Any woman who has been a New Member for less than one calendar year and meets the requirements the semester prior to her initiation may be re-pledged and initiated in the same semester.
8. International students (at WSU on exchange) may be pledged and initiated and will not be counted as part of quota, total, or chapter GPA.

#### C. Fines, Penalties and Violations

1. Handling infractions of Rules for Membership Recruitment, NPC Unanimous Agreements, and other violations are as follows:
  - a. The Panhellenic Council will utilize the process outlined by the NPC to handle any recruitment-related infractions by member groups of the Washington State University Panhellenic Association that take place during the summer, Work Week, Membership Recruitment, and Bid Day.
  - b. The Membership Recruitment Judicial Board will consist of the, the Panhellenic Vice President of Standards and Accountability, the Panhellenic Vice President of Membership Recruitment, and a member from the Center of Fraternity & Sorority Life Staff to advise. If a chapter receives a recruitment violation, they may be reprimanded or fined up to the discretion and agreeance of the Recruitment Judicial Board and chapters Recruitment Team.
  - c. The processes and procedures of the hearing will follow the 18<sup>th</sup> Edition of the National Panhellenic Conference Manual of Information.
2. Fines
  - a. Chapter Invitation Lists or Bid Lists that are turned in past the specified "due"

time will result in a fine consistent with the following schedule

- i. 1-10 minutes: Flat fine \$10
  - ii. 11-20 minutes: Flat fine \$50
  - iii. 21-30 minutes: Flat fine \$100
  - iv. 31-45 minutes: Flat fine \$200
  - v. 45-60 minutes: Flat fine \$300
  - vi. 61-90 minutes: Flat fine \$400
  - vii. Anything over 90 minutes: \$1000 fine plus an additional \$10 per minute beyond the 91st minute. (Ex. 91 min=\$1000, 92 min=\$1010, 95 min=\$1040.)
- b. Recruitment chair meetings during work week and the actual Membership Recruitment period will begin precisely at the scheduled time. If Recruitment Chairs or the Vice President of Membership Recruitment arrives more than 10 minutes late they will be fined \$5 per minute.
- c. Chapters must open and close their doors at the beginning and end of parties in accordance to the Membership Recruitment schedule. Failure to be prompt and timely will result in the following fine amounts:
- i. 30 seconds to 59 seconds \$50 fine
  - ii. 1 minute - 1 minute & 29 seconds \$75 fine
  - iii. 1 minute & 30 seconds - 1 minute & 59 seconds \$100 fine
  - iv. 2 minutes - 2 minutes & 59 seconds \$150
  - v. 3 minutes - 3 minutes & 59 seconds \$200
  - vi. 4 minutes and beyond \$300

ARTICLE III Chapter Total

- A. The limit of chapter total is determined by adhering to the recommendation about chapter membership total in the NPC Manual of Information.
- B. Per the recommendation of the NPC, chapter total is readjusted every regular academic term.
- C. Vacancies in the chapter membership roster that result when a member withdraws or suspends her fraternity affiliation, or is officially granted inactive status, transfers, graduates or drops out of college can only be filled if the chapter is below total and if Potential New Member is eligible for Continuous Open Bidding.

ARTICLE IV Continuous Open Bidding (COB) & Snap Bidding

Current as of April 2022

- A. A chapter matching to quota, but with spots left to fill in their chapter total, may COB to reach to total, but only after bids are distributed in the primary recruitment process.
- B. COB begins immediately after bids are distributed in the designated primary recruitment period, and is open to all unaffiliated female students on campus without any requirement of prior participation in a primary recruitment period. Neither NPC chapters nor potential new members should be required to register for COB.
  - a. Snap bidding is allowed only for those chapters that did not match to quota in the bid-matching process. Women who participated in at least the first round of recruitment are eligible for snap bidding. Snap bids should be coordinated and extended through the College Panhellenic, prior to the distribution of bids and the start of Bid Day activities.
  - b. A potential new member who withdraws from the primary recruitment process before the signing of her membership recruitment acceptance binding agreement shall be eligible for snap bidding and COB.
  - c. A woman who failed to accept or attend any membership recruitment event for which there was room in her membership recruitment schedule and was released from recruitment is not eligible for snap bidding.
  - d. After chapters finalize their preference round list they need to compile a list of at least 5 potential new members they would be extend a snap bid to and e-mail it to the VP of Membership Recruitment. PNMs eligible for snap bidding can be found on Campus Director.
    - i. Any Potential New Member not eligible for snap bidding or Continuous Open Bidding due to any extenuating circumstances will have their information given to each chapter's recruitment team to be made aware of any ineligibilities.
  - e. A Panhellenic officer will call eligible women to extend snap bids to after the quota has been set. They will follow a script created by the VP or Membership Recruitment and the CFSL staff. A women is eligible to receive multiple bids and will have time to make a decision.

ARTICLE V.           Advisers

The Director and Assistant Director of the Center for Fraternity and Sorority Life or designee shall serve as the adviser of the Panhellenic Executive Council and the Panhellenic Association of Washington State University.

ARTICLE VI.           Dues

A.     Panhellenic Executive officer Stipend

Each chapter holding regular membership in the Panhellenic Association will pay dues per new member and active member at the start of each semester for the stipend of the

Panhellenic Executive Officers. The Panhellenic Vice President of Administration will bill each chapter accordingly.

B. Panhellenic Budget

At the end of spring semester, the Panhellenic Vice President of Administration will present the Panhellenic budget to the representatives for their approval. Included in the budget is a \$500 scholarship for both the woman that wins the Greek Woman of the Year at Arete Awards and the woman that achieves the most community service hours for the academic year.

- C. Scholarships of \$1500, \$1000, and \$500 will be awarded annually to individuals upon application and will be selected by the panhellenic Council VP of Scholarship following a review of materials submitted. Applicants must have a minimum of a 3.0 cumulative GPA and be an active member in their chapter.
  - a. This scholarship will be linked to the WSU general scholarship application which applicants must complete to be eligible.
- D. Associate member chapters will not pay dues for two semesters (the semester in which they are admitted and the following semester).
- E. The Panhellenic Executive Council prohibits the use of council funds for the purchase of alcoholic beverages.

ARTICLE VII. Hazing

A. Definition of Hazing

Hazing shall be defined as any action taken, voluntarily or involuntarily, or situation created intentionally, whether on or off fraternity premises to produce mental or physical discomfort, embarrassment, harassment, or ridicule. Such activities and situations include but are not limited to: paddling in any form; creations of excessive fatigue; physical and psychological shocks; quests, treasure hunts, scavenger hunts, road trips or any other such activities carried on outside the confines of the chapter house; publicly wearing apparel that is conspicuous and not normally in good taste; engaging in public stunts and buffoonery; morally degrading and humiliating games and activities; and any other activities which are not consistent with fraternal law, ritual or policy or the regulations and policies of Washington State University. Actions, required or not, that violate federal, state or local law will also be considered hazing (State of Washington, Substitute Senate Bill #5075).

B. Examples of Hazing

Hazing shall include but not be limited to forcing, requiring or expecting New Members, Associate Members, Potential Members or Initiated Members to participate in any of the following activities:

1. Drinking alcohol or any other substance.
2. Using any drug, narcotic or controlled substance.
3. Eating foods that a reasonable person would not eat.
4. Branding.
5. Permitting less than six (6) continuous hours of uninterrupted sleep per night.
6. Nudity at any time.
7. Conducting activities that do not allow for adequate time for study.
8. Subjecting a person or group to verbal harassment.
9. The use of demeaning names.
10. Misleading New Members in an effort to convince them they will not be initiated, that they will be hurt during initiation, or any other activity that would cause mental stress.
11. Carrying any items (shields, paddles, bricks, rocks) that serve no constructive purpose and are intended to embarrass the carrier.
12. Compelling a person or group to remain at a certain place or transporting a person or group anywhere without their consent (pledge sneaks, road trips).
13. "Trashing" intentionally, any area for the purpose of annoying others or for having others clean the trashed area.
14. Disallowing New Members to talk for extended periods of time.
15. Having New Members perform personal services or errands.
16. Blindfolding and parading individuals in public areas, blindfolding and transporting in motor vehicles, or privately conducting blindfolding activities that serve no constructive purpose.
17. Exposure to the elements.
18. Conducting "interrogations" or any other non-constructive questioning.
19. House duties not shared by the initiated members.
20. Putting New Members in a room that is uncomfortable.
21. New Members being expected to do anything exclusively "for the fun or entertainment of the members."
22. Requiring New Members to identify themselves as New Members when answering the telephone, the door, etc.

C. Violations

Women's fraternities and women's sororities who violate these policies will be referred to the Greek Standards Board, the Office of Student Standards and Accountability, and/or law enforcement officials if necessary for disciplinary action. The chapter's (inter)national organization will also be notified of the incident.

ARTICLE VIII. Fines

- A. Any chapter that fails to turn in material that is necessary to the Panhellenic and Interfraternity office shall be levied a fine of \$1.00 per day after the deadline.

Current as of April 2022

- B. Any chapter that fails to report all chapter members on their scholarship roster will be issued a fine of \$50 per member.
- C. Any chapter not represented or excused from a meeting called by a Panhellenic Executive officer shall be fined \$10.00, subject to the policy outlined in section 2.
- D. Any chapter who does not pay their dues promptly will be fined \$5.00 per day that it is late.
- E. Any chapter who changes their Bid Day theme or shirts past the given March 30<sup>th</sup> will receive a fine of \$50.00.

ARTICLE IX. Community Service

Eighty percent of each chapter's membership will be required to perform eight hours of community service each semester. All service hours will be approved and tracked by the Center for Civic Engagement (CCE). The Panhellenic Vice President of Philanthropy and Service will provide chapters a checklist of approvable service hours. The Philanthropy or Community Service Chair of each chapter will be responsible for working with the Panhellenic Vice President of Philanthropy and Service and the CCE to ensure that at least 80% of the chapter fulfilled this requirement at the end of each semester. Each chapter that fails to uphold this community service requirement will be subject to a fine, which is determined by the percentage of chapter members who completed the requirement. The fine totals will be as follows:

1. 79-50% completion: \$100 fine
2. 49-30% completion: \$300 fine
3. 29-0% completion: \$500 fine

ARTICLE X. Activities and Events

Panhellenic Association Sponsored or Co-Sponsored Events and Activities

- A. All Panhellenic Association chapters are required to participate in the following programs each semester: sexual assault, hazing, and substance abuse and use issues, in addition to one topic assigned by the Panhellenic Executive Council.
- C. All Panhellenic Association sororities are required to attend the annual Greek Awards Banquet, the Arete Awards (8 members per chapter).
- C. All Panhellenic Association women's sororities and women's fraternities are required to attend the annual Greek Leadership Convocation if it occurs during Formal Recruitment Week. (80% of each chapter, except Associate Member groups). If the Greek Leadership Convocation occurs other than Formal Recruitment Week, associate members of the Panhellenic Association must fulfill the same requirement.

ARTICLE XI. Scholarship  
Current as of April 2022

- A. Each sorority chapter will hold itself to a standard of a 3.0 or greater chapter GPA. This is in accordance with the University Approved Housing Policy. Failure to meet this standard will result in the chapter's participation in Academic Plan Levels designed to promote the attainment of high scholastic achievement.

ARTICLE XII. Programming

- A. To meet the guidelines agreed upon in the Relationship Agreement (RA), all chapters are held to the following minimum standard per academic year in order to fulfill fraternity and sorority programming requirements:
  - a. New Member / Freshman Pledge Class: 90% will attend Hazing Prevention, Sexual Wellness, Alcohol Awareness and Member Development
  - b. Sophomore Pledge Class: 90% will attend Hazing Prevention, Member Development, and Alcohol Awareness
  - c. Junior Pledge Class: 80% will attend Sexual Wellness and Member Development
  - d. Senior Pledge Class: 80% will attend Member Development

**APPENDIX A**  
**PHILANTHROPY COMPETITION POLICY**  
Washington State University Panhellenic Association Constitution

ARTICLE I. Information

- A. The host chapter shall register their philanthropic events by the end of the second week of each semester to reserve the date(s) during which the event will be held. A detailed schedule of events including activities, timeline, organization for which the proceeds are being given, etc. shall be submitted for approval at this time and will be given on a first come, first serve basis. After approval, the Vice President of Philanthropy and Service will contact each chapter as to whether an event has been approved by the councils. If a chapter chooses to participate without the approval, they will be in violation of this policy. Each chapter will receive a copy of the calendar.

- B. The Panhellenic Vice President of Philanthropy and Service and the Interfraternity Council Director of Service and Philanthropy shall open Philanthropy registration on Monday of the first week of school and shall remain open for three weeks.
- C. The host chapter shall notify eligible chapters by 5 PM on the Monday one week prior to the competition. At this time, the approved schedule will be given to the chapter President, social or philanthropy chairman.
- D. The competition shall not exceed a total of three (3) days and two (2) nights. Events scheduled on weekdays shall go on during five (5) hour blocks of time. Weekend schedules can include the hours of 9 AM to 1 AM.
- E. There can be no more than two (2) philanthropy competitions per day with the exception to weekends, allotting two (2) chapter philanthropy competitions per day (Saturday and Sunday). No events can be scheduled during Greek Week, Homecoming week, dead week or finals week.
- F. The minimum number of participants will be five (5), Competitions must be open to any student or community member, and competitions cannot deny any participants. An unlimited number of observers may be present. Panhellenic Council strongly encourages chapters to invite individuals outside of the fraternity and sorority community to participate in philanthropy events.
- G. Exceptions can only be granted by the Panhellenic Council Vice President of Philanthropy and Service (for women's sorority and women's fraternity competitions) and the Interfraternity Council Director of Service and Philanthropy (for men's fraternity competitions).
- H. The host chapter will provide evidence of the money raised from the philanthropy being given to the philanthropy benefactor. This evidence will be provided to the Panhellenic Vice President of Philanthropy and Service.
- I. The host chapter will receive hour deductions toward the community service requirement based off of the amount of funds donated per semester for a maximum of 4 hours deducted.
  - 1. \$0-\$500 donated: 0 hours deducted
  - 2. \$501-\$1,000: 2 hours deducted
  - 3. \$1,001-\$1,500: 3 hours deducted
  - 4. \$1,500 or more: 4 hours deducted

ARTICLE II. Rules and Guidelines

A. Section I: Participation

- 1. Contestants/Team Members (as a team) shall only be on the host chapter's premises during scheduled event times. Scheduled event times are those times that are

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- included on the detailed schedule given to the Panhellenic and Interfraternity Councils on which all of the contestants are invited and present.
2. There shall be a \$60.00 per team fee maximum on any competition or philanthropy. Entry fee checks or T-shirt checks may only be written to the charity or vendor, NEVER a fraternity or sorority. Tasteless or inappropriate messages on T-shirts will not be allowed.

B. Section II: Events

1. The host chapter shall not schedule events that will cause a team to spend money, or provide teams with money for activities such as fixing dinner, desserts, etc.
2. No inappropriate or degrading props or materials may be used in the activities scheduled by the host chapter (i.e. Jell-O, mud, or food items). Other props and additional materials can only be used by the teams during skits. No inappropriate or degrading props, materials, or clothing may be worn or used by the participants. If further interpretation is needed, the Greek Standards Board has the authority to interpret what is inappropriate and degrading.
3. Competitions shall be fun and positive, and activities shall not single out or embarrass any individuals or organizations. No demeaning activities (by hosts or participants) shall be allowed. Slandering of other teams will not be allowed. Negative activities shall be considered hazing. Greek Standards Board has the authority to interpret what is demeaning and negative.
4. All chapter sweetheart competitions that are registered with the Panhellenic VP of Philanthropy and Service must have an informational meeting to go over their risk management plan with the Panhellenic President, Panhellenic Advisor, and the Panhellenic VP of Philanthropy and Service at least 2 weeks prior to the event taking place.
5. All chapter sweetheart competitions will send an explanation of contestants' talent to the Panhellenic VP of Philanthropy and Service 48 hours prior to the talent show portion of the sweetheart competition to ensure that the talent is appropriate.
6. Alcohol shall never be involved during any portion of the philanthropy. Contestants shall not purchase or provide alcohol for the host chapter or any of its members, nor shall the host chapter use corporate or personal funds for purchase of any alcohol for their chapter or the contestants.
7. In the case of any sporting activity as a competition event, a First Aid Kit and a certified First Aid person must be present at all times. If no proof of a First Aid Kit and/or certified First Aid person is present, the host chapter will be turned over to the Greek Standards Board.

C. Section III: Gifts

1. Competitors shall not give gifts of any sort to the host chapter. All advertising, fliers, team posters, etc. will only be posted and delivered according to university policy and with the necessary approval.

D. Section IV: Chapter Participation

1. Chapter serenades and other events of that sort are only allowed between the hours of 8:00am and 12:00am (midnight).
2. No social functions (i.e. exchanges/date dashes) shall be held by the host chapter on the day(s) of the event and 24 hours before the event starts and 24 hours after the event ends.
3. In the case of All-Greek Philanthropies, social functions may be held the day of the philanthropy, only after the time in which the philanthropy ends.
4. All-Greek Philanthropies are defined as a philanthropy event which is hosted by the Interfraternity and/or Panhellenic Councils. This does not include Greek Week.
5. Unrecognized chapters shall not compete under the (inter)national organization name or any name that could reference the (inter)national organization in a recognized chapter's philanthropy. Recognized chapters shall not participate in unrecognized chapter's philanthropy.

ARTICLE III. Failure to comply with the Philanthropy Policy

- A. A report must be filed to the Interfraternity Council, Panhellenic Council, or Center for Fraternity & Sorority Life in a timely manner from when the violation is known.
- B. Non-compliance with this policy may result in the suspension of the competition or the removal of competitors. The Interfraternity Council and/or Panhellenic Council has the authority to suspend all competitions, in the event they believe a competition violates any of these policies.
- B. Non-compliance with the philanthropy bylaws will result in the chapter(s) involved being referred to the Greek Standards Board.

ARTICLE IV. Council Apparel Donations

- A. Any apparel being sold by the panhellenic council must pass a 3/4 majority vote and be presented to the IFC and MGC councils. Apparel must also be approved by the CFSL advisors. Both the design and choice to donate to another organization must be voted on. Apparel can only be endorsed by the council once it has met these conditions.

**APPENDIX B**  
**SOCIAL EVENT PROCEDURES AND POLICY**  
Washington State University Panhellenic Association Constitution

ARTICLE I.           Social Policy

All chapters must abide by the following:

- A. State laws of Washington (Including the Fraternal Organizational Agreement in Compliance with Heavey Law.).
- B. Washington State University Panhellenic Association Social Policy.
- C. (Inter)National Fraternity/Sorority Risk Management Policies and Insurance Policies.
- D. Washington State University Alcohol Policy and applicable Washington Administrative Codes.
- E. Washington State University Relationship Agreement

ARTICLE II.           Social Policy Perimeters

- A. All social events on chapter property must be dry. No alcoholic beverages may be consumed on chapter property during the time of an event. The definitions within House Bill 1082 (the Heavey Bill), Section II-F, 1a&c, and 2 will apply in determining if a chapter is having a “function.” See Appendix B for House Bill 1082 in its entirety.

Heavey Bill, Section II-F; 1a&c, and 2;

The chapter shall register all parties with the University’s Greek Life Office.

- 1. For the purposes of this section, the term “party” is defined as follows:
  - a. A gathering of 25 or more people;
  - c. Which is scheduled, arranged, or announced by the chapter.
- 2. “Party” shall include two or more gatherings of less than 25 people at the same location; during which time alcohol is being consumed; and which have been scheduled, arranged, or announced by the chapter (i.e. room parties).
- B. Alcohol consumption on chapter property is prohibited by students under the legal drinking age and is restricted to the private rooms of students 21 years of age or older.
- C. Alcohol consumption is prohibited entirely during social events on chapter property.

Current as of April 2022

- D. All off-property social functions will be dry, unless a third party vendor is hired to serve alcohol, provide security, and verify legal age. The definitions within House Bill 1082 (the Heavey Bill) will apply in determining whether an off property event is a chapter social function/"party" (see above and/or Appendix B).
- E. All event co-sponsors will be held equally responsible for policy compliance.
- F. The social policy will remain in effect throughout the calendar year, including breaks and summer vacation for facilities while occupied by chapter members.
- G. Events may not be held Sunday through Thursday evenings. A chapter is allowed two weeks of the chapter's choice per semester to have exchanges Sunday through Thursday evenings. The chapter must notify the Vice President of Standards and Accountability two weeks prior to the week in question of the chapter's choosing. These two weeks must be requested and registered with the Center for Fraternity and Sorority Life.
- H. Recognized Fraternities and Sororities may not conduct any activities or events with unrecognized chapters. This includes but is not limited to social events, service events, philanthropy events, and meetings.
- I. Birthday events for those of legal drinking age are permitted on weekdays, but must be registered with the Center for Fraternity and Sorority Life.
- J. Each chapter is limited to four (4) date dashes, including formals, per semester, unless otherwise stated by the chapter's Nationals. In this instance, the chapter must inform the Vice President of Standards and Accountability of their social event limit.
- K. No social event where alcohol is present may start before 12 pm unless hosted at a third party venue.
- L. A social event must be registered by any chapter involved to the Greek Councils through Presence at least 1-week prior to the event. This must be approved by the Vice President of Standards and Accountability or the Director Policy and Procedure in order for the event to be held.
  - a. If the event gets denied, the chapter has 72 hours prior to the event to make the proper modification to the event.

ARTICLE IV. Exchanges

- A. Exchanges are composed of one men's fraternity and one women's fraternity or women's sorority or living group.

- B. If alcohol is being consumed (only in compliance with the alcohol policy, i.e., third event vendor outside of the chapter facility), there must be something to distinguish who is and is not of legal drinking age (i.e., a stamp or wristband).
- C. Two members from each chapter must be working every entrance into the function from start to finish (both those with alcohol at off-Greek Row sites, and those on Greek Row that are alcohol free). These people are responsible for marking who is 21, determining who is allowed into the function, and prohibiting anyone from carrying alcohol into the function (on Greek Row).
- D. Each chapter will submit a typed guest list one day prior to the event for each participating chapter. Both guest lists must be typed and uploaded with the event registration form.
- E. The guest list must be finalized and given to the host chapter by 5:00 PM on the day of the event. In order for guests to enter the event they must show one piece of identification (i.e., a wristband) and be approved by those working the door. Upon entering the function, these people are to be checked off the guest list. The guest list must remain at the door all night and be in usable condition for those working the door.
- F. There must be a dry exchange before every exchange where alcohol is present.

ARTICLE V. Date Functions

- A. A date function is defined as one fraternity/sorority member and their date only.
- B. Date Dashes during the first week of every academic semester (i.e., Syllabus Week) are not permitted.
- C. Sections 2 and 3 under “Exchanges” must be followed.
- D. To signify who is a date and is allowed to the function, an article of clothing (i.e., T-shirt or wristband) that meet the following standards must be worn by all attendees:
  - i. Printed on a limited supply.
  - ii. Ordered and distributed to members before the event begins.

ARTICLE VI. Biad Date Functions

- A. A biad date function is defined as two fraternities/sororities having a date function: one member, one date.
- B. All other regulations as outlined in ARTICLE V. must be followed.

ARTICLE VII. Triad Date Functions

Current as of April 2022

- A. A triad date function is defined as three fraternities/sororities having a date function: one member, one date.
- B. All other regulations as outlined in ARTICLE V. must be followed.

ARTICLE VIII. Quadad Date Functions

- A. A quadad date function is defined as four fraternities/sororities having a date function: one member, one date.
- B. All other regulations as outlined in ARTICLE V. must be followed.

**APPENDIX C**  
**INTERFRATERNITY/PANHELLENIC GREEK STANDARDS BOARD**  
**CONSTITUTION AND BYLAWS**  
 Washington State University Panhellenic Association Constitution

**ARTICLE I: PURPOSE OF GREEK STANDARDS BOARD**

The purpose of the Greek Standards Board (GSB) is to affirm that fraternity and sorority members are responsible enough to identify and deal with violations of Federal, State, local, University, Panhellenic and Interfraternity Council policies and standards. The GSB will make every effort to discover the truth about reported incidents, provide a fair process and encourage Greek chapters to take responsibility for their actions through education and sanctions.

**ARTICLE II: GREEK STANDARDS BOARD COMPOSITION**

The Greek Standards Board will be composed of members of Interfraternity and Panhellenic chapters at Washington State University. Board membership will vary, consisting of the two Chairpersons and no more than 26 Greek men and women equally divided and selected by the Chairpersons through an application and interview process. The Interfraternity Council and the Panhellenic Council will confirm the decisions made by the Chairpersons by a two-thirds joint vote and if a potential board member is not confirmed they will not be allowed to serve on the Standards Board. An advisor (herein named GSB Advisor) will be present for hearings, to help with process, take notes, and answer questions. The advisor is an ex-officio member of the GSB and has no authority to make decisions or issue sanctions.

Section I: Criteria for Board Membership

Each Board member must:

- A. Be in good standing at Washington State University.
- B. Be in good standing with his or her individual fraternity or sorority.
- C. Have a minimum cumulative GPA of 3.0.
- D. Must be of at least sophomore class standing at Washington State University.
- E. No more than one member from each chapter shall serve in a Standards Board Hearing. However, more than one chapter member may be a part of the Standards Board selection pool.

Section II: Term of Service

Membership on the Standards Board shall be for their academic year career. Those members wishing to serve another term must reapply for membership consideration.

Section III: Training

Board Chairpersons and the Standards Board Advisor must train all members of the Standards Board on Board purposes, procedures, ethics, rules and regulations on an annual basis or as needed.

Section IV: Vacancies

Vacancies created by dismissal or withdrawal will be filled through an application process. Every effort will be made to select a replacement in order to keep the Standards Board membership equal between fraternities and sororities.

Current as of April 2022

### Section V: Removal of Members

Any member of the Standards Board is subject to immediate removal from the Board if they are believed to have compromised the integrity and confidentiality of the Board. Any Board member may also be dismissed by a two-thirds vote by the entire board if they are found to be a non-contributing member of the Board.

## **ARTICLE III: JURISDICTION**

The Standards Board has jurisdiction over all members, chapters and colonies to enforce Panhellenic and Interfraternity policies and University rules and regulations. Instances of alleged misconduct may result in referral to the Standards Board or appropriate University body for disciplinary action under the discretion of the Board Chairpersons and the Standards Board Advisor.

## **ARTICLE IV: STANDARDS PROCEDURE**

### Section I: Reporting of Violations

An incident report shall be completed and submitted to the Greek Standards Board Chairpersons, the Standards Board Advisor, the Director/Assistant Director of Center for Fraternity and Sorority Life, or Office of Student Standards and Accountability within 15 academic days of the alleged violation. Incident reports may be submitted by any student, chapter, Pullman or community member, and a police report, report from Residence Life, or a report from the Office of Student Standards and Accountability serves as an incident report. In the event of an alleged violation being reported by the Office of Student Standards and Accountability, Residence Life, or police, the 15 academic day deadline does not apply. Reports may be submitted anonymously.

### Section II: Initial Investigation

The Standards Board Advisor(s) and the Standards Board Chairpersons will review each case to determine if the case is within the Greek Standards Board's jurisdiction. After initial review by Board Advisor(s) and Chairpersons the standard required in a Standards Board hearing will be "preponderance of evidence" (i.e., answer the question, "Is it more believable than not that the situation or incident occurred?").

If a preponderance of evidence is determined:

- A. The president of the accused fraternity or sorority will be given formal notification of the charges in writing. Included in the notification will be a set time and date for a Greek Standards Board Hearing.
- B. The Greek Standards Board will hear judicial cases that involve both men's fraternities and women's sororities on the Washington State University campus. In cases where multiple fraternities and sororities are involved, the Greek Standards Board will hear the cases jointly.
- C. The Greek Standards Board Chairpersons have the authority to determine whether a Preliminary Meeting will take place to clarify facts or details regarding the Incident Report Form. Following the Preliminary Meeting, the Chairpersons will decide if the full Greek Standards Board hearing is necessary.



### Section III: Sanction Process

If the accused chapter admits responsibility for the violation, they may go straight into the sanction process, as the chapter is accepting responsibility for the alleged incident. The Greek Standards Board members and representative(s) from the accused party will decide proper disciplinary actions.

#### A. Sanction Procedure

1. Identify the problem.
2. Admission of responsibility by accused party.
3. Search for solutions: list all possible sanctions and discuss each one.
4. Select a fair and reasonable course of action.
5. Decide appropriate timeline for completion of sanctions with planned follow up meeting arranged.
6. Agree to keep the sanction discussion private.
7. Chairpersons will notify appropriate groups of outcome.
8. The Greek Standards Board Chairpersons are responsible for seeing that all decisions/agreements are carried out.

### Section IV: Hearing Procedure

#### A. Before the Hearing

1. The Chairpersons will notify the accused party with a copy of the narrative pages of the incident report within 10 academic days of the incident report form being submitted.
2. Once the accused party is notified of the charge, a hearing must take place within 20 academic days and no earlier than 3 academic days prior to the hearing date.
3. The Chairpersons will answer any questions the referred individual/chapter may have regarding the case or case proceedings.
4. Standards Board members who are associated with a chapter involved in a hearing may not hear the case. If both Chairs must exclude themselves, then the Greek Standards Board
5. will appoint a male and female Board member as to temporary Chairpersons.

#### B. During the Hearing

The Chair Persons will facilitate the hearing in accordance with the following procedures:

1. All hearings will be coed. Fraternity infractions will be heard by at least three men and at least two women; sorority infractions will be heard by at least three women and at least two men. The Greek Standards Board Advisor will be present along with the Chairpersons. *In the event that the accused chapter is a member of the National Panhellenic Conference, others may be allowed to attend in accordance with the National Panhellenic Conference; Unanimous Agreements; College Panhellenic Judicial Procedures.*
2. All GSB members, the GSB Advisor, and the chapter representatives will sign a confidentiality agreement indicating no discussion in the hearing will be shared with any persons outside of the hearing.
  - i. Chapters wishing to share the information with their membership to explain the nature of the sanctions, or clarify why the organization was called to a hearing to prevent it in the future may do so in a formal

chapter meeting setting. Chapter representatives are encouraged to share the same information with their chapter advisors.

3. At the beginning of the hearing, the incident report will be read by the Chairpersons. The person reporting the incident and the accused party will be given an opportunity to speak, but is not required to be present at the hearing.
  4. Witnesses for the person(s) reporting the incident and the accused party may add pertinent information to the hearing when appropriate or when asked to do so by Chairpersons. They may not ask questions, unless it is to clarify those of the Chairpersons.
  5. The number of witnesses permitted at the hearing will be limited to three per involved chapter. Outside advisors are encouraged to attend but are unable to speak, unless called as a witness.
  6. At any time, the Chairpersons may limit the number of individuals present at an open hearing to maintain the order of the hearing.
  7. When the Greek Standards Board has no further questions the Chairpersons will close the discussion. At this time, the person reporting the incident and the accused party will each be given the opportunity to give a final statement. Afterward, the accused party and the person reporting the incident will be dismissed. The Board will then deliberate in closed sessions to determine the responsibility of the accused party. If the Board does not feel that enough information was obtained before deliberation, the accused party involved may be asked to return for further questioning.
  8. Decisions made by the Greek Standards Board will be valid if quorums of Board members are present, unless otherwise agreed upon by the accused party before the start of the hearing.
  9. In the case of a tie, the Chairpersons will vote as one.
- C. After the Hearing
- If the accused party is found responsible and sanctioned by the Standards Board then the accused party will be contacted within three business days.

## **ARTICLE V: SANCTIONS**

The Standards Board's sanctions are intended to be educational in nature, so each decision will have a specific purpose. Sanctions must correspond to the nature and seriousness of the offense for all infractions. Chairpersons and/or Board members should take into consideration the accused party's level of violation, current status with the University, Center for Fraternity and Sorority Life and the party's National Headquarters, and previous records.

### Section I: Notification of all Appropriate Parties

- A. After sanctions have been determined, Board Chairpersons shall notify the chapter's alumni board, require the accused party to write a letter of explanation to their National Headquarters and a letter of apology to the group(s) affected by the incident (if necessary). Details regarding the current sanctions will be posted online on the Interfraternity Council website until the terms have been completed, after which they will be removed.

- B. Per the Relationship Agreement, chapters have 30 days to notify their inter/national headquarters if found responsible for the violations, regardless of whether sanctions were issued.

### Sanction II: Possible Sanctions

- A. Status of the Chapter
  - 1. Recommendation that the chapter be placed on University probation. This would include specific requirements that a chapter would be expected to complete during the period of probation and in the stipulation that any subsequent violations during the period of probation could result in a request for withdrawal of the group's Interfraternity/Panhellenic recognition.
- B. Revocation of Privileges
  - 1. Chapter ineligible to receive campus recognition and awards.
  - 2. Revocation of social privileges for a specified amount of time. Social privileges are defined in the Fraternity Organization Agreement and other Washington State University policy and procedure documents. Groups that have had their social privileges revoked must consult the Standards Board Chairpersons in the beginning stages before planning any event (i.e. a potential philanthropy event).
  - 3. Suspension of an entire chapter from intramural participation for a specific period of time.
- C. Educational Programs
  - 1. 1. The Chapter (or groups of Chapter members) could be required to organize and present an applicable education program for the Greek community.
  - 2. 2. Mandatory attendance at educational sessions, seminars and classes related to the incident.
- D. Monetary Fines
  - 1. Monetary fines. *If the chapter is a member of the National Panhellenic Conference, monetary fines shall be acceptable only for measurable recruitment infractions (i.e. late invitations, late events, etc.). Amount shall be stated in membership recruitment rules.*
  - 2. Financial restitution for damages caused.
- E. Community Service
  - 1. Service hours for an entire chapter.
  - 2. Service related to the Standards Board violation.
- F. Combination of Above
  - 1. The appropriate sanction and possible sanctions are not limited to the listed possibilities.

### Section III: Failure to Comply and Sanction Follow-Up

- A. Failure to comply with the sanctions set forth by the Greek Standards Board (GSB) will automatically result in a second hearing with the Board.
- B. All communication regarding the hearing process, including questions about sanctions, must be handled through the GSB Chairpersons.
- C. A follow-up meeting with the accused party and GSB Chairpersons must be no earlier than 30 days after the hearing and no later than 60 days to assure sanction compliance.

## **ARTICLE VI: APPEALS**

All appeals must be written and rendered within five academic days of notification of the outcome of the hearing. The Standards Board Advisor(s) and Chairpersons will review written appeals. Appeals will be granted if one of the following three criteria is met.

### Section I: Criteria for Appeals

- A. Violation of the outlined process.
- B. Emergence of new evidence.
- C. Bias of board members.
- D. Sanctions seem too severe given the violation.

### Section II: Appeal Procedure

- A. If an appeal is granted, a closed review of the case will be conducted by the Board Chairpersons, the Greek Standards Board Advisor, and at least two current GSB members who were not present at the original GSB hearing. The Chairpersons will have 15 academic days to notify the chapter of the status of the appeal. After the Hearing  
If the accused party is found responsible and sanctioned with new, updated, or the former sanctions, they will be contacted within three business days.

## **ARTICLE VII: AMENDMENTS**

The Standards Board Constitution is subject to the amendment procedures stated in either the Interfraternity or Panhellenic Constitutions and is an addition to those documents.

**APPENDIX D**  
**CODE OF ETHICS FOR MEMBERSHIP RECRUITMENT ACTIVITIES**  
 Washington State University Panhellenic Association Constitution

The primary purpose of this Code of Ethics is to promote and preserve a spirit of cooperation and harmony; a climate where honesty, trust, collaboration, and respect among the sororities prevails at Washington State University. To that end, the following Code of Ethics shall apply to all Membership Recruitment Activities.

The overarching framework that shall guide our ethical decision-making in regard to Formal Recruitment and related activities shall be Kitchener's Five Ethical Principles.

Respect Autonomy

- Each Greek woman and Potential New Member has the right to be treated and given respect as an unique individual.

Do No Harm

- Each Greek woman is obligated to avoid inflicting physical or mental harm on others; Greek or non-affiliated.

Benefit Others

- Sororities exist to provide support for college women in the area of personal development. Leadership training, scholastic achievement, community service activities, and a well-rounded education must be the goals for our organizations and its members.

Be Just

- The Golden Rule is a practical rule of thumb for being fair. Greek women in particular must always consider, "How is what I am doing or saying going to affect other chapters or individuals?"

Be Faithful

- Every Greek woman has the responsibility to keep her promises, tell the truth, be loyal (to the Greek system and her chapter), and to maintain respect and civility in all her interactions. Only then will a climate of trust be prevalent in the Panhellenic Association.

The letter and the spirit of the National Panhellenic Conference (NPC) Unanimous Agreements will be upheld at all times by all members and alumnae. It is the responsibility of all Greek women to be familiar with these Agreements.

Knowing that membership in the Greek community is a valuable lifelong commitment, every Greek woman on this campus must realize it is her responsibility to promote the Greek system to everyone she meets. Each chapter maintains the right to promote its own organization (without giving itself an unfair advantage over other chapters), yet must do so without infringing on the rights of other chapters, or other individuals.

Disparaging remarks regarding other chapters and/or individuals are not in accord with the dignity and good taste expected of Greek women.

Friendly relations between Greek women and non-affiliated women are to be fostered. (During the Formal Recruitment period this is limited to Normal Friendly Contact as outlined in the Membership Recruitment Rules in the Panhellenic Constitution).

All agreements made by the Chapter Recruitment Chairs (in conjunction with the Panhellenic Vice President of Membership Recruitment and the Panhellenic Adviser) regarding the existing Recruitment Rules, structure, timing, details of events and related activities will be upheld.

All Rho Gammas, Panhellenic Executive officers, and Resident Advisers are expected to appropriately disaffiliate themselves from their chapters. All chapter members and alumnae are expected to respect the status of those members' disaffiliation.

Every Potential New Member has the right to be treated with decency, fairness, and respect. She has the right to make informed decisions about her membership in a Greek organization without outside or undue pressure from chapter members. Each chapter is expected to provide accurate information regarding the obligations of membership in their chapter regarding finances, standards, policies and procedures.

Conversations of Greek women in regard to Membership Recruitment Activities will be 1)non-competitive in nature, 2)based on personal experience, 3)will not be based on rumor or innuendo, 4)will not refer to bids or a Potential New Member's status in the recruitment process.

It is the responsibility of every Greek woman (collegiate and alumnae) to know and uphold the Potential New Member Bill of Rights.

It is the responsibility of all Greek women (collegiate and alumnae) to know and uphold the letter and the spirit of these ethical standards at they relate to all Membership Recruitment Activities. It is also the responsibility of chapter members and officers to hold all undergraduates accountable to the Code of Ethics. Undergraduates found in violation of this Code of Ethics are subject to the mediation or conduct process as outlined in the Panhellenic Association's Constitution. Alumnae found in violation of the Code of Ethics will be referred to their organization's NPC Delegate.

This Code of Ethics is in accordance with the high standards that Greek women are expected to maintain in their lives. By adhering to this Code of Ethics for Membership Recruitment Activities

at Washington State University, Panhellenic spirit will be fostered and enriched, and a climate of mutual respect and helpfulness will be achieved.

**APPENDIX E  
PANHELLENIC ASSOCIATION  
CODE OF ETHICS**

Washington State University Panhellenic Association Constitution

ARTICLE I. Appropriate Conduct for Public Relations of the Panhellenic Association

In order to maintain a healthy public image in line with traditional Greek values, the following are heavily discouraged and in drastic or dramatic cases can be sent to the Greek Standards Board for further review.

- A. T-shirts, sweatshirts or any other chapter promotional items are to be tasteful in all regards. Degrading, disrespectful or otherwise offensive items are not allowed.
- B. Falsifying of any personal information on any document, application or form for any Greek position, committee, or the like sponsored by the Center for Fraternity and Sorority Life, the Greek Week Committee, the Panhellenic Council or the Interfraternity Council, is grounds for immediate removal and eligible for further review by the Greek Standards Board.
- C. Chapter websites should be congruent with chapter values, be maintained regularly, use suitable photographs for general viewing, and exclude any profane language.
- D. When dealing with the Washington State University community and other individuals, all conduct will be tasteful and represent the highest standards of collegiate women.

ARTICLE II. Values Congruence

Section I – Purpose:

The Greek Community rests on an essential set of core values. These values reflect our history and ongoing development as an integral part of student life at Washington State University. Therefore, it is the duty of our community to hold one another to these values. The values of the Greek Standards Board reflect that of our community and reasonable members of society. Any chapter perceived as not living up to the values of our community shall be held accountable by its peers.

Section II – Values

The following are values that every chapter of our community can embrace:

1. Intellectual Development- Chapters will develop and maintain a scholastic program for its members that will enhance their academic success and contribute to the academic mission of the university.
2. Positive Relationship: Chapters will foster brotherhood and sisterhood between all Greek organizations. Chapters will respect the dignity of people while embracing the free exchange of ideas and beliefs.

Current as of April 2022



3. Honesty: Chapters will practice fairness and straightforwardness of conduct.
4. Integrity: Chapters will have strict adherence to organizational values and principles
5. Understanding and Respect of Others: Chapters will recognize and acknowledge the beliefs, practices, and traditions of others.

### Section III – Failure to Comply

Incidents that violate one or more of the above values may result in a hearing before the Greek Standards Board.

### Section IV-Voting

The Bylaws may be amended at any Association Meeting by a majority vote or 8/14 Chapter Pass votes. The process of a bylaw change:

- a. A copy of the original bylaw must be present.
- b. A proposed bylaw must be present.
- c. An explanation of the proposed change must be present.

If members of the community wish to present a bylaw, contact a member of Panhellenic Council.

**APPENDIX F  
CHAPTER PROGRAMMING**

**ARTICLE I. Purpose**

The Greek Councils and The Center for Fraternity and Sorority Life at Washington State University (WSU) believe that educational programming for undergraduate fraternity and sorority members enhances their college experience outside the classroom. The programming provided at WSU highlights the more critical topics that influence fraternity and sorority life and informs men and women how to react to a variety of situations in college and life.

Washington State University recommends educational programming for their fraternity and sorority students. Because fraternity men and sorority women are held to a higher standard and belong to organizations that value the holistic college experience, programming completion has become an expectation for this student body.

Each semester the list of events that will qualify for chapter programming requirements will be released once events are scheduled. This may be amended and new event lists will be distributed at the Panhellenic Association. The categories for chapter programming are Member Development, Health and Wellness, Social Justice Awareness, Hazing Prevention, and Alcohol and Drug Education.

**ARTICLE II. Membership Attendance Requirements**

1. All chapters are held to the following minimum standard each academic semester in order to fulfill individual fraternity and sorority programming requirements:
  1. Fall Semester: 80% of the chapter membership must attend two (2) educational events, of which must be one (1) campus/council-sponsored educational event (out-of-house) and one (1) in-house program.  
  
Spring Semester: 80% of the chapter membership must attend two (2) educational events, of which must be one (1) campus/council-sponsored educational event (out-of-house) and one (1) in-house programs.
  2. Each Semester, 80% of the chapter membership must attend 2 Prevention Education programming events on the topics of 1) sexual assault prevention, and 2) alcohol and drug abuse prevention education. This requirement can be fulfilled through attending “community wide prevention education programming” events that are hosted by the Greek Councils or by hosting a “chapter based prevention education program” on each topic that is approved by the VP of Member Education. Note: The council will host at least 4 community wide prevention

education programs to enable membership to complete this requirement without creating additional burden on chapter programming chairs.

B. All educational events planned in-house must be approved by the Panhellenic Council two weeks prior to the event.

C. A chapter roster is defined as the list of members included on the official chapter roster which is submitted to the Panhellenic Council and The Center for Fraternity and Sorority Life.

1. New members who join a chapter mid-semester prior to the submission of the official chapter roster must complete their programming requirements by the end of that academic semester.
3. If a member is no longer part of the chapter, it is that chapter's duty to let the Panhellenic Council and The Center for Fraternity and Sorority Life know within two weeks of her leaving or removal from the chapter. If a student leaves the chapter after the submission of the roster, a request can be made for a roster change by the chapter leadership.

### ARTICLE III. Programming Availability

A. Educational events sponsored by the Greek Councils will be offered throughout the academic year and determined by the councils.

B. Educational events offered through Washington State University departments or student groups will fulfill programming requirements only if the program is endorsed by the one or all of the Greek Councils.

C. Chapters have the ability to host any educational programming event "in-house."

1. In order to do so they must complete the CougSync form and have it be approved by the Panhellenic VP of Member Education two weeks prior to their event.
2. In order for a program to be approved by the Panhellenic Vice President of Member Education, the event may not have a speaker or presenter from the chapter membership alone and must contain educational material.

D. The final day to complete educational event requirements and survey data is the Friday before the University-declared "Dead Week".

E. University departments interested in providing educational events must complete the Presence Program Interest Form or contact the Vice President of Member Education directly.  
Current as of April 2022

#### ARTICLE IV – Learning Outcomes

- A. There will be 5 standard categories with listed learning outcomes which will be the basis for all survey data.

#### ARTICLE V – Data Collection and Verification

- A. Card Swipes will be exclusively used for the tracking of attendance at educational events.
  - 1. Chapters choosing to complete an in-house educational event will be required to supply their own card-swipe or check one out from the council.
  
- B. Chapters who complete programs that exceed the average length of a speaking program (2 hours) will receive credit that may allow them to pass their educational requirements should they be within 5% of a passing percentage. Examples of educational events exceeding the average length include but are not limited to: Green Dot Bystander Training, Mental Health First Aid training, and Reflections Image Workshops.
  
- C. Council officers may be requested or appointed to attend an in-house event in order to help with data collection.

#### ARTICLE IV – Programming Compliance

- A. Should a chapter complete their programming at the end of an academic semester, correspondence will be sent to the chapter's (Inter)National organization informing them of the chapter's success.
  
- B. The following Arete Awards will be distributed:
  - 1. Most Creative Education Program
  - 2. Highest Percentage of Attendance
  - 3. Most Educational Programs Completed

#### ARTICLE V. Noncompliance with Programming Requirements

- A. Failure to meet the outlined programming requirements will result in the following:
  - 1. Programming Tier 1
    - i. If the chapter fails to satisfy the educational requirements in an academic semester, the chapter will be required to meet with the V.P. of Member

Education to discuss the inability to complete the chapter education requirements.

- ii. The chapter programming chair will be required to submit a plan to the Panhellenic Council of how she intends to ensure compliance the following semester.

## 2. Programming Tier 2

- a. If the chapter fails to satisfy the educational requirements for two consecutive academic semesters, the chapter will be required to meet with the V.P. of Member Education to discuss the inability to complete the chapter education requirements.
- b. The chapter programming chair will be required to submit a plan to the Panhellenic Council of how she intends to ensure compliance the following semester.
- c. 80% of the chapter membership must attend an additional educational event of the chapter's choice the following semester.

## 3. Programming Tier 3

- i. In addition to Tier 2 requirements, the chapter must sponsor/co-sponsor an educational event for the Washington State University fraternity and sorority community, approved by the Greek Councils.
  - a. The type of sponsorship/co-sponsorship will be determined with the Panhellenic VP for Member Education, based on the chapter's resources.

## 4. Programming Tier 4

- i. If the chapter fails to satisfy the educational requirements for three consecutive academic semesters then, in addition to Tier 3 sanctions, the chapter will be placed on supervised probation until all programming requirements are completed.

B. A "tier" is applied for one academic semester.

C. If a chapter is on a tier and completes all of the additional requirements, that chapter will not be on any tier the following semester.

**APPENDIX G**  
**NATIONAL PANHELLENIC CONFERENCE**  
**UNANIMOUS AGREEMENTS**

**I. THE PANHELLENIC CREED**

We, as Undergraduate members of women's fraternities, stand for good scholarship, for guarding of good health, for maintenance of fine standards, and for serving, to the best of our ability, our college community. Cooperation for furthering fraternity life, in harmony with its best possibilities, is the ideal that shall guide our fraternity activities.

We, as Fraternity Women, stand for service through the development of character inspired by the close contact and deep friendship of individual fraternity and Panhellenic life. The opportunity for wide and wise human service, through mutual respect and helpfulness, is the tenet by which we strive to live.

**II. JURISDICTION OF PANHELLENIC ASSOCIATIONS**

Panhellenic associations are based on democratic principles and organized to afford cooperation among the women's fraternities. Panhellenic members shall respect and obey the letter and spirit of all NPC Unanimous Agreements. Panhellenic associations' constitutions and bylaws shall conform to all Unanimous Agreements.

**A. College Panhellenic Associations**

- i. The administrative body of a College Panhellenic Association is a College Panhellenic Council.
- ii. A College Panhellenic Council shall be composed of delegates selected by individual chapters from the NPC fraternities.
- iii. A College Panhellenic Council shall take no action that infringes on the sovereignty, rights or privileges of the individual NPC fraternities. Infringements include the following:
  - a. Requiring fraternity chapters to maintain a specific scholastic grade point average
  - b. Requiring a scholastic grade point average as a condition for a chapter's participation in membership recruitment
  - c. Requiring a scholastic grade point average as a condition for a woman's participation in the membership recruitment process
  - d. Requiring a scholastic grade point average as a qualification for pledging or initiation
  - e. Requiring fraternity chapters to maintain a minimum number of members
  - f. Surveying to collect data that reflects a chapter's internal information or requiring documents that are considered confidential material regarding the chapter's internal operations
    - i. Lowering a chapter's quota as a penalty
    - ii. Requiring a chapter's Panhellenic delegate to be a specific chapter officer

- iii. Enacting a College Panhellenic governing document provision or sanction that infringes on the sovereignty, rights or privileges of the individual NPC fraternities
- iv. Voting to contradict an NPC Unanimous Agreement
- g. Language that infringes on the sovereignty, rights or privileges of the individual NPC fraternities or that contradicts an NPC Unanimous Agreement must be removed immediately; no vote is necessary.
- h. Except in routine matters, a College Panhellenic Council and its officers shall act only upon a vote of the delegate body after referral to the member fraternity chapters.
- i. **Alumnae Panhellenic Associations**
  - A. The administrative body of an Alumnae Panhellenic Association is an Alumnae Panhellenic Council.
  - B. Alumnae Panhellenic Councils shall be composed of delegates selected by their organized alumnae groups; an individual may represent her fraternity where there is no alumnae group.
  - C. One vote shall be granted to each NPC member fraternity represented in the Alumnae Panhellenic Association.
  - D. Alumnae Panhellenic Associations shall not expel a member group of any NPC fraternity from its membership in the Alumnae Panhellenic Association.
  - E. A re-established alumnae group shall take its place in rotation in the Alumnae Panhellenic Association according to the date of its re-establishment.

### III. THE PANHELLENIC COMPACT

1. A woman who is or who has ever been an initiated member of an existing NPC fraternity shall not be eligible for membership in another NPC fraternity.
2. To be eligible to pledge an NPC fraternity chapter on the campus where a woman is enrolled, she shall be regularly matriculated according to the definition of matriculation established by that institution.
3. No female student shall be asked to join an NPC fraternity during any school recess except during a primary membership recruitment period and the ensuing continuous open bidding (COB) held immediately prior to an academic term.
4. Each College Panhellenic Council shall establish a Bid Day to conclude the primary membership recruitment period. A Bid Day is the scheduled time when invitations to membership are issued.
5. If through the primary membership recruitment process, a potential member receives a bid and declines it, then she is ineligible to be pledged to another NPC fraternity on the same campus until the beginning of the next year's primary membership recruitment period.
6. At a later date but before the next primary membership recruitment period, if the potential member who declined her bid expresses interest in being pledged to the chapter with which she originally matched, she may do so only if the chapter extends another bid and has quota or total spaces to fill.
7. If a potential member does not receive a bid at the end of the primary membership recruitment period, she is eligible immediately to participate in COB.

8. If through the primary recruitment process a potential member accepts a bid and then has her pledge broken by an NPC fraternity or breaks her pledge, then she is ineligible to be pledged to another NPC fraternity on the same campus until the beginning of the next year's primary membership recruitment period.
9. A COB acceptance is a binding agreement. If a potential member accepts a bid, signs a COB acceptance and then has her pledge broken by an NPC fraternity or breaks her pledge, then she is ineligible to be pledged to another NPC fraternity on that campus until the beginning of the next year's primary membership recruitment period.
10. A woman who has accepted a bid either through primary or COB recruitment and who has had her pledge broken by an NPC fraternity or has broken her pledge, may be repledged by the same NPC fraternity chapter on the campus at any time before the beginning of the next year's primary membership recruitment period, even if the chapter is over total.
11. When a woman who has been pledged but not yet initiated transfers to another campus, her pledge is broken, and she is eligible to pledge an NPC fraternity on that campus at the earliest opportunity.
12. Women who have been pledged but not yet initiated into a chapter whose charter has been rescinded or relinquished or of a colony that has been dissolved shall be eligible to pledge another NPC fraternity immediately following the official release by the NPC fraternity.

#### **IV. STANDARDS OF ETHICAL CONDUCT**

1. National Panhellenic Conference (NPC) fraternities shall impress upon their undergraduate and alumnae members that they shall respect and obey the letter and the spirit of all NPC Unanimous Agreements.
2. In case of Panhellenic difficulties, all chapters involved shall do their utmost to restore harmony and to prevent publicity, both in the college and the community.
3. NPC denounces the arbitrary priority rating of women's fraternities.
4. NPC denounces the ranking or categorization of chapters determined by administrative personnel according to a chapter's compliance with university standards or guidelines.
5. NPC fraternity members shall not suggest to any potential member that she refuse a bid from one group in order to wait for a bid from another group or suggest that a potential member list only one choice on her membership recruitment acceptance.
6. It is in accord with the dignity and good manners of fraternity women to:
  - A. Avoid disparaging remarks about any fraternity or college woman.
  - B. Create friendly relations between fraternity and nonfraternity women.
  - C. Avoid negative publicity on Panhellenic matters.
7. NPC discourages the use of Greek-letter fraternity names and insignia in inappropriate or distasteful commercial advertising.
8. NPC has no affiliation or connection with any high school sorority.
9. NPC supports all efforts to eliminate hazing.

#### **V. AGREEMENT ON EXTENSION**

1. NPC believes that it is unethical for an NPC fraternity to contact an institution and/or its students concerning the establishment of a chapter where the institution fails to meet



the NPC requirements for a host institution. The institution must be a senior college or university that is authorized to confer a bachelor's degree and that has received a satisfactory rating by the pertinent recognized regional association of colleges and secondary schools or other recognized agency and/or entity that confers accreditation in the relevant jurisdiction.

2. The proper authority shall be defined as follows:

A. Where there are two or more NPC fraternities present on campus, then a vote of those NPC fraternities as evidenced in written minutes of the College Panhellenic Council (if organized) shall constitute the proper authority. If there is no College Panhellenic Council, then a separate vote of the NPC chapters present on campus shall constitute the proper authority.

B. On campuses where there is one or no NPC fraternity and where the administration is willing to recognize women's fraternities, a letter from a senior-level student affairs administrator shall constitute the proper authority.

C. The NPC Extension Committee is the proper authority on campuses where there is one or no NPC fraternity and the college administration does not grant recognition to women's fraternities but does not discipline students for joining.

3. Contact regarding extension by NPC fraternities, volunteers, staff, collegiate and alumnae members shall include the following:

A. NPC fraternities may contact the administration of any college or university that meets the criteria listed in Unanimous Agreement V, No. 1 and serves as the proper authority.

B. When a campus has two or more NPC fraternities and is open for extension, NPC fraternities can communicate with a student(s), an interest group or a local sorority only with prior permission of the proper authority.

C. NPC fraternities that are contacted by student(s), local sororities or interest groups from campuses with two or more NPC fraternities must refer the student(s), local sorority or interest group to the proper authority.

D. NPC fraternities should not be in contact with students of any college or university concerning membership where the administration disciplines students for joining women's fraternities.

E. When a local sorority or interest group is in discussions with an NPC fraternity regarding affiliation after approval by the proper authority, no other group shall be in communication with that local sorority or interest group.

4. Any colony of an NPC fraternity shall become a provisional member of the College Panhellenic Association and shall conform to the association's established rules, regulations and policies.

5. When an NPC fraternity has installed a chapter, that chapter shall become a regular member of the College Panhellenic Association.

## **VI. COLLEGE PANHELLENIC ASSOCIATION AGREEMENT**

1. Establishment and Regulation of a College Panhellenic Association

A. A College Panhellenic Association shall be established where two or more NPC fraternities have installed undergraduate chapters.

B. The NPC fraternity chapter first installed on that campus shall take the initiative in organizing the College Panhellenic Association with the participation and involvement of other existing NPC fraternity chapters on that campus.

- C. When an NPC member fraternity has followed the NPC Agreement on Extension, and a chapter has been installed, that chapter shall become a regular member of the College Panhellenic Association.
  - D. Each installed NPC fraternity chapter shall have one vote.
  - E. A College Panhellenic Association shall not expel a chapter of any NPC fraternity from its membership, nor shall it have the authority to recommend such action.
  - F. An NPC fraternity chapter shall not have the right to withdraw from its College Panhellenic Association.
  - G. A re-established NPC fraternity chapter shall take its place in the College Panhellenic Association according to the date of its most recent installation.
2. Establishment and Regulation of Membership Recruitment
- A. Each College Panhellenic Council shall establish rules governing membership recruitment activities.
  - B. Each NPC fraternity chapter has the right to COB to reach quota or its total allowable chapter size during the regular school year as defined by the school calendar. To accommodate a chapter colonization or to allow a chapter to build its membership, the College Panhellenic Council may vote to suspend COB for a period not to exceed three weeks.
  - C. Each College Panhellenic Association shall prohibit the use of alcoholic beverages in membership recruitment and Bid Day activities.
  - D. Each College Panhellenic Association shall prohibit the participation of men in membership recruitment and Bid Day activities.
  - E. All members, including alumnae and new members, shall be bound by College Panhellenic Association rules governing membership recruitment.
  - F. Regardless of recruitment style, a potential new member shall sign a binding membership agreement.
3. Preferential Bidding
- When a preferential bidding system is used, the College Panhellenic Association shall observe the following:
- A. When a woman receives a bid under the preferential system, her signing the membership acceptance is binding to the extent she shall be considered ineligible for one calendar year to accept a bid from any other NPC fraternity on the same campus. However, she may be repledged by the same NPC fraternity chapter at any time within that calendar year.
  - B. The person in charge of preferential bidding shall be required to safeguard all records and keep them for one year from the date of signing.
4. Continuous Open Bidding (COB)
- A. During COB, the proof of a woman's membership acceptance shall be a dated COB acceptance signed by the woman and witnessed by a member of the NPC fraternity chapter.
  - B. The person in charge of record-keeping shall be required to safeguard all COB records and keep them for one year from the date of signing.

## **VII. COLLEGE PANHELLENIC ASSOCIATION JUDICIAL PROCEDURE**

### **1. Judicial Board**

Each College Panhellenic Association shall establish a judicial board for the limited purpose of handling member group infractions of:

- a. NPC Unanimous Agreements
- b. College Panhellenic bylaws and/or other governing documents
- c. College Panhellenic membership recruitment rules/guidelines
- d. College Panhellenic code of ethics
- e. College Panhellenic standing rules

2. The composition and duties of the judicial board must be defined in the College Panhellenic bylaws.

A. A College Panhellenic through its elected officers shall select and train a workable judicial board based on the needs of the campus.

B. The duties and responsibilities of the judicial board must be consistent with this and all other NPC Unanimous Agreements.

C. All NPC judicial forms shall be used to ensure proper documentation and adherence to the NPC Unanimous Agreements. Judicial forms are available on the NPC website.

D. Documentation of all judicial proceedings shall be retained by the fraternity/sorority advisor (FSA) for three years.

3. Judicial Process Overview

A. Fraternities are encouraged to resolve alleged infractions as soon as possible through informal discussion with the involved parties before an infraction is filed.

B. Should the informal discussions be unsuccessful, the judicial process will be set in motion by the filing of a violation report form for an alleged infraction. An infraction can only be filed against a chapter and not against any individual(s). Violations must be reported in the following manner on the College Panhellenic Violation Report available on the NPC website or from the campus Panhellenic:

C. Timing

- The College Panhellenic Violation Report shall be completed and presented to the president of the College Panhellenic Association in a timely manner, but not more than 30 calendar days from the date of the alleged infraction (including university/college breaks).
- If the College Panhellenic president is unavailable or the violation is against her fraternity, the report shall be presented to the FSA.
- The College Panhellenic president and FSA shall review the College Panhellenic Violation Report to ensure it has been filled out completely, including proper signatures and indication of rule(s)/guideline(s) violated. An incomplete report shall be returned to the reporting party for completion before proceeding.

D. Proper Reporting Authority

i. Infractions, excluding recruitment infractions, may only be reported and signed by one of the following:

- The president of a chapter on behalf of her chapter
- Executive officer/board member of a chapter
- College Panhellenic officer

- FSA
- ii. Recruitment infractions may only be reported and signed by one of the following:
  - The president of a chapter on behalf of her chapter
  - College Panhellenic officer in charge of recruitment or a recruitment counselor
  - Potential new member
  - FSA

#### E. Receipt of Infraction

- The following steps should be taken to make certain an infraction is properly received by the College Panhellenic:
  - The College Panhellenic Violation Report is retained by the College Panhellenic president or FSA and is available upon request by the accused fraternity.
  - The College Panhellenic president or FSA shall send a copy of the College Panhellenic Violation Report to the NPC area advisor within seven days.

#### F. Notification of Chapter

- The College Panhellenic President shall notify the accused fraternity in writing by delivering the College Panhellenic Notice of Infraction to that chapter president within **seven** days of receiving the College Panhellenic Violation Report.
- If the president of the accused fraternity is unavailable, delivery may be made to another appropriate chapter fraternity officer or advisor. The record of delivery shall be documented on the report.
- A copy of the College Panhellenic Notice of Infraction shall be given to the FSA and sent to the NPC area advisor within the same time period.

#### G. Response to Receipt of Infraction

- Upon receipt of the College Panhellenic Notice of Infraction, the accused fraternity shall contact the College Panhellenic president within seven days to schedule mediation. Mediation shall be held unless the accused fraternity chooses to proceed directly to a judicial hearing.
- If the College Panhellenic Notice of Infraction is delivered during a college/university break, the mediation/judicial hearing may be scheduled after classes resume or held during the break if all parties are available.

#### 4. Mediation

The purpose of mediation is to find a solution satisfactory to both the party who filed the infraction and the accused fraternity, in accordance with the following documents:

- NPC Unanimous Agreements
- College Panhellenic bylaws
- College Panhellenic membership recruitment rules/guidelines
- College Panhellenic code of ethics
- College Panhellenic standing rules

The following elements of mediation shall be followed:

- Mediation shall be closed to the public.
- All participants in the mediation shall keep strict confidentiality.
- No more than three participants (including a chapter advisor) shall represent either party and/or each fraternity involved at mediation.
- In cases of infractions for which a College Panhellenic officer or another individual has information regarding the infraction and did not file the infraction, then the person shall attend only for the purpose of presenting the information, after which he or she shall be excused from the mediation.

Mediator Guidelines:

- The College Panhellenic president in agreement with the FSA shall appoint a neutral party to serve as the mediator.
- Though it is preferable that the FSA for Panhellenic not serve as the mediator, the advisor can serve if he or she did not file the infraction or has not been involved with the reported incident.
- The mediator shall not be an undergraduate student.
- All parties must sign a summary of the mediation proceedings on the Mediation Summary Report indicating the outcome of the mediation and their acceptance of the sanctions. The forms are available on the NPC website. A copy of the report shall be retained by the FSA for a period of three years.
- Within 24 hours of the completion of the mediation, the College Panhellenic president shall send a copy of the Mediation Summary Report to the parties designated on the form.

#### 4. Judicial Board Hearing

- If an agreement is not reached during the mediation process, a judicial board hearing shall be held.
- The accused party may choose to go directly to a judicial hearing instead of mediation.
- **The College Panhellenic shall follow procedures for judicial board hearings as already established by its College Panhellenic Association bylaws.**
- Hearings shall be closed to the public.
- No more than three participants (including a chapter advisor) shall represent either party and/or each fraternity involved at a hearing.
- In cases of infractions for which a College Panhellenic officer or another individual has information regarding the infraction and did not file the infraction, then the person shall attend only for the purpose of presenting the information, after which he or she shall be excused from the judicial hearing.
- All parties must sign a summary of the hearing proceedings on the Judicial Board Hearing Summary Report indicating the outcome of the hearing. Forms are available on the NPC website. A copy of the report should be retained by the FSA for three years.
- Within 24 hours of the completion of the judicial hearing, the College Panhellenic officer responsible for the judicial process shall send a copy of the College Panhellenic Judicial Board Hearing Summary Report to the parties designated on the form.

- On those campuses where the small size of the College Panhellenic makes a judicial hearing ineffective because of conflicts of interest and mediation has proven to be ineffective, the case may be referred directly to the NPC College Panhellenics Judicial Appeals Committee.

#### 5. Sanctions

A. Appropriate Sanctions. Each College Panhellenic shall strive to achieve a fair and reasonable resolution for infractions. Sanctions should fit the nature and degree of the offense.

- Monetary fines shall be acceptable only for a measurable offense of the Panhellenic's
- governing documents or stated membership recruitment rules.
- The amounts of monetary fines shall be predetermined by a vote of the College Panhellenic Council and stated in the Panhellenic standing rules and/or membership recruitment rules prior to the beginning of recruitment.
- Examples of reasons for monetary fines may be limited to the following:
  - Late recruitment event invitation lists
  - Recruitment events that exceed designated event times
  - Prohibited postings on social media outlets
  - Required chapter attendance at Panhellenic-sponsored events

Sanctions shall not:

- Forbid formal or informal recruitment activities or the observance of an inter/national fraternity event such as an educational program, ritual ceremony or historical celebration.
- Affect a fraternity chapter's quota or total.
- Affect the time of new member acceptance and/or initiation.
- Forbid the right of an NPC fraternity to vote in College Panhellenic meetings.
- Include removal from the College Panhellenic.

#### B. Duration of Sanctions

The duration of any penalty imposed shall not exceed one calendar year from the time the decision is final.

#### C. NPC Notification of Sanctions

Within 24 hours of the completion of mediation or the judicial board hearing, the College Panhellenic president or the College Panhellenic officer responsible for the judicial process shall send a copy of the Mediation Summary Report or Judicial Board Hearing Summary Report (not including the minutes) to parties indicated on the report form.

#### 6. Appeals

A. The decision of the College Panhellenic Association judicial board may be appealed by any involved party to the NPC College Panhellenics Judicial Appeals Committee.

- An appeal shall be filed with the College Panhellenic president, using the process referenced in the judicial resource section in the Manual of Information and on the appeal form, within **seven days** of the decision.
- The Judicial Appeals Committee shall reverse or uphold the decision of the College Panhellenic Association judicial board. The Judicial Appeals Committee may also dismiss or modify sanctions as the committee deems appropriate.

- Any penalty shall begin only after all properly filed appeal(s) decisions have been rendered. If a sanctioned fraternity wants to fulfill all or part of the sanctions pending the outcome of a filed appeal(s), the fraternity shall have that option.
- B. If the NPC College Panhellenics Judicial Appeals Committee is unable to resolve the appeal, the Judicial Appeals Committee chairman shall be responsible for the further conduct of the case. All data regarding the appeal shall be submitted in the following order, as needed, until resolution can be determined:
- Inter/national presidents of the fraternity(s) involved.
  - NPC Executive Committee.
  - NPC Board of Directors. The decision of the NPC Board of Directors shall be final.

### **VIII. AGREEMENT ON QUESTIONNAIRES**

Questionnaires, oral and written, shall not be answered until such time as they have been reviewed by the NPC Research Committee and information released to encourage a coordinated response to protect individual and group freedom of association and the right to privacy.

### **IX. NPC DECLARATION OF FREEDOM**

Knowledge is essential to preserving freedoms provided in the first 10 amendments of the U. S. Constitution, known as the Bill of Rights, and as provided by the Canadian Charter of Rights and Freedoms (Part 1, Constitution Act, 1982), known as the Guarantee of Rights and Freedoms. Citizens of both the United States and Canada are guaranteed the rights of peaceful assembly and freedom of association. NPC is dedicated to preserving the freedom of citizens to choose their associates. We, the members of the National Panhellenic Conference, agree that we have a responsibility to contribute to accurate and thorough knowledge of the freedoms guaranteed by the U.S. Constitution and the Canadian Charter of Rights and Freedoms, and of any forces, organizations and ideologies that are potentially destructive to these freedoms.

### **X. PROTECTING THE RIGHT OF NPC MEMBERS TO REMAIN WOMEN-ONLY ORGANIZATIONS**

NPC member groups exist as women-only private social organizations. We believe that the right to enforce such membership restrictions is rooted in the freedom of association protected by the First Amendment of the U.S. Constitution. The U.S. Congress has recognized that right by providing in Title IX of the Education Amendments of 1972 that social fraternities are exempt from the prohibition against discrimination on the basis of sex in participation in educational programs or related activities (20 USC 1681) and in exempting “bona fide private membership clubs” from the general prohibition against sex discrimination in employment practice (26 USC 501(c)). To further protect the right to maintain our membership policies, NPC reaffirms its long-held beliefs and policies in the form of a Unanimous Agreement.

1. The women’s fraternities of the National Panhellenic Conference have the right to confine their membership to women and shall defend their right to exist as single-sex organizations.
2. Auxiliaries. Each College Panhellenic shall denounce the participation of undergraduate Panhellenic women in auxiliary groups to men’s fraternities.

3. Men's Recruitment. Each College Panhellenic shall denounce the participation of undergraduate Panhellenic women in men's formal recruitment.



## Appendix H SUPERVISED PROBATION

### Washington State University Panhellenic Association Constitution

#### ARTICLE I. Supervised Probation Definition

“Supervised probation is defined as the inability to host or participate in events / functions with other organizations where alcohol is present. This includes but is not limited to, exchanges, social functions planned in conjunction with one or more organizations, date dashes, open-to-closes, etc. Supervised probation does not include chapter meetings or new member meetings, brother/sisterhoods, chapter service projects, or philanthropies where alcohol is not present.”

A. If a sorority is on academic tiers two or three, they will be subject to the following bylaws concerning the hosting or participation in a philanthropic event.

#### ARTICLE II. Philanthropy Requirements for Hosting an Event

In order for a sorority that is on supervised probation to be able to host or participate in a philanthropic event under their respective chapter’s name, they must adhere to the following policies in order for their philanthropy/philanthropy participation to be compliant:

Section 1- The chapter must to create a thorough and detailed report of:

1. How their philanthropy is bylaw compliant.
2. A timeline of events for the philanthropy including a schedule, date, risk management meeting etc.
3. The sorority must demonstrate that their philanthropy serves an educational purpose. There must be an educational component included. i.e. A speaker, or a designated time for the educational mission of the philanthropy to be explained to both the chapter and the participants.
4. The sorority must explain how their philanthropy is not simply just the transfer of funds from one chapter to another.
5. The sorority must meet or be in contact at least once prior to the event with the Panhellenic Vice President of Philanthropy and Service as well as the Panhellenic Vice President of Standards and Accountability.
6. If the Panhellenic Vice President of Philanthropy and Service and/or the Panhellenic Vice President of Standards and Accountability do not feel the philanthropy is compliant or does not serve an educational purpose, the sorority may be subject to revision of the philanthropy plan.
7. Any disregard of the stated policies in Section II, Article 1 could result in the sorority being referred to the Greek Standards Board with an additional possible referral to the Office of Student Standards and Accountability.

#### Section III- Requirements for Participation in other Philanthropic Events

ARTICLE III. The chapter has to create a thorough and detailed report of:

##### A. Pre Event-

1. What the chapter hopes to learn from the event.
2. How the chapter plans to participate in the event.
3. How many members will be participating.

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4. The sorority must meet or be in contact at least once prior to the event with the Panhellenic Vice President of Philanthropy and Service as well as the Panhellenic Vice President of Standards and Accountability.
5. If the Panhellenic Vice President of Philanthropy and Service and/or the Panhellenic Vice President of Standards and Accountability do not feel the philanthropy participation is compliant or does not serve an educational purpose the sorority may be subject to revision of the philanthropy participation plan.
6. Any disregard of the stated policies in Section III, Article 1, Sub point A, could result in the sorority being referred to the Greek Standards Board.

#### B. Post Event-

1. Following the participation in a chapter's philanthropy the sorority must write a report to the Center for Fraternity and Sorority Life including the following information.
  - a. What they learned from the event.
  - b. What they learned about the organization the philanthropy raised funds for.
  - c. Their overall impression of the event.
2. The chapter must also have follow-up communication with the Panhellenic Vice President of Philanthropy and Service and the Panhellenic Vice President of Standards and Accountability.

#### Section IV- Violation of Supervised Probation

1. If a Sorority on supervised probation violates any of the stipulations in Article 1 in any way the sorority in question will be immediately referred to the Greek Standards Board.
2. If the Sorority is found responsible for the stated violations they will lose their ability to participate in philanthropic events until they are off academic tier probation or off University sanctions.
3. If the Sorority is found responsible for violations of supervised probation they will be immediately referred to the Office of Student Standards and Accountability.

**APPENDIX I**  
**NON COMPLIANCE WITH STATED ACADEMIC STANDARD**

ARTICLE I: Failure to uphold the University standard will result in the following:

- A. Academic Plan Level One: Chapters Between a 2.90-2.99
1. Chapter must host an in-house educational program to be completed by midterms of that semester. The organization of the program will be the responsibility of the chapter. Post program, the chapter will fill out a form available via Presence describing the program and obtaining the signature of the credible speaker.
    - (a) It is recommended that chapters on tier one evaluate their chapter's mid-term grades and host an additional program after midterms as needed.
  2. Chapter scholarship chair must meet with the Panhellenic Council Vice President of Scholarship a minimum of twice per semester to evaluate scholarship plan and assess improvements.
- B. Academic Plan Level two: Chapters between a 2.80-2.89
1. Chapter must host an in-house educational program to be completed by midterms of that semester. The organization of the program will be the responsibility of the chapter. Post program, the chapter will fill out a form available via Presence describing the program and obtaining the signature of the credible speaker.
    - (a) It is recommended that chapters on tier one evaluate their chapter's mid-term grades and host an additional program after midterms as needed.
  2. Chapters will be placed on supervised probation with the privilege of participating and hosting philanthropy events.
  3. Chapter scholarship chair must meet with the Vice President of Scholarship as well as a Center for Fraternity and Sorority Life staff member a minimum of twice per semester to evaluate scholarship plan and assess improvements.
    - (a) It is recommended that your chapter look into on-campus resources, such as tutoring, to make academic support more available to your chapter members.
- C. Academic Plan Level Three: Chapters below a 2.80
1. Chapter must host two in-house educational programs. The first to be completed by midterms of that semester, and the second to be completed by finals week of the same semester. The organization of the programs will be the responsibility of the chapter. After each of the two programs, the chapter will fill out a form available via Presence describing the program and obtaining the signature of the credible speaker.
  2. The chapter will continue to be on supervised probation but will be denied the privilege to host or participate in philanthropies.
  3. Chapter scholarship chair as well as the chapter's advisor must meet with the Vice President of Scholarship as well as a Center for Fraternity and Sorority Life staff

member a minimum of twice per semester to evaluate scholarship plan and assess improvements.

4. A letter will be sent to the chapter's (inter)national headquarters expressing concern for the chapter's academics and suggesting headquarter intervention.

D. Academic Probation

1. Chapters who perform above a 3.0 will be taken off of tiers and placed on a semester of academic probation. During this time the chapter will continue to meet with the Panhellenic Vice President of Service a minimum of once per month to assess chapter success and continue academic growth.

**APPENDIX J**  
**NONCOMPLIANCE WITH STATED ACADEMIC STANDARD**  
 Washington State University Panhellenic Association Constitution

ARTICLE I: Failure to uphold the University standard will result in the following:

A. Academic Plan Level One: Chapters Between a 2.90-2.99

1. Chapter must host an in-house educational program to be completed by midterms of that semester. The organization of the program will be the responsibility of the chapter. Post program, the chapter will fill out a form available via Presence describing the program and obtaining the signature of the credible speaker.
  - (a) It is recommended that chapters on tier one evaluate their chapter's mid-term grades and host an additional program after midterms as needed.
2. Chapter scholarship chair must meet with the Panhellenic Council Vice President of Scholarship a minimum of twice per semester to evaluate scholarship plan and assess improvements.
3. Chapter scholarship chairs must submit a comprehensive scholarship plan to the Vice President of Scholarship for review.
4. Once the above requirements have been completed, the chapter is able to host two social events (ex, 1 formal and 1 exchange) that have been registered in Presence 2 weeks prior to the event date.

B. Academic Plan Level two: Chapters between a 2.80-2.89

1. Chapter must host an in-house educational program to be completed by midterms of that semester. The organization of the program will be the responsibility of the chapter. Post program, the chapter will fill out a form available via Presence describing the program and obtaining the signature of the credible speaker.
  - (a) It is recommended that chapters on tier one evaluate their chapter's mid-term grades and host an additional program after midterms as needed.
2. Chapters will be placed on supervised probation with the privilege of participating and hosting philanthropy events.
3. Chapter scholarship chair must meet with the Vice President of Scholarship as well as a Center for Fraternity and Sorority Life staff member a minimum of twice per semester to evaluate scholarship plan and assess improvements.
  - (a) It is recommended that your chapter investigate on-campus resources, such as tutoring, to make academic support more available to your chapter members.
4. Chapter scholarship chairs must submit a comprehensive scholarship plan to the Vice President of Scholarship for review.
5. Once the above requirements have been completed the chapter is able to host two social events (ex, 1 formal and 1 exchange) that have been registered in Presence 2 weeks prior to the event date.

C. Academic Plan Level Three: Chapters below a 2.80

Current as of April 2022

1. Chapter must host two in-house educational programs. The first to be completed by midterms of that semester, and the second to be completed by finals week of the same semester. The organization of the programs will be the responsibility of the chapter. After each of the two programs, the chapter will fill out a form available via Presence describing the program and obtaining the signature of the credible speaker.
2. The chapter will continue to be on supervised probation but will be denied the privilege to host or participate in philanthropies.
3. Chapter scholarship chair as well as the chapter's advisor must meet with the Vice President of Scholarship as well as a Center for Fraternity and Sorority Life staff member a minimum of twice per semester to evaluate scholarship plan and assess improvements.
4. A letter will be sent to the chapter's (inter)national headquarters expressing concern for the chapter's academics and suggesting headquarter intervention.
5. Chapter scholarship chairs must submit a comprehensive scholarship plan to the Vice President of Scholarship for review.
6. Once the above requirements have been completed the chapter is able to host two social events (ex, 1 formal and 1 exchange) that have been registered in Presence 2 weeks prior to the event date.

#### D. Academic Probation

Chapters who perform above a 3.0 will be taken off of tiers and placed on a semester of academic probation. During this time the chapter will continue to meet with the Panhellenic Vice President of Scholarship a minimum of once per month to assess chapter success and continue academic growth.

## Appendix K Free Speech, Hate Speech, and Discrimination

### Section I: Background and Definitions

We support every individual right to free speech and do not condone, accept, or promote the use of hate speech within the Greek community.

Hate speech is any language used to specifically target marginalized groups of people. This includes the use of terms that have historically discriminated against groups also known as derogatory language or slurs.

We respect the freedom of speech from every individual in our community. Freedom means the words we can use and the actions we can take to express ourselves that are protected by the first amendment of the U.S. constitution. However, free speech rights do not allow people to say whatever they want without consequences. We will not tolerate hate speech and individuals and chapters will face consequences for their use of hateful language.

### Section II: Education Expectations:

- The Vice President of Diversity, Equity, and Inclusion (VP DEI) must educate their constituents about the importance of language use.
  - o Before the conclusion of the first month of the Spring Semester, the VP DEI will provide training for their constituents, which defines Free speech vs. Hate speech, and provides reporting resources for DEI chairs to bring to their chapters.
- The VP DEI must also provide resources regarding hate speech to DEI Constituents, to ensure members are aware of the history and implications of discriminatory language.
  - o The VP DEI shall provide, at the constituent education meeting referenced above, a brief presentation with visual-aids (eg: powerpoint, prezzi, canva, etc) covering the material listed, in a common shared drive that chapters can access and use to present at a chapter meeting.
  - o Chapters are required to present this information at a chapter meeting before the end of February.

### Section III: Behavioral Expectations and Accountability

- Organizations are expected to maintain the highest standards of membership and utilize their membership accountability process (judicial, standards process, honor code, etc) as it relates to discrimination and hate speech. Chapters are expected to hold their membership accountable for the use of discriminatory actions and speech.
  - o The failure of an organization to hold its membership accountable can create a permissible environment for this behavior to perpetuate inside of the organization. The creation of this permissible environment may trigger an organizational investigation for the chapter not operating in line with their values.
  - o Organizations that do not meet their values, shall be referred to the Greek Standards Board for a violation of this bylaw, and done so in accordance with their governing councils GSB process and the values incongruence violation bylaws.

### Section IV: Council Management of Reports

- Members and chapters that are reported engaging in discriminatory behavior may be reported to local authorities, including but not limited to; the chapter president, the Greek Standards Board, the Pullman Police Department, the WSU Police Department, Chapter

Current as of April 2022

Headquarters, The Center for Fraternity and Sorority Life, The Center for Community Standards, and Compliance and Civil Rights.