

University of Connecticut
Interfraternity Council



**INTERFRATERNITY
COUNCIL**

Constitution, Bylaws,
& Code of Conduct

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CONSTITUTION

CONSTITUTION OF THE INTERFRATERNITY COUNCIL AT THE UNIVERSITY OF CONNECTICUT

MISSION

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

ARTICLE I – NAME

This organization shall be known as the Interfraternity Council (IFC) at The University of Connecticut.

ARTICLE II – PURPOSE OF THE IFC

Fraternities thrive when they embrace their responsibilities, while ardently advocating for their fundamental rights.

We, the Interfraternity Council at The University of Connecticut believe in:

- A. Citizenship: Fraternity men must be responsible, respectful, and inclusive citizens of their community.
- B. Accountability: Fraternity men have the responsibility to hold each other accountable to their fraternal ideals and expectations.
- C. Choice: Fraternities have the responsibility and right to select men who align with their ideals and expectations.
- D. Opportunity: Every man has the right to seek membership in a fraternal experience on terms they determine best fit their needs.
- E. Fairness: For justice to effectively be administered, fraternity members and organizations must provide and be afforded fundamental due process rights.
- F. Interactionalism: NIC member chapters stand in solidarity for fellow member chapters that meet NIC Standards.

The purpose of the IFC shall be to:

- A. Provide a sovereign peer governance structure for its member chapters;
- B. Enforce and hold member chapters accountable to the IFC Code of Conduct and other governing documents;
- C. Develop policies and procedures to provide safe and healthy membership experiences;
- D. Develop policies and procedures to provide safe and healthy social experiences;
- E. Advocate for appropriate levels of university financial and staffing support;
- F. Promote the interests of its member chapters;

- G. Promote the interests of men's fraternities in general;
- H. Discuss questions of mutual interest and present to its member chapters such recommendations as the IFC deems appropriate;
- I. Promote the interests of the University of Connecticut;
- J. Promote mutual cooperation between its member chapters;
- K. Promote mutual cooperation between the IFC, fellow governing councils, and student organizations at the University of Connecticut; and
- L. Promote mutual cooperation between the IFC and the University of Connecticut, its students, faculty, staff, and local community.

ARTICLE III – IFC MEMBERSHIP

Section I. Membership Eligibility

- A. Membership in the IFC is open to recognized fraternities at the University of Connecticut, as follows:
 - a. Any North American Interfraternity Conference (NIC) member organization shall hold membership in the IFC.
 - b. Any local, state, regional, or inter/national fraternity, which is not a member of the NIC, may hold membership in the IFC.
- B. The IFC will not recognize chapters that have been suspended or have had the charter revoked by the inter/national organization or by the University of Connecticut.
- C. Membership in the Interfraternity Council, as well as participation in the activities, programs, and operation of the IFC shall be free from discrimination based on race, ancestry, age, color, creed, religion, national or ethnic origin, ability, or sexual orientation.
- D. A chapter returning to or joining the Interfraternity Council will join as an Associate Member.

Section II. Membership Classification for Member Chapters

The membership classification of member chapters shall be as follows:

- A. Full Member: Any fraternity chapter which has obtained its charter from its inter/national organization, or any local fraternity chapter. Full Membership grants the member chapter all rights, privileges, and responsibilities under the IFC Constitution and Bylaws.
 - a. Full member Privileges
 - i. Ability to serve on the IFC Executive Board
 - ii. Ability to serve as an IFC Judicial Board Justice
 - iii. Ability to vote on Constitution and Bylaw amendments
 - iv. Eligible to participate in IFC sponsored recruitment events
 - v. Eligible to apply for IFC sponsored awards & scholarships
- B. Associate Member: Any establishing fraternity of an inter/national organization. Associate Membership grants the member chapter all rights, privileges, and responsibilities under the IFC Constitution and Bylaws, except that it cannot hold IFC Executive Board positions nor have an IFC Judicial Board Justice.
 - a. Meeting all member chapter minimum expectations (outlined in Section III) for three consecutive semesters and having no sanctions from the IFC judicial board for two consecutive semesters will move member organizations from associate member to full member classification.

C. For the purpose of this Constitution and the IFC Bylaws, both Full Members and Associate Members are referred to as member chapters.

Section III. Member Chapter Minimum Expectations

Each member chapter shall adhere to and abide by the following minimum expectations:

- A. Each member chapter shall comply with all policies set forth by:
 - a. The North American Interfraternity Conference (NIC).
 - b. The IFC Constitution, Bylaws, Code of Conduct, Recruitment Rules, and other policies.
 - c. The rules and regulations of the University of Connecticut
 - d. The general values-based conduct of fraternity men.
- B. Each member chapter shall maintain a minimum chapter annual cumulative GPA of 2.7 and a minimum new member class GPA of 2.70 or be at/or above the institution's all-men's grade point average if that grade point average is below a 2.70.
- C. Each member chapter shall be current on all IFC dues owed & in good financial standing with inter/national HQ.
- D. Be in good standing with the university and inter/national HQ.
- E. Register as an organization with the University of Connecticut Student Activities Office
- F. Have a primary advisor, appointed by inter/national HQ.
- G. Each member chapter will send their chapter delegate to each Council General Body meeting, with the chapter delegate solely retaining the right to vote on proposed IFC policy amendments, on behalf of their respective organization.
- H. Adhere to all IFC Judicial Board recommendations and sanctions and fulfill any and all obligations necessary to return to good standing with both the Council and University as needed.
- I. Each member chapter shall comply with the attendance policies for the IFC General Body and the IFC Judicial Board, as outlined within this Constitution.
 - a. Attend 90% of IFC general body meetings.
- J. Have a minimum of one philanthropy or service event each semester.
- K. Attend all IFC sponsored educational events with, at least, 10% of initiated members present for the duration of the event.

A member chapter which has failed to meet any of the minimum expectations outlined in this Section shall be referred to the IFC Vice President of Compliance and Safety for potential judicial review.

Section IV. Membership Status for Member Chapters

The membership status of member chapters shall be as follows:

- A. Good Standing: A member chapter shall be deemed to be in Good Standing if the member chapter is not currently operating under Non-Status Sanctions or Status Sanctions, as defined within the IFC Bylaws, and is currently meeting the minimum expectations outlined in Section III of this Article.
- B. Good Standing on Probation: A member chapter shall be deemed to be in Good Standing on Probation if the member chapter is currently operating under Non-Status Sanctions and currently meets the minimum expectations outlined in Section III of this Article.
- C. Poor Standing: A member chapter shall be deemed to be in Poor Standing if the member chapter has been placed under a status sanction by the IFC or has currently failed to meet the minimum expectations outlined in Section III of this Article.

- a. A member chapter in poor standing must comply with the minimum expectations outlined in Section III, for two consecutive semesters in order to return to Good Standing status.
 - i. A chapter in Poor Standing will be a member in Good Standing on Probation after one semester of compliance. The second consecutive semester in compliance will deem the chapter in Good Standing.

Section V. Individual Member Definitions

For the purpose of this Constitution and Bylaws, and with the understanding that each member chapter may have its own terminology for internal use, individuals will be defined as follows:

- A. Initiated Member: An Initiated Member shall be defined as any member who has been initiated into any fraternity at the University of Connecticut.
- B. New Member: A New Member shall be defined as any student who has accepted a bid to join a fraternity at the University of Connecticut but has not been initiated into that fraternity.
- C. Potential New Member: A Potential New Member shall be defined as any student who has not accepted a bid from any fraternity at the University of Connecticut but has registered for recruitment.
- D. Recruit: A recruit shall be defined as any student who has not accepted a bid from any fraternity at the University of Connecticut, regardless of their intent to participate in recruitment.

Section VI. IFC Affirmation and Adoption of NIC Standards

The member fraternities of the NIC have passed minimum standards for all NIC member fraternities. These do not preclude the IFC or member chapters from adopting higher or additional standards. The IFC can amend its Constitution and Bylaws, adopt policies and pass resolutions, so long as those do not conflict with existing NIC Standards established to improve all facets of the fraternity experience. Further, the IFC and its member chapters will actively support and pass no policy that infringes on the associational rights of member chapters.

The IFC will pay annual dues to the NIC and affirms and adopts the NIC Standards, and each member chapter shall be required to meet the following in order to maintain IFC membership:

- A. Each member chapter and the IFC shall support student choice.
 - a. Any male identifying student should be free to join a fraternity when they determine it is in their best interest to do so.
 - b. All fraternities should be free to determine when they wish to extend an invitation to join to a male identifying student after the primary IFC recruitment period has ended.
 - c. Each member chapter shall only offer bids to join the fraternity to Potential New Members who meet the following academic requirement:
 - i. For a Potential New Member who has yet to establish a collegiate grade point average, a minimum high school grade point average of 2.50 is required.
 - ii. For a Potential New Member who has an established collegiate grade point average, a minimum collegiate grade point average of 2.50 is required.

Each member chapter shall maintain a minimum chapter graduation rate of 70%.

- B. Each member chapter shall prohibit women's auxiliary groups, such as "little sisters."
 - a. Each member chapter shall have and follow health and safety policies, which mirror NIC Alcohol and Drug Guidelines, covering the following areas: Alcohol and Drug policies consistent with those adopted by the NIC.
 - b. Hazing
 - c. Sexual Abuse and Harassment
 - d. Fire, Health and Safety

- e. Carry Commercial General Liability Insurance.
- f. Have and enforce a policy prohibiting women's auxiliary groups (i.e., "little sisters") associated with their undergraduate chapters.
- g. Adopt and implement a medical Good Samaritan policy.
- h. Provide ongoing education on member organization Health & Safety Guidelines.
- i. Provide ongoing education on member organization Big Brother and Mentor Programs

C. Each member chapter shall support responsible growth, which recognizes:

- a. Recognition by the IFC and university are two distinct processes with potentially different outcomes, though it is best for students when organizations recognized by the IFC are also recognized by the university.
- b. Accordingly, all IFC member chapters shall support the responsible growth of other NIC fraternities provided that each organization:
 - i. Pro-actively communicates in good faith.
 - ii. Considers any available readiness assessment, utilizing metrics determined in conjunction with the NIC.
 - iii. Does not have any outstanding, documented health and safety violations.
- c. Upon completion of these above-mentioned responsible growth expectations:
 - i. Any NIC member fraternity, upon expressing interest to establish a chapter, must be given a time by the IFC for the expansion to occur. The IFC can determine the best academic term for the expansion, but the expansion must occur within a four-year period from when the IFC is first notified of interest by the NIC member fraternity.
 - d. NIC member fraternity with an interest group already formed will be granted IFC recognition as an associate member, as outlined in Article III, Section II of this document. The IFC will never take a vote on recognition or expansion for an NIC member fraternity.
 - e. The IFC will honor all organizational return agreements negotiated as a part of a campus or IFC conduct process.
 - f. The IFC will never require NIC member fraternities to present an expansion proposal to the IFC, although the IFC can require the NIC fraternity to submit documentation or do a virtual presentation to determine the best academic term for expansion.

D. Each member chapter shall prohibit the use of alcohol and drugs by all Initiated Members, New Members and Potential New Members during all recruitment activities including, but not limited to bid day events, big brother events and initiation-related activities.

E. Each member chapter shall seek to reduce the availability and presence of alcohol in the chapterhouse; and caps the number of events a chapter may have with alcohol in any given term.

F. Each member chapter shall prohibit the use of alcohol and drugs by all Initiated Members and New Members during all New Member educational programming/orientation activities.

G. Each member chapter shall adopt a statement in support of environments that are free of hazing and sexual misconduct, as defined by their inter/national organization, within all aspects of formal and informal chapter operations.

H. Each member chapter shall establish a medical Good Samaritan policy.

I. Each member fraternity and the IFC must carry sufficient liability insurance coverage.

J. Each member chapter and the IFC shall work with the campus to provide health and safety education, and training provided for all chapters each term.

K. Each member chapter and the IFC shall establish a strategic communication plan for the IFC and its member chapters that addresses protocol for crisis response, social media, marketing, and media engagement.

ARTICLE IV – IFC GENERAL BODY

Section I. IFC General Body

The powers of the IFC shall be vested in the IFC General Body. The IFC General Body shall be the governing legislative body responsible for the general policies of the IFC, for electing its Executive Board, and for instructing its Executive Board as to the activities and operations of the IFC. All such activities shall respect the individual sovereignty and associational rights of each member chapter and shall not relinquish any governance authority to any other governing body.

Section II. IFC General Body Composition

The IFC General Body shall be composed of the voting IFC Representatives of each member chapter.

Section III. IFC Representatives

Each member chapter shall have one IFC Representative who is delegated to attend every General Body meeting, and its president attend General Body meetings upon request by the executive board. The member chapter's delegate holds the chapter's right to one vote in the General Body. The right to vote can be transferred from the delegate to the president or an alternate representative, as identified in Article IV, Section IV., if communicated to the IFC President prior to the vote.

Section IV. IFC Alternate Representative

Each member chapter may also choose an IFC Alternate Representative, preferably its vice president, who shall represent that member chapter in the IFC General Body in the absence of either the IFC Representative or president.

Section V. IFC Representative and Alternate Representative Expectations

In order to serve as the IFC Representative or Alternate Representative, individuals are expected to:

- A. Be an Initiated Member or New Member, in good standing, of a member chapter.
- B. Maintain good academic standing with the University of Connecticut.
- C. Be devoted to the general ideals and principles of fraternity life and conduct themselves in a professional manner consistent with the Mission and Purpose of the IFC, as defined within this Constitution.
- D. Have a working knowledge of the IFC Constitution and Bylaws, University of Connecticut policies, NIC Standards, and NIC Alcohol & Drug Guidelines.
- E. Not be a current member of the IFC Executive Board or currently serve as their member chapter's IFC Judicial Board Justice.

Section VI. Term of Office of IFC Representatives

The term of office for IFC Representatives, preferably the member chapter presidents, shall be until their graduation, resignation, or replacement under the procedures determined by each member chapter; or upon

their election to serve on the IFC Executive Board or as their member chapter's IFC Justice for the IFC Judicial Board.

Section VII. IFC General Body Meeting Policies

The IFC General Body shall conduct its meetings according to the following requirements:

- A. The most recent edition of Robert's Rules of Order shall be used to run all meetings.
- B. A majority of member chapters present shall constitute a quorum in order to conduct IFC General Body business.
- C. The IFC General Body shall conduct regularly scheduled business meetings biweekly during the academic year.
- D. Special meetings may be called by the IFC President at any time or at the request of two member chapters, with notice of the time, location, and purpose of the special meeting provided to all member chapters at least 72 hours in advance.
- E. Each member chapter's IFC Representatives or Alternate Representative is required to attend all meetings of the IFC. More than two absences per academic year shall result in the member chapter being referred to the IFC Vice President of Compliance and Safety for potential judicial review.

Section VIII. IFC General Body Voting Policies

The IFC General Body shall operate utilizing the following voting policies:

- A. Each member chapter, in good standing, shall have one vote.
- B. Individuals holding IFC Executive Board positions are not entitled to a vote.
- C. In the event of a tie, the motion will be considered as a failed vote.
- D. With the exception of the election of IFC Executive Board positions, there shall be no secret ballot votes.
- E. The member chapter's delegate or alternate as outlined in Article IV, Section IV shall be the only chapter member to cast a vote.

Section IX. General Assembly Decorum and Procedure

A. The following lists the basic components of General Assembly Procedure and their definitions:

- a. Roll Call: Attendance of Chapter Delegates as recorded by the Vice President of Administrative Affairs
- b. Officer Reports: A status report offered by each Executive Officer on the Board detailing current projects, initiatives, or any other relevant IFC information.
- c. Advisor Reports: A status report of initiatives and requirement dictated by the Center for Fraternity and Sorority Development.
- d. Old Business: Previously discussed Council matters are brought back into discussion with the purpose of changing a course of action, communicating new information, etc.
- e. New Business: IFC Executive Officers or Chapter Presidents may use this forum to introduce new topics for deliberation, propose bylaw or policy changes, or any else relevant to the IFC.
- f. Chapter Reports: A status report offered by a Chapter Delegate on the current activities, initiatives, and upcoming events of the chapter being represented.

ARTICLE V – IFC EXECUTIVE BOARD

Section I. IFC Executive Board

The IFC Executive Board shall be responsible for carrying out the purpose and policies of the IFC and for its day-to-day operations and activities, as directed by the IFC General Body.

Section II. IFC Executive Board Composition

The IFC Executive Board shall be composed of the following positions with duties and responsibilities outlined within the IFC Bylaws:

- A. President
- B. Vice President of Compliance and Safety
- C. Vice President of Member Experience
- D. Vice President of Scholarship and Community Impact
- E. Vice President of Finance
- F. Vice President of Administrative Affairs

Section III. IFC Executive Board Eligibility

In order to be elected and serve as a member of the IFC Executive Board, individuals must meet the following requirements:

- A. Be an Initiated Member or New Member of a member chapter, in good standing.
- B. Maintain good academic standing with the University of Connecticut.
- C. Be devoted to the general ideals and principles of fraternity life and conduct themselves in a professional manner consistent with the Mission and Purpose of the IFC, as defined within this Constitution.
- D. Have a working knowledge of the IFC Constitution and Bylaws, University of Connecticut policies, NIC Standards, and NIC Alcohol & Drug Guidelines.
- E. Not serve as their member chapter's IFC Representative, Alternate Representative, or IFC Judicial Board Justice at the same time as serving on the IFC Executive board.
- F. Must complete formal training and procedures including but not limited to:
 - o IFC trainings and workshops
 - o NIC IFC Academy/Prime
 - o NGLA

Section IV. IFC Executive Board Meeting Policies

The IFC Executive Board shall conduct its meetings according to the following requirements:

- A. The most recent edition of Robert's Rules of Order shall be used to run all meetings.
- B. A majority of IFC Executive Board members present shall constitute a quorum in order to conduct IFC Executive Board business.
- C. The IFC Executive Board shall conduct regularly scheduled meetings on a weekly basis.
- D. Special meetings may be called by the IFC President with notice of the time, location, and purpose of the special meeting provided to each IFC Executive Board member at least 72 hours in advance.
- E. Each IFC Executive Board member is required to attend all meetings of the IFC Executive Board and all meetings of the IFC General Body. Each executive board member is allowed 3 excused absences per term. After 2 unexcused absences, the member is subject to an executive board review. Absences may result in removal from office.

Section V. IFC Executive Board Voting Policies

The IFC Executive Board shall operate utilizing the following voting policies during IFC Executive Board meetings:

- A. Each IFC Executive Board member shall have one vote.
- B. The IFC President retains the right to vote on IFC Executive board matters, but in the case of a tie, the vote shall be considered as failed.
- C. There shall be no secret ballot votes.

Section VI. IFC Executive Board Election Policies

The following policies and procedures shall be utilized for the election and removal of IFC Executive Board officers:

- A. Nominations and applications for IFC Executive Board positions shall open at least three meetings prior to the last General Body business meeting of each calendar year.
- B. Elections and installations of IFC Executive Board officers shall take place during the 2nd to last General Body business meeting of each calendar year.
- C. Procedure
 - a. Chapter Presidents, Chapter Delegates, and outgoing Interfraternity Council Executive Board officers who have not applied for a new term shall be present during the election interview process. The outgoing Vice President of Compliance and Safety should make sure that all attendees are well versed in the procedure before elections begin.
 - b. Each Chapter representative will be provided a copy of each application by the IFC President s, in addition to any other necessary information or materials, including interview questions.
 - c. The applicant shall be scheduled an interview order that is communicated to the applicants at least 24 hours before the Election Day. Each applicant shall be allotted a maximum of 10 minutes of interview time.
 - d. After each interview, the Council will discuss. The conversation must be focused on how the applicant could serve as an Executive Board Officer. Strengths and weaknesses shall be considered, and only constructive criticism related to the topic at hand are permitted. All discussion shall be confidential.
 - i. The Vice President of Compliance and Safety is responsible for overseeing that the discourse of the election is free of slander or otherwise deleterious speech.
 - e. Once all interviews have been completed, slating may begin starting with the first Executive Officer position, President, and continuing in proper order of Officers as listed in Article V, Section II.
- D. Once interviews have been completed, the Slate voting process shall be used.
 - a. Once all interviews have been completed, slating may begin starting with the first Executive Officer position, President, and continuing in proper order of Officers as listed in Article V, Section II.
 - b. IFC Executive Board officers shall be slated through a secret ballot.
 - c. Each IFC Executive Board officer shall be slated by a majority vote by the General Body.
 - d. The approved slate will be distributed to member chapters for voting.
 - e. At the next General Body meeting, the slate shall be confirmed by a three-fourths (3/4) vote of the IFC General Body. The vote on the slate shall be through a secret ballot.
 - i. If the slate is not confirmed by a 3/4 vote, then elections will begin in proper order of Officers as listed in Article V, Section III. Each officer will require a 3/4th vote

by the general body to be elected. The vote on individual officers shall be through a secret ballot.

- ii. ~~If an officer role is not filled, the General Body reserves the right to leave the role vacant, in which case the IFC President will then appoint a successor with the advice and consent of the IFC executive board.~~

E. Any individual serving in an IFC Executive Board position may be removed from their position by a 2/3 affirmative vote of the IFC General Body.

F. Vacancies Mid-Term

- a. In the event of a vacancy in any IFC Executive Board position, the IFC President shall appoint a successor to complete the term under the advice and consent of the remaining members of the IFC Executive Board.
- b. Should a vacancy occur in the office of the IFC President, a special election shall be held within two meetings after the vacancy was created to elect a current member of the executive board to fill the vacancy. A ~~majority affirmative~~ is required to elect the president.
 - i. Once this vacancy is created in the Executive Board position, the process to fill the vacancy will be as stated in Article V, Section VI.

Commented [KA1]: Determine process to propose.

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Section VII. Report of IFC Officers

A report of any newly elected or appointed IFC Executive Board officers shall be submitted to the NIC within one week of the election or appointment via FS Central.

ARTICLE VI – IFC JUDICIAL BOARD

Section I. IFC Judicial Board Jurisdiction

To address issues and solve problems before others must intervene, the IFC must have a robust peer governance process that addresses violations of IFC policies and NIC Standards. The IFC shall be a self-governing organization with an independent Judicial Board which shall have jurisdiction over cases involving alleged member chapter violations, including but not limited to:

- a. The policies of the North American Interfraternity Conference (NIC).
- b. The IFC Constitution, Bylaws, Code of Conduct, Recruitment Rules, and other policies.

- A. The general values-based conduct of fraternity men. The authority of the IFC to hold member chapters accountable to the IFC Constitution, Bylaws, IFC Code of Conduct, Recruitment Rules, and other policies is separate and independent from any university expectations or process related to the Student Code of Conduct.
- B. The IFC will establish a Judicial Board with representation from full IFC members. The IFC will work with the campus to provide annual training to the Judicial Board on due process, standard of proof, and progressive, educational sanctioning.
 - a. The IFC Judicial Board shall defer to the university to investigate and adjudicate hazing and sexual misconduct allegations, or any other allegation that is being investigated and/or adjudicated through the university's conduct process.
- C. In all other instances, the IFC Judicial Board has the autonomy and responsibility to adjudicate chapter-level violations of the IFC Constitution, Bylaws, Code of Conduct, and Recruitment Rules and establish educational sanctions, provided:
 - a. Basic due process protections have been provided for the accused chapter.

- b. Sanctions are punitive and/or educational (but not solely punitive or financial), progressive, and do not restrict associational rights or student choice.
- c. An appeal process is offered, as outlined in Article VIII, Section XVI of the Bylaws
- D. The Judicial Board shall inform the inter/national organization of any charges in advance of a hearing and work collaboratively with the inter/national organization and university when adjudicating a potential violation that may result in suspension/loss of recognition from the IFC for the member chapter.

Section II. IFC Judicial Board Composition

The IFC Judicial Board shall be composed of one IFC Justice from each member chapter, chosen by that member chapter, and shall be chaired by the IFC Vice President of Compliance and Safety.

Section III. IFC Justice Eligibility

In order to serve as the IFC Justice for a member chapter on the IFC Judicial Board, an individual must meet the following requirements:

- A. Be an Initiated Member or New Member, in good standing, of an IFC member chapter.
- B. Maintain good academic standing with the institution.
- C. Be devoted to the general ideals and principles of fraternity life and conduct themselves in a professional manner consistent with the Mission and Purpose of the IFC, as defined within this Constitution.
- D. Have a working knowledge of the IFC Constitution, Bylaws, Code of Conduct, and Recruitment Rules, University of Connecticut policies, NIC Standards, and NIC Alcohol & Drug Guidelines.
- E. Not be a current member of the IFC Executive Board or serve as their member chapter's President, IFC Representative, or Alternate Representative for the IFC General Body.
- F. Must complete formal judicial policies and procedures training prior to serving on an IFC Judicial Board hearing.

Section IV. Term of Office of IFC Justices

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

Section V. IFC Judicial Policy

The Judicial Board shall perform all duties and be subject to all regulations contained within the IFC Judicial Policy in the Bylaws.

Section VI. IFC Judicial Board Hearing Justice Selection

The IFC Vice President of Compliance and Safety will select five (5) Judicial Board justices, as predetermined by an alphabetical rotation of the member chapters, to hear a case. In the event the IFC Judicial Board rotation for service on a Judicial Board hearing falls upon an IFC Justice whose member chapter is involved in the alleged violation, the rotation will skip to the next member chapter in alphabetical rotation.

Section VII. IFC Judicial Board Hearing Attendance

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

- A. The IFC VP of Compliance and Safety shall be present in order to mediate the Judicial Board hearing.
- B. All IFC Justices assigned to an IFC Judicial Board hearing shall be present in order to conduct business on behalf of the IFC Judicial Board.
- C. Each IFC Justice assigned to an IFC Judicial Board hearing is required to attend the hearing. Failure of an IFC Justice to attend an IFC Judicial Board hearing for which they were assigned shall result in their member chapter being referred to the IFC Vice President of Compliance and Safety for potential judicial review.
- D. Upon request of the IFC VP of Compliance and Safety, an advisor can be present to help mediate.

Section VIII. IFC Judicial Board Hearing Voting Policies

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

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

ARTICLE VII – IFC COMMITTEES

Section I. Ad Hoc Committees

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

Section II. IFC Committee Meeting Policies

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

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

ARTICLE VIII – CONSTITUTIONAL AMENDMENTS

Section I. Constitutional Amendments

This Constitution may be amended by a three-fourths (3/4) affirmative vote of the IFC General Body provided notice of the proposed amendment has been provided to member chapters at the preceding regularly scheduled business meeting of the IFC General Body.

Section II. Adoption

This Constitution shall become effective and shall supersede all previous Constitutions of the IFC when adopted by a three-fourths (3/4) affirmative vote of the IFC General Body.

BYLAWS

BYLAWS OF THE INTERFRATERNITY COUNCIL AT THE UNIVERSITY OF CONNECTICUT

ARTICLE I – ROLE OF THE IFC REPRESENTATIVE

Section I. IFC Representative

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

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

ARTICLE II – ROLE OF THE IFC EXECUTIVE BOARD OFFICERS

Section I. IFC President

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

- A. Provide guidance and focus to the efforts of the General Body and Executive Committee.
- B. Preside over all meetings of the General Body and Executive Committee.
- C. Oversee and conduct the election process as defined in Article V, Section VI
- D. Build rapport and establish positive working relationships between IFC and member chapter leaders.
- E. Serve as the official spokesperson for the IFC community.
- F. Establish positive working relationships with campus and local law enforcement agencies.
- G. Regularly interact with the leaders of other governing councils and campus organizations.
- H. Compile and distribute contact information for IFC officers, fraternity presidents and delegates, IFC committee members, and other Greek council officers.
- I. Establish a working relationship with key college administrators.
- J. Establish a working relationship with and communicate campus data, issues, and trends in a timely manner to the NIC.
- K. Act as the liaison with the Student Union including, but not limited to, requesting, confirming, and canceling room reservations.
- L. Appoint chairs and members to all committees.
- M. Commission and disband all standing and ad hoc committees of the Interfraternity Council.
- N. Manage and oversee the Executive Officer transition process, ensuring preceding and succeeding IFC Officers pass along all relevant information and policies.
- O. Attend and complete all SOLID training for RSO Tier-II President

Section II. IFC Vice President of Compliance and Safety

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

- A. Serve as chair of the IFC Judicial Board and serve as the non-voting Chief Justice of all IFC Judicial Board hearings.
- B. Understand the motivations and interpretations of all University of Connecticut, NIC, CFSD, and IFC policies.
 - a. Investigate and refer to the IFC Judicial Board alleged violations of IFC policies.
- C. Ensure proper filing and preparation for all judicial actions.
- D. Ensure compliance with all IFC judicial action imposed upon a member chapter.
- E. Educate member chapters on the IFC Constitution and Bylaws and judicial processes.
- F. Conduct judicial policy and procedures training for new IFC Judicial Board justices.
- G. Assist in conflict mediation between member chapters.
- H. Review all IFC governance documents, at least annually, for maintenance and revision.
- I. Develop adequate risk procedures communicate NIC risk standards, and provide opportunities for risk management education.
- J. Oversee the removal of IFC officers due to conduct unbecoming of the Executive Board, unless in the case of misconduct by the Vice President of Compliance and Safety themselves
- K. Attend and complete all SOLID training for RSO Tier-II Vice President
- L. Educate member chapters on the NIC Health and Safety Guidelines, the IFC Constitution and Bylaws, Code of Conduct, judicial processes, and NIC health and safety guidelines.
- M. Assist member chapters in the implementation of and compliance with the NIC Alcohol & Drug Guidelines.
- N. Coordinate Health and Safety efforts with other councils and university stakeholders.
- O. Provide support to chapter Risk Management and Health and Safety Officers.
- P. Manage social event calendar submissions from member chapters and recommends chapters communicate with local authorities before hosting off-campus events.

Section III. IFC Vice President of Membership Experience

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

Recruitment:

- A. Work with member chapters to establish a recruitment process that meets the needs of chapters and potential new members, as well as provides opportunities for interested men to learn about the fraternity experience.
- B. Focus on fostering interest in joining fraternities and marketing the fraternity experience to incoming students, potential new members, and recruits.
- C. Serve as chair of the IFC Recruitment Committee.
- D. Utilize technology (social media, etc.) in recruitment and marketing efforts.
- E. Collaborate with the IFC Vice President of Administrative Affairs on the production and distribution of promotional materials for recruitment and membership experience.
- F. Uphold the IFC Recruitment Rules and ensure no restrictive policies are placed on new member recruitment and will not restrict the ability of chapters to distribute bids outside of any designated recruitment period.
- G. Determine the recruitment dates for each semester.
- H. Maintain an interest list of Potential New Members through Campus Director.
- I. Provide advice and support to member chapter recruitment officers.
- J. Review the IFC Recruitment Rules, at least annually, for maintenance and revision.

- K. Educate member chapter recruitment officers, presidents, and delegates on the IFC Recruitment Rules.
- L. Responsible for reviewing and approving member chapter recruitment videos, based on the guidelines outlined in the IFC Recruitment Rules.

Member Development:

- A. Organize, develop, and implement a new member social program.
- B. Develop opportunities for continuing member education and by collaborating with alumni, the University of Connecticut offices and departments, and student organizations to offer educational programming covering the following topics: academic achievement, alcohol consumption, career preparation, civic engagement, gender-based discrimination, hazing, leadership development, sexual assault/abuse, title IX, values and ethics, and wellness and safety.
- C. Provide advice and support to member chapter member development officers, especially in regard to meeting the requirements of Expectations of Excellence.

Section IV. IFC Vice President of Scholarship and Community Impact

The duties and responsibilities of the IFC Vice President of Scholarship and Community Impact are as follows:

- A. Educate member chapters on important academic dates and deadlines.
- B. Collect and distribute information about campus academic services, such as tutors, the writing lab, math lab, learning assistance programs, interest tests, career counseling, placement workshops, and library resources.
- C. Work individually with member chapter scholarship chairs below the all-men's grade point average.
- D. Build and maintain relationships with faculty, academic offices, and academic honorary societies.
- E. Provide advice and support to member chapter scholarship officers.
- F. Create and coordinate all IFC scholarships.
- G. Develop service projects and philanthropic events for member chapters.
- H. Provide advice and support to member chapter community service/philanthropy officers.
- I. Collaborate with the town of Mansfield to maintain IFC involvement in the adopt-a-road program.
- J. Coordinate chapter assignments, supplies, and records of all member chapter participation in adopt-a-road clean ups.
- K. Host an educational program for members on career development, leadership, academic success, or another related program at least annually.
- L. Promote member chapter community service hours, philanthropic dollars, and activities.

Section V. IFC Vice President of Finance

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

- A. Supervise the annual budget process.
- B. Collect IFC member chapter dues or other assessments as needed.
- C. Maintain accurate records throughout the year through invoicing and receipts.
- D. Prepare financial statements monthly and at the end of each term for distribution to all member chapters.

- E. Share a finance report, including sharing all recent income and expenses, at each general body meeting.
- F. Make bank deposits when necessary and in a timely manner.
- G. Provide advice and support to member chapter financial officers.
- H. Responsible for the coordination and procurement of any relevant outside materials, such as food or beverages, apparel, equipment, or any other allocation of IFC funds
- I. Submit request for event through the Undergraduate Student Government Funding Board, when applicable
- J. Attend and complete all SOLID training for RSO Tier-II Treasurer

Section VI. IFC Vice President of Administrative Affairs

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

- A. Serve as secretary of the IFC General Body.
 - a. Record the attendance and minutes at all regular and special meetings of the IFC General Assembly and distribute the completed minutes promptly to attendees and assembly members following the meeting.
 - b. All IFC Assemblies meeting minutes will be uploaded to the IFC SharePoint
 - c. Maintain accurate records of all amendments and changes in the IFC Constitution, Bylaws, Code of Conduct and Recruitment Rules
 - d. Distribute the Executive Committee's goals to the IFC community and CFSD each semester.
- B. Develop and execute a public relations and social media strategy.
- C. Collect and disseminate information on the fraternity community to all campus and community media sources.
- D. Keep the media informed of upcoming events or potential news.
- E. Establish a positive working relationship with external constituents.
- F. Assist in the development of various IFC publications and outreach programs.
- G. Attend and complete all SOLID training for RSO Tier-II Secretary

ARTICLE III – ROLE OF THE IFC JUSTICE

Section I. IFC Justice

The duties and responsibilities of an IFC Justice are as follows:

- A. Serve as an impartial justice, as called, on IFC Judicial Board hearings.
- B. Uphold:
 - a. the IFC Constitution, Bylaws, Code of Conduct, and Recruitment Rules;
 - b. the rules and regulations of University of Connecticut; and
 - c. the general values-based conduct of fraternity men.
- C. Maintain confidentiality in all judicial hearings, matters, and deliberations.

ARTICLE IV – FINANCIAL MANAGEMENT POLICY

Section I. Fiscal Year

The IFC Fiscal Year shall be from 1/1 to 12/31.

Section II. IFC Semesterly Budget

The Vice President of Finance and the IFC Finance Committee shall propose a budget four weeks prior to the end of each semester to the IFC Executive Board. Upon adoption by the IFC Executive Board, the budget shall be presented to the IFC General Body for ratification.

Section III. IFC Contingency Account

The IFC Budget shall include a contingency account that equals 10-15% of the overall expenses. The contingency account shall be utilized for cost overruns in budgeted areas and/or unanticipated, unbudgeted items, such as new IFC programs developed after the budget was finalized. At the end of the fiscal year, any amount remaining in the IFC Contingency Account shall be carried over to the next fiscal year.

Section IV. Appropriate Use of IFC Funds

IFC funds are under the jurisdiction of the IFC member chapters and shall only be used in a manner that benefits the fraternity community and that is congruent with the values of fraternity life. IFC funds shall not be used to purchase alcoholic beverages.

Section V. Expenditure Approval

The IFC President and the IFC Vice President of Finance shall approve all budgetary expenditures with the consent of the IFC Executive Board.

Section VI. Requests for Reimbursement

Individuals or member chapters conducting business on behalf of the IFC may request a reimbursement for their expenses. All reimbursement requests shall be submitted within two weeks of the purchase and are subject to the approval of the IFC President and IFC Vice President of Finance.

Section VII. Signature Requirements for Financial Accounts and Transactions

The signature of both the IFC President and IFC Vice President of Finance shall be required for all IFC financial accounts and transactions amounting over \$500.

Section VIII. Financial Reporting

The IFC Vice President of Finance shall provide a financial report to the IFC General Body on a monthly basis including all income and expenses during the given period of time and in relation to the overall budget for each line item. Additionally, at each general body meeting, the IFC Vice President of Finance shall share recent income and expenses.

Section IX. Financial Record Keeping

The IFC Vice President of Finance shall maintain accurate and organized financial records consisting of all receipts and invoices, copies of all monetary disbursements and deposits, actual dues levied, and canceled checks.

Section X. Annual Financial Audit

An annual audit of all IFC financial accounts shall occur within two weeks of the end of the fiscal year by an appointed ad-hoc finance committee.

ARTICLE V – MEMBER CHAPTER FINANCIAL OBLIGATIONS

Section I. IFC Initiated Member Chapter Dues

The term dues for member chapters will be in correlation with their EOE status, meaning the lower the status the higher the dues amount. Chapter dues shall be \$12 per initiated member for chapters in Navy status, \$15 per initiated member for chapters in Grey status, and \$18 per initiated member for chapters in Red status. Following the primary recruitment cycle each fall, the IFC executive board will review expenses and account balances to determine whether a percentage of dues can be credited to IFC member chapters for the next billing cycle.

Section II. Establishment of IFC Member Chapter Dues

Any proposed amendment to the established per initiated member dues in Section I of this Article shall be initiated utilizing the following protocol:

- A. If the IFC Executive Board determines a need to amend the established per initiated member dues amount, it shall charge the IFC VP of Finance with assessing the current dues amount and providing a recommendation for possible amendments.
- B. The IFC Executive Board shall consider any recommendations made by the IFC VP of Finance and propose an amendment to the dues amount to the IFC General Body.
- C. A 2/3 vote of the IFC General Body is required to amend the IFC member chapter dues amount.

Section III. IFC Member Chapter Dues Assessment

The aggregate total of dues assessed shall be based upon each member chapter's term Initiated Member Roster that is saved in UConntact and verified in the chapter's start of semester roster verification with CFSD. The IFC Vice President of Finance shall invoice each member chapter by the 2nd general body meeting of the semester. Invoices shall be paid within two weeks of receipt.

Section IV. Delinquent Payments

Any amount unpaid by two weeks from the receipt of a specific invoice shall result in a 10% penalty and loss of representation in the IFC General Body until payment has been made. Any amount unpaid within one month of the due date shall result in the member chapter being referred to the IFC Vice President of Compliance and Safety for possible judicial action.

Article VI – IFC Judicial Procedures

Section I. IFC Judicial Powers and Responsibilities

Per Article VI, Section I of the IFC Constitution, the IFC shall be a peer-governing organization with an independent Judicial Board that shall have jurisdiction over cases involving alleged member chapter violations of IFC policy, including but not limited to:

- A. The policies of the North American Interfraternity Conference (NIC);
- B. The IFC Constitution, Bylaws, Code of Conduct, and Recruitment Rules;
- C. The general values-based conduct of fraternity men.

Section II. Due Process

In appearing before the Judicial Board, each member chapter shall be granted certain rights termed “due process.” Those rights are:

- A. Right to be notified, in writing, of all charges, as outlined in the IFC governing documents;
- B. Right to present a defense, including the calling of witnesses;
- C. Right to question witnesses;
- D. Right to be accompanied by an advisor for advisory purposes only, but not for representation;
- E. Right to be notified, in writing, of all findings and sanctions imposed, as outlined in the Bylaws;
- F. Right to appeal the decision, as outlined in Article VIII, Section XVI of the Bylaws;
- G. Right to be free from double jeopardy.

Section III. Filing of Complaints

Any individual or group may file a complaint against a member chapter, specifying in writing the particular alleged acts of the accused. This must be done by submitting an IFC Allegations of Misconduct form to the IFC Vice President of Compliance and Safety. The IFC Vice President of Compliance and Safety shall promptly review and investigate the allegation. Upon determination that an allegation contains information sufficient to warrant further adjudication, the IFC Vice President of Compliance and Safety may charge a member chapter with a violation.

Section IV. Notification of Charges

Once the IFC Vice President of Compliance and Safety has determined the filed complaint has merit, the member chapter and its inter/national organization is to be provided written notification of the charges at least two weeks in advance of the hearing. This written notification shall include the following:

- A. Date, time and location of their Informal Resolution Hearing;
- B. Description of the alleged violation; and
- C. Due process rights.

Section V. Investigatory Evidence

All evidence related to a complaint shall be compiled and presented to all parties at least one week prior to any informal Resolution Hearing or formal Judicial Board hearing. All evidence shall be directly related to the complaint(s) alleged against the member chapter and shall be approved by the IFC Vice President of Compliance and Safety prior to circulation.

Section VI. Informal Resolution Hearing

Upon a finding of the IFC Vice President of Compliance and Safety that a filed complaint contains information sufficient to warrant further adjudication, they may offer the charged member chapter the opportunity to participate in an Informal Resolution Hearing unless they feel that potential sanctions could include suspension or loss of IFC recognition.

In cases in which the charged member chapter accepts an Informal Resolution Hearing, the IFC Vice President of Compliance and Safety shall meet with a representative of the charged member chapter to discuss the allegations of the complaint. Within three (3) business days of the Informal Resolution Hearing, the IFC Vice President of Compliance and Safety may dismiss the complaint with a finding of no violations, provide the charged member chapter with their finding of violations and recommendation for a resolution through disciplinary or corrective sanctions. The charged member chapter has three (3) business

days to accept or reject the terms of resolution. If the charged member chapter accepts the resolution, the charged member chapter waives all rights of appeal, and the outcome is final.

If the charged member chapter rejects the offer of an Informal Resolution Hearing or the resolution, a Formal IFC Judicial Board Hearing will be convened to hear the case.

Section VII. Prohibited Sanctions for Informal Resolution Hearing

The IFC Vice President of Compliance and Safety shall not recommend suspension or loss of IFC recognition through an Informal Resolution Hearing. Should the IFC Vice President of Compliance and Safety believe suspension or loss of IFC recognition is warranted, the case shall automatically be referred to a Formal IFC Judicial Board Hearing.

Section VIII. Formal IFC Judicial Board Hearing

If:

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

the IFC Vice President of Compliance and Safety shall convene a Formal IFC Judicial Board Hearing.

The IFC Vice President of Judicial Affairs shall serve as a non-voting Chief Justice and preside over all formal Judicial Board hearings.

Section IX. Formal IFC Judicial Board Hearing Proceedings

For all IFC Judicial Board hearings, the following procedures shall be followed:

- A. Participants: Attendance at all IFC Judicial Board hearings shall be limited to the member chapters involved, any witnesses, the IFC Justices assigned to serve on the Judicial Board for the hearing, and the IFC Vice President of Compliance and Safety. At the discretion of the IFC Vice President of Compliance and Safety, witnesses may be excluded from the hearing room until it is their turn to testify. Additionally, the charged member chapter may be accompanied by its chapter advisor during any Judicial Board hearing. The chapter advisor must be registered as the official chapter advisor of the member chapter. The chapter advisor shall only act in an advisory capacity and is not allowed to conduct any portion of the chapter's presentation.
- B. Confidentiality: All individuals involved in a hearing are required to agree to a statement of confidentiality. Individuals shall not disclose information regarding the following:
 - a. Any individuals, member chapters, or IFC Justices involved.
 - b. Details of the proceedings.
 - c. Witness testimony.
- C. Hearing Process:
 - a. Initiation of the Hearing: The IFC Vice President of Compliance and Safety shall inform all individuals present that the hearing will be conducted in an orderly manner and any person causing disruption will be asked to leave. Additionally, they shall advise the charged member chapter of the formality of the hearing and the necessity of all parties to be truthful.

b. Overview of Judicial Hearing Process: The IFC Vice President of Compliance and Safety shall outline the process for the remainder of the hearing as follows:

- i. Presentation of alleged charges, violations, and investigatory evidence against the charged member chapter shall be presented by the IFC Vice President of Compliance and Safety:
 1. Charged member chapter may ask questions;
 2. IFC Justices may ask questions;
- ii. Presentation of charged member chapter:
 1. IFC Justices may ask questions;
- iii. Calling of Witnesses
 1. Charged member chapter may ask questions;
 2. IFC Justices may ask questions;
- iv. Charged member chapter may give final statement;
- v. IFC Justices deliberate in closed session to determine findings of responsibility and if necessary, appropriate sanction(s).

Section X. Conflicts of Interest

In the event the IFC Vice President of Compliance and Safety's member chapter is involved in the alleged violation, the highest ranking IFC Executive Board officer, starting with the IFC President, as listed in Article V, Section II of the IFC Constitution, shall serve in their stead.

Section XI. Prohibition on Recruitment Restrictions as a Sanction

The IFC Judicial Board may impose educational and punitive sanctions, as prescribed in the IFC Bylaws, but under no circumstances may it prohibit a Member Fraternity's ability to recruit.

Section XII. Non-Status Sanctions

The IFC Judicial Board will impose sanctions that are punitive and/or educational, but not solely financial and do not restrict recruitment. The following are sanctions that may be imposed by the IFC Judicial Board and/or IFC Vice President of Compliance and Safety (including, but not limited to):

- A. Letter of apology
- B. Fines
- C. Educational programming
- D. Public service to the campus or community
- E. Meetings with campus office/departments
- F. Loss of social event and/or campus event privileges
- G. Censure

For the following violations, the non-status sanctions have been pre-determined as follows:

- A. Failure to meet attendance requirements at IFC General Assembly meetings.
 - a. First absent representative of semester: \$25
 - b. Second absent representative of semester: \$25 and the case shall be brought before the judicial board as outlined in Article IV, Section VII of the constitution for additional sanctioning.
- B. Failure to meet 10% attendance requirement at required event.

- a. First offense of calendar year: Informal reminder from Executive Board regarding failure to meet attendance.
- b. Second offense of calendar year: Formal email stating wrongdoing and warning of future fines in the event of continued failure to meet attendance requirements.
- c. Third offense of calendar year: \$1 fine per active brother in organization
- d. Fourth offense of calendar year: \$2 fine per active brother in organization.

Section XIII. Status Sanctions

In the event of an egregious violation, the following are sanctions that may be imposed by the IFC Judicial Board for a specified period of time:

- A. Suspension: Loss of IFC voting rights and removal from good standing status, and any additional Non-Status Sanctions.
- B. Loss of IFC Recognition: Loss of IFC recognition and its rights and privileges.

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

Section XIV. Duration of Sanctions

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

Section XV. Notification of Findings

Within three (3) business days of any Informal Resolution Hearing or Formal Judicial Hearing, the IFC Vice President of Compliance and Safety shall communicate in writing to the charged member chapter, its inter/national organization, and its chapter advisor, as well as any relevant University of Connecticut administrators, the alleged violation, the findings of the hearing, and any sanction(s) imposed.

The IFC Vice President of Compliance and Safety shall notify the IFC General Body of any sanctions imposed upon a member chapter through any Informal or Formal Judicial Hearing.

Section XVI. Appeals

The IFC Judicial Board's decision is subject to appeal by a member chapter within two weeks of receiving written notification of the decision. Appeals shall be made in writing to the IFC President and shall be made solely on the following grounds or be dismissed:

- A. Error in the charge and/or Judicial Board Hearing process that materially affected the outcome.
- B. The severity of the sanction did not match the severity of the violation.
- C. New information that could not have been discovered prior to the IFC Judicial Board Hearing through the exercise of reasonable diligence.

Sanctions imposed through the Judicial Process shall stand until an appeal is heard.

- A. Non-Status Sanctions Appeals: The IFC Executive Board shall hear appeals for Non-Status Sanctions. The IFC Vice President of Compliance and Safety shall first present the IFC Judicial Board's decision

and rationale for its actions. The appealing member chapter shall then be afforded the opportunity to present its reasoning for seeking a reconsideration of the IFC Judicial Board's actions. The appealing chapter must be given at least one week's notice of the time, place, and procedure of the appeal hearing. Any individual from the appealing member chapter serving on the IFC Executive Board shall not participate in the appeal proceedings. The IFC Executive Board may either dismiss the charge(s) with no sanctions or alter the sanctions imposed by the Formal IFC Judicial Board Hearing. Any alterations must be approved by at least two thirds (2/3) of the IFC Executive Board. The decision of the IFC Executive Board shall be final for Non-Status Sanctions.

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

The IFC General Body shall first vote on whether to discuss dismissal or alteration of the status sanction, which shall require a two-thirds (2/3) vote. In the event the IFC General Body votes to discuss dismissal or alteration, the IFC General Body shall determine by a two-thirds (2/3) vote to either dismiss the charge(s) with no sanctions or to alter the sanctions imposed. If a two thirds (2/3) majority cannot be achieved for dismissal or alteration of the sanctions, the initial sanctions will remain in place.

The decision of the IFC General Body shall be final with no further appeal rights.

CODE OF CONDUCT

THE CODE OF CONDUCT OF THE INTERFRATERNITY COUNCIL AT THE UNIVERSITY OF CONNECTICUT

This code should be adopted as a part of the IFC Constitution and Bylaws.

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

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