

*The Constitution and By-Laws  
of the Interfraternity Council*

*At William & Mary*

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# *The Constitution of the Interfraternity Council*

## *At William & Mary*

### **Article I**

#### *Name*

The name of this organization shall be “The Interfraternity Council”, abbreviated and recognized as the IFC.

### **Article II**

#### *Objective*

The Interfraternity Council is the governing body of the fraternity community. It will provide representation, improve communication, and provide a forum to address the issues facing the fraternity community at William & Mary. The core purpose of the IFC is to build a stronger fraternity community by fostering a positive image, enhancing fraternity unity, and recruiting men consistent with the high standards of our chapters.

### **Article III**

#### *Organization*

**Section A. Branches:** The Interfraternity Council shall consist of the following branches.

1. Legislative: The legislative powers of the IFC lie in the Presidents' Council.
2. Administrative: The administrative powers of the IFC lie in the Executive Council.
3. Conduct: The judicial powers of the IFC lie in the Conduct Board.

### **Article IV**

#### *The Presidents' Council*

**Section A. Purpose:** The Presidents' Council has supreme legislative authority in the IFC with governing authority on all matters concerning the IFC community (subject to College policy).

**Section B. Structure:**

1. The voting members of the Presidents' Council shall be the president of each IFC recognized fraternity in good standing. Each president will represent his fraternity while keeping the interests of the entire fraternity community at heart.
2. Non-voting members of the council shall be the Executive Council officers, delegates/representatives from each IFC Expansion OR Associate Member fraternity, and the IFC Advisor. The IFC President may serve as a voting member in the event of a tie.

**Section C. Procedures:**

1. The Presidents' Council shall hold weekly scheduled meetings while classes are in session and any other times deemed necessary by a majority of either the chapter presidents OR the Executive Council.
2. Quorum: Two-thirds of the voting members in good standing present.
3. A fraternity in good standing is one who:
  - a. Does not have more than 3 consecutive Presidents' Council absences and/or 5 total Presidents' Council absences per semester.
  - b. Is up to date or no more than 2 weeks delinquent on any IFC bills.
  - c. Is otherwise deemed in good standing by the Conduct Board .
4. Loss of good standing penalties:
  - a. Loss of voting privileges on all IFC business.
  - b. While the chapter is not in good standing, no candidates from the chapter may run for IFC Executive Council.
  - c. Chapter is ineligible to participate in any IFC sponsored events or activities, including recruitment events.
  - d. Chapter will be charged a \$10 fine for each absence after 3 consecutive absences and/or 5 total absences.
5. Obtaining good standing:
  - a. Fraternity must present a written petition to the Presidents' Council and pay all outstanding bills (if applicable).
  - b. May be reinstated by a majority vote of the Presidents' Council.
6. Robert's Rules of Order shall govern the Presidents' Council meetings when they apply and where they are consistent with the Constitution and By-Laws of the IFC.
7. The Presidents' Council is responsible for electing the Executive Council officers.

## **Article V**

### *Executive Council*

**Section A. Purpose:** The Executive Council will be the administrative branch of the IFC.

**Section B. Structure & Procedures:**

1. The Executive Council consists of 11 officers: President, Executive Vice President, Vice President of Recruitment, Vice President of Conduct, Vice President of Diversity, Equity & Inclusion, Vice President of Scholarship, Vice President of Community Service, Vice President of Public Relations, Vice President of Administration & Finance, Vice President of Health & Wellness, and Vice President of Programming.
2. The Executive Council will hold weekly meetings while classes are in session.
3. The Executive Council is accountable to the Presidents' Council. Any administrative action of the Executive Council may be recalled by a two-thirds vote of the Presidents' Council.
4. The Executive Council officers will organize and chair any IFC committees.
5. The Executive Council will orderly and efficiently set goals with the Presidents' Council.
6. Duties and procedures for elections and removal from office shall be set out in Article I, Sections B and D of the By-Laws.

## Article VI

### *Membership & Admission to the IFC*

**Section A. Phases:** There are 3 phases of membership in the IFC: expansion status, associate member, and full membership.

1. Each phase will last no less than 1 semester.
2. An organization may petition for the next phase of membership no more than once a semester.

**Section B. Invitation:** There shall be a distinction between organizations invited to campus by the IFC and those who are not.

1. Fraternities invited on campus by the IFC will be automatically granted expansion status.
2. Fraternities not invited on campus by the IFC must receive a two-thirds vote of the Presidents' Council to attain expansion status.

**Section C. Expansion Status:** A chapter will obtain expansion status when the chapter:

1. Achieves recognition as a Recognized Student Organization from the Office of Student Leadership Development.
2. Follows all IFC recruitment regulations.
3. Follows all IFC rules and regulations.
4. Sends a representative to all Presidents' Council meetings.
5. Pays a one-time application fee-equivalent to the dues structure outlined in Article VII, Section A of the Constitution before participating in IFC sponsored events.

**Section D. Associate Status:** A chapter will obtain associate member status when:

1. All members of the organization must meet the requirements for joining the IFC as specified in Article VI, Sections B and C of the By-Laws.
2. The chapter is voted to be approved by two-thirds of the Presidents' Council.

During this period, the chapter:

1. May participate in all IFC sponsored events.
2. Will have a voice in the IFC and be eligible to vote on issues requiring a simple majority.
3. Members are eligible to hold IFC Executive Council offices.
4. Will be required to pay all IFC bills as decided by the Council.

**Section E. Full Membership:** A chapter will obtain full membership status when the chapter:

1. Receives issuance of a charter from a chapter's national organization.
2. Reaches a total membership equal to or greater than the average membership of an IFC fraternity (as per the previous semester's grade report).
3. Had no misconduct findings of responsibility in the previous semester and completed any and all sanctions from the IFC Conduct Board or University.
4. Maintains chapter GPA equal to or above the all-male undergraduate GPA for at least 1 semester.
5. Completed 4 semesters of Associate Membership.
6. Approval by two-thirds of the Presidents' Council.

**Section F. Metrics:** If any of these metrics are not reached, the probationary chapter and its national representative will establish a series of targets the chapter will meet in order to successfully achieve full membership. The chapter will remain an associate member until approved for full membership.

## **Article VII**

### *Finances*

#### **Section A. Dues and Fees:**

1. Each fraternity shall pay a fee of \$10 per active member every semester to the IFC.
2. Each chapter will be invoiced for each man accepting a bid to join a fraternity. The fee shall be \$30 per person signing a bid.
3. Invoices will be distributed within the first 2 weeks of each semester and are due within 2 weeks of receipt.
4. Late payments will receive a 10% upcharge per week late.
5. Checks with non-sufficient funds shall be \$25 in addition to the original amount due.
6. The Vice President of Administration & Finance along with the IFC Advisor shall review monetary fees each semester.
7. NIC insurance shall be split evenly between all chapters and invoiced accordingly.

#### **Section B. IFC Funds:**

1. The Vice President of Administration & Finance, with the joint signature of the President (or other approved signature designee) or IFC Advisor, shall make all disbursements. When classes are not in session, the President may authorize the IFC Advisor to make all disbursements on behalf of the organization.
2. The Vice President of Administration & Finance shall provide a regular budget report to the Presidents' Council.
3. The fiscal year for the IFC shall run July 1st to June 30th. A budget for the upcoming year shall be brought before the Presidents' Council prior to the end of the spring semester.

## **Article III**

### *Amendments*

**Section A.** This constitution may be amended at any regular meeting of the IFC by a two-thirds vote of the Presidents' Council, provided the amendment is presented at least 1 regular meeting in advance and that the amendment is consistent with the IFC Constitution, By-Laws, and policies of the University.



*The By-Laws of the Interfraternity Council*  
*At William & Mary*

*Chapter 1 - Executive Board*

**Article I**

*Executive Council Officers*

**Section A. Officers:** The following officers are to be elected by the Presidents' Council before the end of each fall semester:

1. President
2. Executive Vice President
3. Vice President of Recruitment
4. Vice President of Diversity, Equity & Inclusion
5. Vice President of Scholarship
6. Vice President of Community Service
7. Vice President of Public Relations
8. Vice President of Administration & Finance
9. Vice President of Conduct
10. Vice President of Health & Wellness
11. Vice President of Programming

**Section B. Election of Officers:**

1. Applications shall be released no less than two weeks in advance, and elections will be held before the end of classes each fall semester.
2. All applicants will present a speech to the Presidents' Council and may subsequently be interviewed at the Council's will.
3. Newly elected officers must attend at least 1 IFC meeting the semester they are elected, but will not assume office until the following semester.
4. The outgoing and incoming officers will meet to ensure a smooth transition.

**Section C. Expectations of Officers:**

1. Executive Board Officers are to attend not only a weekly meeting with the whole board, but also the weekly Presidents' Council Meeting.
2. Officers will commit to all duties outlined in Article II of the By-Laws.

**Section D. Removal of Officers:** An officer of the Executive Council shall be subject to removal of office:

1. If he assumes the office of president of his own fraternity.
2. If his cumulative or previous semester GPA falls below a 2.0.

3. If he fails to actively participate and attend Presidents' Council meetings and/or Executive Council meetings. An IFC Officer that misses 2 or more consecutive Executive Council or Presidents' Council meetings and/or 3 total Executive Council or Presidents' Council meetings in one semester shall have failed to actively participate, as determined by Article II, Section B.
4. If, by a three-fourths vote, the Presidents' Council elects to remove the officer for failure to fulfill the duties of his office as specified in the IFC Constitution or By-Laws. The said officer must be given an opportunity to hear the charges against him and rebut them.

In the event an officer is removed, the IFC President may appoint a temporary replacement until the Presidents' Council may elect a new officer.

## **Article II**

### *Executive Officer Duties*

#### **Section A. IFC President**

1. The President shall be responsible for presiding over all Presidents' Council Meetings and creating the agenda for these meetings.
2. The President shall serve as a voting member of the Presidents' Council only in the case of a tie.
3. He will serve as a liaison between the IFC and the Administration as well as the rest of the community.
4. The President will be responsible for correspondence between the IFC and any outside group or person.
5. The President shall oversee the financial aspects of the IFC, although the Vice President of Administration & Finance will be directly responsible for the IFC account.
6. The President shall have the ability to create ad hoc committees.
7. The President is the elected leader of the IFC and responsible to act in the best interest of the Fraternity/Sorority community as a whole. He is allowed the discretion to make quick administrative decisions when necessary, but then may be recalled by a two-thirds vote of the Presidents' Council.
8. The President will serve as a liaison to the Panhellenic Council, the National Pan-Hellenic Council, and Multicultural Greek Council and will oversee any co-sponsored initiatives.
9. The President shall meet weekly with the IFC Advisor or their designee.

#### **Section B. Executive Vice President**

1. The Executive Vice President will assume the role of President, if for any reason the President can not fulfill his responsibilities.
2. The Executive Vice President shall work to assist the executive officers in the fulfillment of their duties.
3. The Executive Vice President shall be responsible for organizing executive meetings once every week. These meetings will include all IFC officers.
4. The Executive Vice President will be responsible for organizing an effective transition process between incoming and outgoing Executive Council members.
5. The Executive Vice President shall ensure that Executive Council officers are performing their jobs in a responsible manner.
6. The Executive Vice President shall meet weekly with the IFC Advisor or their designee.

#### **Section C. Vice President of Recruitment**

1. The Vice President of Recruitment shall be responsible for the promotion and facilitation of an IFC sponsored recruitment.
2. The Vice President of Recruitment shall implement recruitment procedures to ensure the Recruitment system is benefiting the fraternity community as a whole.
3. The Vice President of Recruitment shall work along with the Vice President of Public Relations to publicize recruitment for the fraternity community.
4. The Vice President of Recruitment shall oversee the distribution of all recruitment publications.
5. The Vice President of Recruitment shall organize at least 2 meetings per semester for all chapter Recruitment Chairs before and after the IFC sponsored open-house period.
6. The Vice President of Recruitment shall meet weekly with the IFC Advisor or their designee.
7. The Vice President of Recruitment may not take any position with the Office of First Year Experience involving New Student Orientation during the Fall Semester of their term of office.

#### **Section D. Vice President of Conduct**

1. The Vice President of Conduct will chair the IFC Conduct Board.
2. The Vice President of Conduct will ensure that all policies and procedures outlined in the Code of Conduct are adhered to.
3. The Vice President of Conduct will ensure that he and all Conduct officers are appropriately trained to perform their duties.
4. The Vice President of Conduct will keep a close relationship with the IFC President, the IFC Advisor, and the Assistant Dean of Students to ensure totality in the Conduct Board's general proceedings. However, the IFC Conduct Board will operate as a separate entity from the IFC.
5. The Vice President of Conduct shall organize at least 1 meeting per semester open to all chapter Social and Risk Management positions to ensure that Article IV of the Bylaws and the Social/Risk management Section of Appendix A are followed.
6. The Vice President of Conduct shall meet weekly with the IFC Advisor or their designee.

#### **Section E. Vice President of Diversity, Equity & Inclusion**

1. The Vice President of Diversity, Equity & Inclusion is responsible for organizing diversity, equity, and inclusion programming that spurs discussion among IFC members.
2. The Vice President of Diversity, Equity & Inclusion is responsible for updating the chapter presidents weekly on diversity, equity, and inclusion opportunities and initiatives.
3. The Vice President of Diversity, Equity & Inclusion will periodically meet with campus organizations to program events and perform his duties.
4. The Vice President of Diversity, Equity & Inclusion will provide guidance for chapters on facilitating discussions and chapter presentations on the subjects of diversity, equity, and inclusion.
5. The Vice President of Diversity, Equity & Inclusion will chair the IFC Diversity, Equity & Inclusion Committee, that consists of at least 1 volunteer from every IFC Chapter, to create IFC-wide discussion on current issues and implement actionable plans to address them.
6. The Vice President of Diversity, Equity & Inclusion shall meet weekly with the IFC Advisor or their designee.

#### **Section F. Vice President of Scholarship**

1. The Vice President of Scholarship will improve the academic achievements of IFC fraternities.
2. The Vice President of Scholarship will foster close relationships with University faculty members.
3. The Vice President of Scholarship will oversee the provision of programs in areas such as study skills, time management, and career counseling for the entire fraternity community.
- 4.
5. The Vice President of Scholarship shall meet weekly with the IFC Advisor or their designee.

#### **Section G. Vice President of Community Service**

1. The Vice President of Community Service will provide community service opportunities for members of the fraternity community.
2. The Vice President of Community Service is responsible for conducting a yearly community service project jointly with Panhellenic, National Pan-Hellenic, and Multicultural Greek Councils.
3. The Vice President of Community Service shall organize at least 1 meeting per semester open to all chapter Community Service Chairs.
4. The Vice President of Community Service shall meet weekly with the IFC Advisor or their designee.

#### **Section H. Vice President of Public Relations**

1. The Vice President of Public Relations will be responsible for publicizing all IFC sponsored events.
2. The Vice President of Public Relations will improve the image of fraternities.
3. The Vice President of Public Relations will work closely with all officers to help them promote any events.
4. The Vice President of Public Relations will work along with the Panhellenic Council, National Pan-Hellenic Council, and Multicultural Greek Council representatives to produce public relations materials or publications relevant to the Fraternity & Sorority community.
5. The Vice President of Public Relations will be responsible for creating and maintaining content on all IFC and Fraternity & Sorority Social Media Accounts.
6. The Vice President of Public Relations will be responsible for forging better relationships with alumni, the Williamsburg community, and parents.
7. The Vice President of Public Relations shall meet weekly with the IFC Advisor or their designee.

#### **Section I. Vice President of Administration & Finance**

1. The Vice President of Administration & Finance will be responsible for distributing mail, taking attendance, notifying the Presidents' Council and the Executive Board of any attendance issues, and taking minutes at every IFC Presidents' Council meeting.
2. The Vice President of Administration & Finance will be responsible for issuing minutes from each Presidents' Council meeting before the next Presidents' Council meeting.
3. The Vice President of Administration & Finance will serve as IFC treasurer. He will keep up to date records of the IFC account. He will be responsible for billing and collecting all fees from each chapter.
4. The Vice President of Administration & Finance will keep the IFC checkbook but will not be able to use an IFC check without the joint signature of the IFC President or the IFC Advisor.
5. The Vice President of Administration & Finance shall meet weekly with the IFC Advisor or their designee.

## **Section J. Vice President of Health & Wellness**

1. The Vice President of Health & Wellness will stay updated on the progress of the Sexual Misconduct Prevention Steering Committee.
2. The Vice President of Health & Wellness will be responsible for organizing educational programming concerning sexual health & misconduct prevention, mental health, and physical health. This will include guidance for chapter presentations as well as IFC sponsored learning sessions open to the community. Supporting Survivors will be one of such programs.
3. The Vice President of Health & Wellness will update chapter presidents in the weekly council meetings on initiatives and opportunities.
4. The Vice President of Health & Wellness will periodically meet with members of campus organizations (e.g. HOPE, Active Minds, Haven, Someone You Know) to program events and coordinate his duties.
5. The Vice President of Health & Wellness will be responsible for ensuring compliance with Educational Programming stated in Article VI of the By-Laws.
6. The Vice President of Health & Wellness shall meet weekly with the IFC Advisor or their designee as well as periodically with the Office of Health Promotion, campus Sexual Violence Prevention Specialist and William & Mary Assistant Vice President of Health & Wellness.
7. The Vice President of Health & Wellness shall preside over the IFC Health & Wellness Committee and maintain at least 1 representative from every chapter to be on the committee.
8. The Vice President of Health & Wellness will take advice from the IFC Health & Wellness committee on initiatives for the IFC and community at large by holding meetings at least every other week on the academic calendar and as outlined within Chapter G.

## **Section K. Vice President of Programming**

1. The Vice President of Programming will work with the IFC Advisor and the chapters in order to constantly improve the quality and safety of social functions and programming initiatives run by the fraternities.
2. The Vice President of Programming will be primarily responsible for planning educational programming for the fraternity community. He will also be responsible for planning social events that will bring members of Fraternity and Sorority Life closer together.
3. The Vice President of Programming will routinely seek the aid of the Vice President of Diversity, Equity & Inclusion and the Vice President of Health & Wellness to implement large-scale, collaborative programming for the IFC community.
4. The Vice President of Programming shall meet weekly with the IFC Advisor or their designee.

# *Chapter 2 - Expectations, Guidelines, and Procedures*

## **Article I**

### *Fraternity Expectations*

As students of William & Mary, we, the men of the fraternity community, are bound by the policies and guidelines outlined in the University's Code of Conduct. However, as members of the University's prestigious Fraternity/Sorority Community, and in particular as members of fraternities, we hold ourselves to higher ideals

and standards both as individuals and as a community. In keeping with the rich fraternal traditions established at the University and the values of Fraternity & Sorority Life in general, we hereby affirm our dedication to the highest of ideals. These include, but are not limited to, development of strong character through sincere devotion to leadership, scholarship, community service and involvement in University life. Bound by the close contact and deep friendship of individual fraternities as well as the larger fraternity community, we pledge to further Fraternity & Sorority harmony through actively promoting the above stated values in concert with the self-governance of individual chapters. The following expectations shall be used by the President's Council as a rubric for evaluation of a chapter's standing in IFC and as guidelines for general conduct.

## **Article II**

### *Hazing and New Member Education*

**Section A. Definition:** Fraternities will strive to instill a sense of leadership, responsibility, and respect in all of their members. Hazing goes against all of these ideals and is defined by the Student Handbook as:

*Hazing, including acts which endanger the mental or physical health or safety of a student, or which destroy or remove public or private property, for the purpose of initiation, admission into, affiliation with, or as a condition of continued membership in, a group or organization. Apathy or acquiescence in the presence of hazing is not considered a neutral act; it is a violation of this rule. Tradition, intent, or the express or implied consent of the victim of such acts is not a valid defense.*

Thus, hazing is strictly prohibited by the IFC. Any chapter found to be hazing will have immediate action taken against them by the IFC Conduct Board or university.

**Section B. Policy & Procedure:** All potential new members must attend a Hazing Prevention Workshop, hosted by the Office of Student Leadership Development, prior to accepting a bid.

## **Article III**

### *Risk Management and Harm Reduction*

**Section A.** In any activity or event sponsored or endorsed by a IFC fraternity, including those that occur on or off IFC Member Organization premises:

1. The fraternity, its members and its guests must comply with all federal, state, provincial and local laws. No person under the legal drinking age may possess, consume, provide or be provided alcoholic beverages. No person may possess, use, provide, distribute, sell, and/or manufacture illegal drugs or other controlled substances while on the IFC fraternity's premises or at any activity or event sponsored or endorsed by the chapter.
2. Alcoholic beverages may:
  - a. Be provided and sold on a per-drink basis by a licensed and insured third-party vendor (e.g., restaurant, bar, caterer, etc.).
  - b. Be brought by individual members and guests through a bring your own beverage ("BYOB") system.

- c. Not be purchased with fraternity funds or funds pooled by members or guests (e.g., admission fees, cover fees, collecting funds through digital apps, etc.).
3. Common sources of alcohol, including bulk quantities, which are not being served by a licensed and insured third party vendor, are prohibited (i.e., amounts of alcohol greater than what a reasonable person will consume over the duration of an event).
4. A fraternity may not co-host or co-sponsor, or in any way participate in, an activity or event with another group or entity that purchases or provides alcohol, or has a bar, event promoter, or alcohol distributor.
5. A fraternity may rent a bar, restaurant, or other licensed and insured third-party vendor to host an event.
6. Attendance by non-members at any event where alcohol is present must be by invitation only, and the fraternity must utilize a guest list system. Attendance at events with alcohol is limited to a 3:1 maximum guest-to-member ratio.
7. Any event or activity related to the potential new member joining process (e.g., recruitment, intake, rush, etc.) must be substance free and be in compliance with Appendix C: Recruitment Guidelines of the IFC Constitution.
8. Any event or activity related to the new member joining process (e.g., meetings, initiation, “bid night,” “big/little” events, “family” events, any ritual ceremony, etc.) must be substance free.
9. The fraternity, its members and its guests must not permit, encourage, coerce, glorify or participate in any activities involving the rapid consumption of alcohol, such as drinking games.

**Section C. GPA Policy:** Undergraduate men must have a GPA of at least 2.5 to be eligible to pledge a fraternity.

1. Entering students who do not have William & Mary GPA are exempt from this requirement.
2. A prospective member may submit a Bid Petition to the IFC if they are not eligible under the GPA requirement. A Bid Petition Hearing will then proceed according to the guidelines set forth in Article V, Section E of Appendix F.
3. Chapters may not pledge the prospective member unless his petition is accepted and the chapter is notified.

**Section D. Conduct Policy:** By submitting a recruitment registration, the potential member is consenting to a search of University records by the Office of Student Conduct and will be afforded the opportunity to self-disclose any conduct history while attending William & Mary or previous institution in the case of a transfer student. Undergraduate men are ineligible to pledge a fraternity if they:

1. Are on disciplinary probation.
2. Are on deferred suspension status.
3. Have a case pending involving possible violation of the Sexual Misconduct Policy.
4. Have any previously-issued disciplinary suspension.
5. A prospective member may submit a Bid Petition to the IFC if they are not eligible under the Conduct requirement. A Bid Petition Hearing will then proceed according to the guidelines set forth in Article V, Section E of Appendix F.
6. Chapters may not pledge the prospective member unless his petition is accepted and the chapter is notified.

## **Article IV**

### *Health & Wellness*

**Section A.** All fraternities must complete at least 1 program during the academic year with sufficient attendance. The Vice President of Health & Wellness will work with the IFC Liaisons on the FSL Steering Committee, the campus Sexual Misconduct Prevention Specialist, the Fraternity & Sorority Life Office, other campus officials and third party student organizations to create and execute the educational program. Fraternities are responsible for reporting their progress each semester to the Vice President of Health & Wellness. Chapters will be held to the William & Mary Honor Code in reporting this progress.

1. If a chapter fails to meet the requirements in a semester, they will be referred to the IFC Conduct Board. The Conduct Board will provide an alternative program to ensure that the chapter receives a satisfactory level of educational programming. Additional sanctions may be given with repeated failure to comply.

**Section B.** Each chapter must appoint an Educational Liaison on at least a semesterly basis. This position must be reported to the Vice President of Health & Wellness by the conclusion of the add/drop period of William & Mary. The Educational Liaisons position will include working with the FSL Steering Committee and scheduling and coordinating chapter educational programming. The role of the Educational Liaison will include:

1. Attending all required meetings and training held by the FSL Steering Committee.
2. Schedule and plan chapters Educational Presentation.

Facilitate any surveys, follow ups or debriefs of any and all Educational Programming for chapters, as mandated by the FSL Steering Committee.

**Section C.** Each chapter must appoint a Wellness Committee Representative on at least a semesterly basis. This position must be reported to the Vice President of Health & Wellness by the conclusion of the add/drop period of William & Mary. The Wellness Committee Representative position will include working with the Wellness Committee and scheduling and coordinating Wellness-related initiatives. The roles of the Wellness Committee will include:

1. Attending all required meetings and participating in all initiatives dictated by the Vice President of Health & Wellness.
2. Ensure active participation from the rest of their chapter when applicable.
3. If absent to a meeting or initiative, ensure a substitute comes in their place.

### *Resolution on Sexual Assault Education*

As responsible members of the fraternity community at William & Mary, all chapters of the Interfraternity Council must strive to promote a safe, responsible, and healthy environment for all individuals in the William & Mary community. The fraternities of William & Mary thereby adhere to and endorse the following statements:

1. Whereas words and beliefs that promote misogyny, sexism, and a number of other beliefs are contrary to the values of our organizations; and as
2. Whereas such words and beliefs may promote rape culture, which detract from the physical safety and emotional well-being of members of the William & Mary community; and



3. IWhereas indifference, fueled by ignorance of the severity of the issue, inhibits intervention in instances such as these and others that may detract from the physical safety and emotional well-being of members of the William & Mary community; and
4. Whereas education on sexual assault prevention may enable and empower potential bystanders to intervene in conversations and actions that promote rape culture, sexual aggression/assault, and any other actions that may endanger members of our community; and

Whereas the brothers of organizations within the Interfraternity Council at William & Mary affirm that the empowerment of members of the Fraternity community may contribute to a safer and stronger campus community; therefore

Be it resolved that fraternities pledge to:

1. Work towards the eradication of harmful words and beliefs within our chapters that may objectify or denigrate any group of people, including women.
2. Strive to create within our houses and organization, an environment where anyone— – of any gender— feels safe from sexual assault and physical/emotional abuse

## **Article V**

### *Diversity Equity and Inclusion Education*

All fraternities must complete at least one (1) diversity equity and inclusion program during the academic year with sufficient attendance. The Vice President of Diversity Equity and Inclusion will coordinate with the chapters to create and execute the educational program. The source of the training must be approved by the IFC VP of Diversity Equity and Inclusion. Sources can be but are not limited to: IFC VP of DEI, W&M Center for Student Diversity, the chapters nationals. Fraternities are responsible for reporting their progress each semester to the Vice President of Diversity Equity and Inclusion following the completion of their program. Chapters will be held to the William & Mary Honor Code in reporting this progress.

2. If a chapter fails to meet the requirements in a semester, they will be referred to the IFC Conduct Board. The Conduct Board will provide an alternative program to ensure that the chapter receives a satisfactory level of educational programming. Additional sanctions may be given with repeated failure to comply.

## **Article VI**

### *Scholarship*

Our primary commitment must be academics. We expect each fraternity to provide proper support and motivation for academic success at both an individual and chapter level. Through academic achievement, we strive to be examples of superior students who enjoy excellent faculty relations. In particular this means:

The fraternity community as a whole shall strive to set the academic example on campus by achieving a chapter GPA comparable to the all-male average (AMA) on campus. A chapter GPA comparable to the AMA shall have a chapter GPA no more than one-tenth of a point below the AMA.

1. The IFC shall support those chapters that fall below this standard for 1 semester by requiring that the chapter president and chapter scholarship position meet with the IFC Vice President of Scholarship in the first 4 weeks of class to discuss and implement strategies for improving the chapter's GPA.

2. If a chapter is below the standard for 2 or more consecutive semesters, the chapter will be required to receive the support listed above. Additionally, the chapter scholarship position will send a bi-weekly email to the Vice President of Scholarship reporting on their progress in implementing scholarship programming.
3. If a chapter falls below the standard for 3 or more consecutive semesters, the Vice President of Scholarship shall have the discretion to submit the chapter to review by the Conduct Board. The decision to submit will be based on a chapter's failure to make efforts to improve their membership's scholarship.

The goal of the academic assistance described above will be to support chapters as they develop their own unique scholarship-promoting programs. Each fraternity's average chapter GPA shall be published.

## **Article VII**

### *Campus Involvement*

We believe the hallmark of a strong fraternity community is active involvement in University life. In reaching that end, we support the following:

1. Chapters shall support the fraternity community by actively participating in IFC sponsored events that gain support from a majority of the president's council.
2. Chapters shall encourage members to actively engage in extracurricular activities supported by the University. This may include, but is certainly not limited to, student government, residence life, athletics, performing arts and student publications.
3. Chapters shall submit a list of their chapter and individual activities in the community to the Vice President of Public Relations by the fifth week of each semester to promote a positive public image in the community.

## **Article VIII**

### *Community Service*

We recognize the need for increased community involvement in Williamsburg, the surrounding community, and national service initiatives.

1. Chapters are strongly encouraged to support the philanthropic efforts of other campus organizations, in particular other fraternities and sororities.
2. Chapters shall actively pursue 1 major service project and 1 philanthropic event per year. By the Spring Initiation Deadline, chapters shall submit their service activities and philanthropy dollars raised to the IFC Vice President of Community Service.
3. Chapters shall be actively engaged with the IFC sponsored service partnership, by participating in at least 1 IFC sponsored service event a year.

## **Article IX**

### *Leadership*

As members of the fraternity community, individuals are in a natural environment to develop strong leadership skills. We expect fraternity men to be active leaders on campus as well as within their chapters.

1. Chapters are required to participate in the IFC Pledge Education Initiative. Chapters will encourage their members to participate in leadership development opportunities (e.g. Greek Leadership Institute, Undergraduate Interfraternity Institute (UIFI), Future's Quest, Any National/Interfraternity Leadership Program, etc.).
2. All chapters will submit their leadership development activities to the Vice President of Public Relations by the IFC-designated signing day in the Fall Semester.

## **Article VIII**

### *Public Relations*

As representatives of the entire community, each fraternity man must recognize his part in upholding the image of not only his own chapter but of the collective group as well. Each fraternity member is expected to conduct himself with dignity and self-respect so as to promote a positive image to all observers. In addition, chapters will plan and promote activities that foster a favorable impression of the community.

1. Chapters shall interact in good faith with all campus officials, including (but not limited to) administrators, police officers, and facilities staff.
2. IFC shall promote excellent inter-fraternal relations by communicating clearly and dealing openly across chapter lines through a proactive approach.

(Passed November 1, 2006)

(Revised November 2022)

## *Chapter 3 - Recruitment*

### **Article I**

#### *Purpose*

The continued existence of the fraternity community rests primarily on our ability to recruit new members. Therefore, we expect all chapters to engage on-going recruitment as an opportunity to add well-qualified men to the community. Paramount to this effort is recognizing that the process of recruitment will be a positive benefit to all prospective members. Chapters are expected to put forth effort in constructing an effective and positive recruitment program that focuses primarily on the merits of being a part of Fraternity & Sorority Life and the values of our chapters.

1. Individuals and Chapters must promote an atmosphere of community-wide respect, encouraging prospective new members to examine all recognized chapters, and deal in good faith.
2. Chapters shall conduct all recruitment functions within the guidelines established by the IFC. Recruitment activities will convey a positive Fraternity & Sorority Life image.
3. Chapters shall deliver all bids in a responsible manner with no disruption to the campus.

4. Chapters are strongly encouraged to further refer to the IFC Recruitment Guidelines in relation to individual and chapter policies during recruitment.

## **Article I**

### *IFC Procedures and Guidelines for Fraternity Recruitment*

**Section A.** Each chapter is free to conduct its recruitment program as it sees fit, provided the chapter stays within the guidelines set forth by the IFC and William & Mary.

1. All IFC sponsored recruitment events will be alcohol and substance free.
2. Fraternity recruitment will be open to any and all unaffiliated men.
3. All fraternity men, shall conduct themselves in thought, word, and deed in a way that upholds the best interests of the prospective member and ALL individual fraternities.
4. A new member must pledge and initiate the same semester in which he receives his bid.
- 5.

Chapters may conduct a new member education period in the semester a PNM accepts their bid . Pledge periods, however, must be completed no later than 1 week before the last day of classes. Fraternities are forbidden from soliciting a formal commitment from a potential new member if it is not that fraternity's intention to educate him that semester.

**Section B.** The IFC Recruitment Policy designates 5 specific dates/time periods for fraternity recruitment:

1. IFC Recruitment Registration Day: registration closes this day. To receive a bid, during structured recruitment, a student must be registered 2 days prior to the Designated Bid Signing Day. Exceptions may be granted at the discretion of the Vice President of Recruitment. The form will be opened prior to the start of recruitment as determined by the IFC.
2. IFC Bid Extension Day: designated by IFC, this traditional bid day will be the first day that new members may formally receive their membership bids.
3. IFC Bid Signing Day: designated by IFC, this traditional bid signing day will be 2 days after IFC Bid Day.
4. IFC Recruitment Signing Period: will run from Bid Extension Day until the Initiation Deadline. The signing period allows for chapters to engage in open, continuous recruitment (with pledging commitments) until the New Member Education & Initiation deadline. Each chapter must submit a full and complete roster to the IFC Advisor by the Friday before the Initiation deadline.
5. IFC Initiation Deadline: All members pledged in a given semester must be initiated by the IFC Initiation Deadline which will occur at least 1 week prior to the last day of classes.

**Section C.** The manner in which the chapter presents its bid to the prospective new member is left up to that chapter, keeping in mind University policies concerning activities within residence halls. Chapters presenting bids to prospective new members must clearly articulate to the new member his 3 options regarding the bid:

1. He may accept the bid.
2. He may decline the bid.
3. He may defer making a decision regarding the bid up until the point at which the chapter is no longer accepting new members (this will occur between the designated IFC Bid Extension Day and the end of

the IFC Recruitment initiation deadline. Deferred bids may be rescinded at any point by the chapter who extended them.

After offering its bids, the individual chapter will then report them to the IFC Recruitment Chair who will keep a record of the chapter's bids throughout the recruitment process.

**Section D.** All new members will sign a form releasing their grades and adding them to the member roster of their fraternity. For those new members who join during the signing period (after the designated bid day), the IFC Vice President of Administration & Finance shall issue an invoice to the chapter to collect the Bid Day fee. A continuously updated PNM list will be provided to all fraternities during the duration of the recruitment process

**Section E.** Fraternity Recruitment Promotion: The IFC will be responsible for organizing and promoting several campus-wide recruitment events throughout the year. Examples are as follows:

1. Fraternity & Sorority Life information sessions.
2. Fraternity information tables in the Sadler Center.
3. Fraternity Open Houses.

**Section F.** Guidelines on Recruitment Promotion by individual chapters:

1. Individual chapters are free to advertise their own events (not campus-wide recruitment events), provided they abide by the University Posting Policies.
2. The use of table tents and mailings are restricted to the IFC.
3. Chapters may offer scholarships as long as the recipient is not required to join. The mailing restriction is lifted in this case. Fraternity Scholarship mailings must be approved by the IFC Vice President of Recruitment before being distributed through campus mail. Following selection, the IFC Vice President of Recruitment shall be notified of a chapter's scholarship recipients.

**Section G.** Potential New Member Registration and Tracking via Phired up's Chapter Builder and Council Dashboard

1. Chapters must create and upkeep a chapter builder account in conjunction with the IFC Council Dashboard
2. PNMs or "leads" (the name used by Chapter Builder) must register through the IFC recruitment form via Council Dashboard to be eligible for a bid. PNMs or leads who fail to pass conduct/grade checks will not be sent to chapters until they have been properly petitioned.
3. Chapters must update the status of their PNMs or leads based on individual chapter's rankings. Rankings are as such:
  - a. A+ → Bid Signed By IFC
  - b. A → Bid Extended by Chapter (will be sent out via IFC)
  - c. B → Mutual Interest (IFC requirements fulfilled)
  - d. ...
  - e. G - Missing Critical Information (grade/conduct check incomplete - fill out registration form)
  - f.

PNMs or leads will be notified of their extended bids through Chapter Builder's email systems

## **Article II**

### *Recruitment Calendar and Rules*

Every fraternity must follow the calendar, guidelines and practices as set forth each semester by vote from the President's Council. This vote shall require a simple majority in order to pass.

1. The recruitment calendar, guidelines and practices shall be recorded in a single document.
2. This document shall be made available for view to the presidents and chapter recruitment chairs.
3. This document shall be completed and made available no later than the final day of the semester prior to recruitment.
4. This document may be edited by the IFC Exec at any point in the semester. Changes will be voted on by chapter presidents no later than 48 hours after the edits are made.
5. Violations to recruitment guidelines will be considered a violation of IFC Bylaws and will therefore be referred to the conduct council for review.
  - a. Although severity of the violation will determine punishment, changes to the rules by the council may be conducted to prevent future violations of the current rules.

## **Article II**

### *Fraternity Open Houses*

In addition to chapter recruitment events, each chapter will hold 1 Open House event on a collective date followed by an Open House period. Chapter will hold 3 additional Open House events of their own choosing during the Open House period. The period to hold Open Houses will be determined the preceding academic year. Chapters must adhere to the following guidelines:

1. Open House events may only be on campus or at a public location. Open Houses may not take place at private residences.
2. The first Open House must take place at the IFC's set date and time.
3. Subsequent Open Houses must take place between 5pm – 10pm on weekdays and 10am – 8pm on weekends.
4. Chapters must provide the date, time and location of all open house events to the IFC Recruitment Chair by August 1st for the Fall semester and January 15th for the Spring semester. Failure to do so, will result in the chapter's Open House events not being publicized by IFC.

## **Article III**

### *Special Considerations for Ban of Hard Alcohol*

**Section A. Hard Liquor Regulations:** Hard liquor (defined by the NIC as alcohol products above 15% ABV) are not to be part of, or present at chapter facilities (to include any on or off campus chapter houses), or at chapter events, socials, or activities at any point in time. Chapters are permitted to host events at third party locations that sell alcohol, but chapters or chapter members may not purchase alcohol from said locations during the defined recruitment event.

**Section B. Reporting and Investigation:** Chapters and member organizations found to violate this policy will be referred to the Conduct Board for an investigation and corresponding sanction will the organization be found responsible. Chapters found responsible by the Conduct Board will face a minimum sanction of a 1 week loss of social privileges.

**Section C.** For multiple offenses, the corresponding sanction will increase as determined by the Conduct board.

**Section D.** If a concern is brought to the IFC by another chapter, possible new member, or anyone else in the William & Mary Community (including a police report and University level investigation), the IFC will refer the case to the Conduct Board for investigation. False reports of hard alcohol made against a chapter by any person will result in a referral to the William & Mary Honor Council for an appropriate investigation and trial to follow.

## **Article IV**

### *Provisions for Expansionary Fraternities*

**Section A.** Provisions for New Fraternities with expansionary status permitted to colonize by the IFC. Such Chapters:

1. Must adhere to all IFC recruitment policies including those covered in this Provision Section.
2. May extend Bids only after the designated IFC Bid Day.
3. May send 1 letter to eligible unaffiliated men (through campus mail) prior to the start of that semester's recruitment that details the expansion of a new fraternity on campus.
4. May offer informational sessions and information tables starting the week of Bid Day.
5. May promote recruitment through (additional) mailings, postings, and table tents starting the week of Bid Day.
6. Must provide the IFC with a written plan of recruitment by the meeting 4 weeks prior to bid week.

Chapters on all levels of IFC membership are required to follow all guidelines of the Recruitment Policy.

(Passed April 12th, 2006)

(Revised November 2022)

## *Chapter 4 - Expansion*

### **Article I**

#### *Expansion Policy*

#### **Section A. Purpose**

1. The purpose of the Expansion Policy is to outline the process for expansion of the fraternity community at William & Mary. This document outlines the processes that support establishment efforts of new organizations and those organizations seeking recognition by IFC.

2. Chapters may begin at William & Mary in 3 ways:
  - a. Formal invitation to participate in an expansion initiative by the IFC.
  - b. Affiliation of a student interest group with a (inter)national men's fraternity.
  - c. Re-establishment of a departed or suspended chapter at or around dates identified in an agreement between the University and the (inter)national headquarters at the time of dismissal.
3. Fraternities wishing to colonize at William & Mary and affiliate with the Interfraternity Council must abide by the procedures outlined in this document.

## **Section B. Methods of Expansion**

### *Method A. Formal Invitation.*

1. A (inter)national men's fraternity may initiate an attempt for expansion by contacting the IFC Advisor.
2. Upon the initiation of an expansion attempt, the IFC will form the Expansion Committee, chaired by the IFC Executive Vice President and comprising the IFC VP of Recruitment and 2 other Executive Board members appointed by the Executive Vice President.
3. The organization wishing to expand on to campus shall submit an Expansion Packet to the Expansion Committee and IFC Advisor per Section C procedures.
4. The Expansion Committee shall review the Expansion Packet and current climate of fraternity life at the University and make a recommendation to the Presidents' Council to approve or deny the expansion.
5. The following will be considered by the Expansion Committee:
  - a. Recent changes to the number of IFC chapters on campus.
  - b. The sizes of chapters on campus.
  - c. Recent recruitment trends (number of registrations, number of bids extended, number of bids accepted).
  - d. Results of previous expansions.
  - e. Overall interest level of national fraternities for establishment at the University.
6. Formal Expansion onto campus must be commenced by a two-thirds vote of the Presidents' Council.
  - a. It is the policy of the NIC and its member fraternities not to prohibit expansion and withhold membership from IFC. Presidents will vote in accordance with this policy.

### *Method B. Affiliation of A Student Interest Group*

1. A group of 5 or more students may become a Recognized Student Organization at the University by working with the Office of Student Leadership Development. During that process, the group of interested men will affiliate with a national men's fraternity.
2. If both of the above are satisfied, the group may petition for membership to IFC. To grant the group chapter status, only the Presidents' Council may approve with a two-thirds vote.
3. No IFC Expansion Committee needed when only 1 chapter is seeking establishment.
4. An Expansion Packet with the materials outlined in Section C must be submitted to the IFC Executive Board and the Presidents' Council.
5. The new IFC recognized chapter must abide by the establishment process outlined in Section F where it is still applicable.

### *Method C. Re-Establishment onto Campus*



1. Organizations that have previously existed on campus often have negotiated agreements with the University specifying when the organization is eligible to re-colonize.
2. If a chapter was removed for disciplinary reasons by the University, they may not return any earlier than the agreed upon date set by the University.
3. Chapters voluntarily closing due to the (inter)national headquarters' choice may return at a time agreed upon with the University.
4. Once requirements 2 and 3 are satisfied, a chapter looking to re-establish themselves on campus shall go through expansion in the same method as outlined in Method A.

### **Section C. Materials to be Included with Establishment Applications**

1. Logistical Information:
  - a. Name of fraternity
  - b. Founding Date
  - c. History with William & Mary
  - d. Current number of colonies
  - e. Current number of undergraduate members
  - f. Average chapter size
  - g. Number of chapters closed in the last 5 years and reasons for closing
  - h. Membership Costs: new member dues, initiation fees, insurance, regular dues
2. Program Policies:
  - a. Position on Risk Management
  - b. Position on Hazing
  - c. Position on Sexual Assault Prevention
  - d. Length/focus of new member program
  - e. Minimum standards of new members and members
  - f. Scholarship program
  - g. Community Service program
  - h. Constitution and By-laws
  - i. Fraternity values and tenets
3. Establishment:
  - a. List and status of colonies established in last 5 years
  - b. Establishment procedures
  - c. Ongoing support for chapter
    - i. Field staff visits and the duration of their stay
    - ii. Recruitment support
    - iii. Monetary support
    - iv. Additional resources
  - d. Criteria for chartering, including the average time it takes for a chapter to be awarded a charter
4. Organizational structure:
  - a. List of nearby chapters and locations
  - b. Volunteer support
    - i. Anticipated support from district alumni
    - ii. Anticipated support from local alumni

- c. Structure at the chapter and (inter)national level
5. Resources:
- a. (Inter)National Headquarters
    - i. Foundation scholarships/loans
    - ii. Housing support/(Inter)National Housing Corporation
    - iii. Leadership conferences or conventions, local and regional
    - iv. Publications
  - b. Williamsburg/Nearest Chapter
    - i. Number of alumni in the Williamsburg area
  - c. A detailed plan of tangible, and quantifiable chapter goals for the foreseeable future at 1, 5, and 10 year marks, and how (inter)national policies help support such goals.

**Section D. Establishment Process and Timeline**

1. Once an organization has been established, it will work with the IFC Advisor and the Office of Student Leadership Development to begin the student organization recognition process.
2. New colonies will be given support during recruitment for their first semester with advertising promoted by the IFC.
3. At least 1 (inter)national field staff member must remain on campus for a minimum of 1 month with the chapter. This stay must include the entirety of the initial recruitment period for the chapter.
4. Until achieving associate member status of the IFC, the chapter’s (inter)national headquarters may consider field staff visits each year.
5. The expansion application process will last no more than 2 semesters, with the decision of which organization(s) will colonize finalized no later than the second semester’s end.
6. Organizations invited to colonize may begin the establishment process earliest the following semester.
7. No chapter shall expand onto campus the semester following another chapter’s expansion.

(Adopted November 2014)

(Revised November 2022)

## *Chapter 5 - Code of Conduct*

### **Article I**

#### *The Code of Conduct for the Interfraternity Council*

As members of the IFC, we hereby agree to and adopt the following Code of Conduct:

1. We will know and understand the ideals expressed in our fraternity Rituals and will strive to incorporate them in our daily lives.
2. We will strive for academic achievement and practice academic integrity.
3. We will respect the dignity of all persons; therefore, we will not physically, mentally, psychologically or sexually abuse or harm any human being.
4. We will protect the health and safety of all human beings.

5. We will respect our property and the property of others; therefore, we will neither abuse nor tolerate the abuse of property.
6. We will meet our financial obligations in a timely manner.
7. We will neither use nor support the use of illegal drugs; we will neither misuse nor support the misuse of alcohol.
8. We acknowledge that a clean and attractive environment is essential to both physical and mental health; therefore, we will do all in our power to see that properties we occupy are properly cleaned and maintained.
9. We will neither use nor support the use of racist, xenophobic, homophobic, sexist or any other discriminatory language or behavior.
10. We will challenge all fraternity members to abide by these fraternal expectations and will confront those who violate them.

(Revised November 2022)

## *Chapter 6 - Conduct Board*

### **Article I**

#### *The Conduct Board of the Interfraternity Council*

**Section A. Mission Statement:** The purpose of the Conduct Board is to further the mission of the Interfraternity Council through the enforcement of University and IFC policies within the fraternity community.

**Section B. Goals:**

1. Promote the highest standards of conduct among fraternity men;
2. Continually seek to foster a positive image of the fraternity community within the University community;
3. Resolve conflicts involving fraternity chapter activities which may violate either IFC instituted policies or policies of William & Mary, as well as conflicts that have been referred to the Board by appropriate College officials;
4. Hold fraternity chapters accountable for violations of IFC instituted policies or policies of William & Mary.

**Section C. Preamble:** The following Code of Ethics for the Interfraternity Council Conduct Board is adopted and set forth by the William & Mary IFC as a proper guide for all Conduct Board members and as an indication of what the fraternal community has a right to expect of its Conduct Board.

### **Article II**

#### *Establishment of the Conduct Board/Code*

**Section A. Purpose:** By this Constitution, the IFC establishes a student Conduct board for the purpose of adjudicating alleged violations of IFC and/or University regulations. This Conduct body shall be known as the IFC Conduct Board.

**Section B. Conduct Board Selection:** The Conduct Board shall have a maximum of 15 Board members, but no less than 8, plus the IFC Vice President of Conduct, who shall serve as Chairman of the Conduct Board.

1. An application cycle will be held to be appointed to the Conduct Board and facilitated by the IFC Conduct Board Selection Committee
2. The Selection Committee shall be composed of the IFC Vice President of Conduct, the IFC Vice President, 1 or 2 IFC Conduct Board Members, the IFC Advisor or their designee.
3. There will be at least 1 interview for every new applicant conducted by the Selection Committee.
4. The Selection Committee will create and present a slate of proposed Conduct Board members to the President's Council, which then must be approved by a simple majority vote at the following Presidents' Council meeting.
5. Presidents with concerns about a candidate on the slate of Board members must notify the Vice President of Conduct within 48 hours of the slate's presentation to the President's Council.
  - a. The Selection Committee may or may not revise the slate based on the concern(s).
  - b. If the IFC Conduct Board Selection Committee revises the slate, they must present the revised slate no less than 24 hours before the next President's Council meeting.

**Section C. Conduct Board Term:**

1. If 1 or more of the Conduct Board positions is vacated during the year, then the Vice President of Conduct may appoint candidate(s) to the position(s). The appointee(s) must be approved by a simple majority vote of the President's Council.
2. The term of office for Conduct Board members will be 1 calendar year. Selection will be made at the beginning of the calendar year.
3. Each newly appointed Board member must undergo a comprehensive training session prior to inclusion in Conduct hearings.
4. At least 1 Vice Chairman of the Conduct Board will be elected internally by a simple majority vote at the Conduct Board's first meeting of the year. The selected board member may not come from the same chapter as the incoming Chair. They shall have the responsibility of supporting the Chair's leadership.
5. A Secretary of the IFC Conduct Board shall be elected internally by a simple majority vote at the Conduct Board's first meeting of the year. The Secretary shall be responsible for maintaining the records of the Board, and recording minutes at each of the Board's meetings.

**Section D. Conduct Board Eligibility:**

1. Candidates must be current members in good standing in an IFC fraternity.
2. 2.5 minimum cumulative and semester GPA average prior to selection and must maintain this minimum to remain in office.
3. May not currently be a chapter president or members of the IFC Executive Board.
4. May not currently be on disciplinary probation or previously been suspended.
5. Must self-report to the Vice President of Conduct any issues that may initiate conduct proceedings.

6. Members who miss 2 meetings during any semester shall be subject to dismissal at the discretion of the Vice President of Conduct.

### **Article III**

#### *Recognition and Jurisdiction of the Conduct Board*

**Section A. Objective:** The Conduct Board shall establish precedent and maintain continuity concerning conduct action involving organizational charges against fraternities and provide a peer level hearing body that is aware of, and sensitive, to the needs and problems within the fraternity community.

1. Fraternities are Recognized Student Organizations.
2. The designation and joining of an IFC fraternity are considered contractual arrangements through which the fraternity and its members agree to abide by all rules set forth by the State of Virginia, William & Mary, and the IFC.
3. Any infraction of these rules will subject the organization to disciplinary action by the Conduct Board, and/or the University in cases referred to the Board by the Dean of Students.
4. The Conduct Board shall hear all cases referred to them by the proper authorities.

**Section B. Jurisprudence:** For violations of IFC policy, the IFC Advisor and IFC Conduct Chair have the authority to determine cases referred to it shall be handled; as either hearings, mediation, administrative resolution, or no action.

1. In cases where the Chair's fraternity is involved, this decision will be made by the Vice Chairman.

### **Article IV**

#### *Code of Ethics*

- The Conduct Board exists to promote justice and fairness and to educate fraternity men as to the responsibilities inherent in being a member of a fraternity, the fraternity community, and the William & Mary community. The Board provides a peer level hearing body.
- A Conduct Board member's behavior will be beyond reproach and free from impropriety.
- Confidentiality must be maintained at all times. At no time will any case before the Conduct Board be discussed outside the conduct proceedings or the board by any Conduct Board member.
- No Conduct Board member will hear or entertain the merits of any pending case except when sitting as a member of the board in a conduct proceeding.
- No Conduct Board member will be swayed by pressures from outside the Conduct Board. If Conduct Board members are being pressured from other persons, then they must inform the Chair.
- A Conduct Board member will disqualify himself from cases where he may be prejudiced either for or against the accused fraternity, or where the perception of prejudice exists.
- When considering the question of responsibility, a Conduct Board member will always bear in mind that he is deciding whether a particular regulation has been violated, not the validity of that regulation. A Conduct Board member will consider all relevant factors when deciding on the disciplinary measure to be imposed upon an organization.

- IFC Conduct Board proceedings will be conducted with fitting dignity and decorum, and will reflect the importance and seriousness of the process.
- If an IFC Conduct Board member does not live up to the Code of Ethics, he may be removed from the Board by the IFC VP Conduct, in consultation with the IFC President and the IFC Advisor.

## **Article V**

### *Guidelines of the IFC Code of Conduct*

**Section A. Threshold:** In the case of an incident deemed “less serious” by the Office of Student Conduct, a Fraternity is subject to the Conduct Board.

**Section B. Records:** The records produced during conduct proceedings for cases that pertain to violations of the IFC Constitution and Bylaws fall under Article I, Section 15, Paragraph A, shall be located in the Fraternity & Sorority Life Office. For other records related policies, the IFC Conduct Board shall utilize the record policies set forth in the William & Mary Student Handbook.

**Section C: Procedures and Guidelines:** The Conduct Board shall follow the conduct hearing procedures and conduct guidelines set forth in the William & Mary Student Handbook for a conduct body for all violations.

Procedures with which the Conduct Board will adjudicate:

1. Information Session
2. Hearing
3. Administrative Resolution
4. Mediation
5. Bid Petition Hearing

## **Article VI**

### *Procedures of the IFC Code of Conduct*

**Section A. Information Session:** Allegations of IFC fraternity behavior may be made to University representatives or the IFC. Upon receipt of the allegation, a determination of threshold will be done by the IFC Advisor and/or university representative per Appendix F Article IV Section A. The initiation of conduct proceedings is as follows:

*University Reported:* Upon receipt of a report alleging possible misconduct by a fraternity, the IFC Advisor and/or university representative will initiate an information session with the president of the organization.

1. If after the meeting, the Director of Student Conduct or IFC Advisor or university representative refers the case to the Conduct Board, an additional information session conducted by the Conduct Board is not necessary.
2. If after the meeting, the Director of Student Conduct or IFC Advisor or university representative does not refer the case to the Conduct Board and decides to go its own path, the IFC retains the right to postpone its own possible proceedings until after University proceedings are concluded.

*IFC Reported:* The Vice President of Conduct and IFC Advisor, or their designee, will decide the avenue by which they will be proceeding with the allegation. The Vice President of Conduct and the IFC Advisor may hold an information session if they deem there to be more information needed to determine the path of adjudication.

1. If an information session is initiated by the Vice President of Conduct and the chapter's president or other representative does not attend, the Conduct Board may move forward without further information.
2. In lieu of or after an information session, the Vice President of Conduct and the university representatives may decide the avenue to pursue regarding the allegation.
3. If adjudication is sought, the president will be informed of the alleged charge(s) and the avenue in which the Conduct Board will pursue the matter.
4. Notifying the participating parties of the adjudication avenue must be done no later than 3 class days following the notification of charges.

**Section B. Hearing:** There are two steps to the hearing avenue: adjudicative hearing and sanctioning hearing. Both hearings must happen on the same day, preferably one after another. Both hearings are to be composed of the same 4 Conduct Board members plus the Vice President of Conduct or Vice Chairman.

*Communications:*

1. Notifying the participating parties of the date, time, and place of the hearings must be done no later than 5 class days following the notification of the adjudication process.
2. The responding chapter has the right to be provided the following information and materials at least 24 hours prior to the start of the hearings:
  - a. Written notice of the alleged violation and the date and location of the alleged violations.
  - b. All information that will be provided to the hearing panel in the hearings.

*Circumstantial:* The IFC Advisor or university representative may approve of a postponement in extenuating circumstances that the responding chapter suffers from.

*Content:* The hearings must include timely opportunities for both the IFC and responding chapter to:

1. Respond to information presented to the panel.
2. Learn the principal facts underlying the alleged violations.
3. Listen to the experiences of witnesses(s) to the event in question.

*Participants:*

1. Conduct Board: to facilitate a respectful and productive hearing and to provide the group with contextualized understanding of the environment of fraternity & sorority life on campus.
2. Witness(es): Provide personal, first-hand knowledge of the event in question. The fraternity must provide a list of their witnesses and the witnesses' affiliations to the event in question at least 24 hours prior to the start of the hearings.
  - a. Witnesses will answer an appropriate number of questions posed by both the IFC and the fraternity.
  - b. Consultation between the Vice President of Conduct and IFC Advisor or university representative may result in excluding any except 1 of the witnesses on the fraternity's list of witnesses based on association to the event in question.
3. Chapter president or representative: Speak on behalf of the fraternity in all matters.

4. Silent supporter: the fraternity may choose a maximum of 1 individual to be present during the proceedings, but the silent supporter may not participate in the hearings.
5. IFC Advisor or their designee: may be invited to hearings to serve as a procedural advisor only.

**Section C. Administrative Hearing:** A fraternity has the informal option to appear before the Conduct Board Sanction-Only Panel composed of 2 Board members and the Vice President of Conduct or Vice Chairman. The determination of sanctions is wholly dependent on a summary of facts that the IFC and the responding chapter must agree upon.

*Communications:*

1. Notifying the participating parties of the date, time, and place of the Resolution must be done no later than 5 class days following the notification of the adjudication process.
2. If the president or their designee agrees on the IFC's summary of facts, the present Conduct Board members will discuss with the IFC Advisor to create sanctions and present a resolution to the chapter president no later than 3 class days following the Resolution.

*Circumstantial:* The IFC Advisor or university representative may approve of a postponement in extenuating circumstances that the responding chapter suffers from.

*Content:* The Administrative Resolution must include timely opportunities for both the IFC and responding chapter to:

1. Discuss the summary of facts.
2. Agree upon a summary of facts.

*Participants:*

1. Conduct Board: provide the group with contextualized understanding of the environment of fraternity & sorority life on campus.
2. IFC Advisor or their designee: may serve as a procedural advisor only.

*Outcome:* If a summary of facts may not be reached, then a hearing shall proceed according to the guidelines set forth in Article V, Section B of Appendix F.

**Section D. Mediation:** In the IFC Conduct process, cases may be handled more quickly and easily by participating in mediation. Mediation may be scheduled to settle a difference, dispute, or conflict between 2 or more chapters.

*Participants:* Limited to the mediators and up to 3 representatives from each chapter involved.

1. The mediators would be 1 Conduct Board member who does not belong to a chapter involved in the mediation and the Vice President of Conduct (or his designee). All chapters involved in the mediation must agree upon the mediators. The IFC Advisor may serve as a procedural advisor only.
  - a. Mediator group may be decreased in size as requested by the parties involved in the mediation, and in consultation with the appropriate authorities.
2. The mediation is closed to anyone who is not directly involved in the process.

*Outcome:* An appropriate agreement will be made to resolve the situation and be agreed upon by each party involved. Copies of the agreement will be given to each chapter involved.

**Section E. Bid Petition Hearing:**

*Retrieval:* Petitions may be received in two manners:



1. For potential members extended bids BEFORE signing day, the petition must be received by noon the day before Bid Signing Day.
2. For potential members extended bids AFTER signing day, the petition must be received by 4 weeks before the IFC Initiation Deadline.

*Scheduling:* Bid Petition Hearings are recommended to be held as close to one another as possible, separately.

*GPA Disqualification:* The Conduct Board, as well as the Vice President of Recruitment and the Vice President of Scholarship will vote on the petition and inform the prospective member and the chapter of the decision immediately after it is made.

*Conduct Disqualification:* The Conduct Board, as well as the Vice President of Recruitment will vote on the petition and inform the prospective member and the chapter of the decision immediately after it is made.

## **Article VII**

### *Disciplinary Sanctions*

1. For implementing sanctions related to the Student Code of Conduct, the IFC Conduct Board shall utilize the Conduct sanctions set forth in the William & Mary Student Handbook.

## **Article VIII**

### *Requests for an Appeal*

1. The IFC Conduct Board shall follow the Conduct appeals process set forth in the William & Mary Student Handbook.
2. Decisions made through mediation OR hearing outcomes shall not be subject to appeal unless new material evidence is presented, which is not merely corroborative or repetitive, unknown by the organization at the time of the resolution and is pertinent to the case.

## **Article IX**

### *Amendments*

Any member of the IFC or Conduct Board may propose an amendment to the Conduct Code, except for amendments that would conflict with established College guidelines. Such changes are contingent upon an approval vote of two-thirds of the IFC member chapters in good standing.

(Revised November 2022)

## *Chapter 7- Wellness Committee*

## **Article I**

### *The Wellness Committee of the Interfraternity Council*

**Section A. Mission Statement:** The purpose of the Wellness Committee is to further the mission of raising awareness about Health & Wellness through campus-wide outreach and programming. Health & Wellness programming comes in many forms, physical, sexual, mental, social, emotional, and spiritual. Consequently, dedication to these aspects are integral for maintaining the wellbeing of the Interfraternity community.

#### **Section B. Goals:**

1. Continually seek to foster a positive image of the fraternity community within the University community;
2. Create an inclusive environment to which the wellbeing of the fraternity community is put in the forefront.

**Section C. Preamble:** The following Wellness Representative Guidelines for the Interfraternity Council Wellness Committee is adopted and set forth by the William & Mary IFC as a proper guide for all Wellness Committee members and as an indication of what the fraternal community has a right to expect of its Wellness Committee.

## **Article II**

### *Establishment of the Wellness Committee*

**Section A. Purpose:** By this Constitution, the IFC establishes a studentrun Wellness Committee for the purpose of greater chapter participation within Wellness related initiatives. This Committee shall be known as the IFC Wellness Committee.

**Section B. Wellness Committee Representative Selection:** The Wellness Committee shall have no maximum number of members, but no less than 1 representative per chapter, plus the IFC Vice President of Health & Wellness, who shall serve as the driving force of initiatives and chair of the committee.

1. Presidents shall appoint one or more members from their chapters to serve on the committee, due by the end of add/drop period.

## **Article III**

### *Expectations of the Wellness Committee*

#### **Section A. Guidelines**

1. Vice President of Health & Wellness is responsible for planning and scheduling at least a meeting at least twice a month with the Wellness Committee.
2. The Wellness Committee is responsible for the planning and enactment of at least 2 campus-wide initiatives a semester.

## **Article IV**

### *Amendments*

Any member of the IFC or Wellness Committee Representative may propose an amendment surrounding the subject matter of the Wellness Committee, except for amendments that would conflict with established College guidelines. Such changes are contingent upon an approval vote of two-thirds of the IFC member chapters in good standing.

(Revised November 2022)