

# Heidelberg University Greek Council Constitution

Heidelberg University Greek Council Mission Statement:

*To serve as the governing body of all Societies on the Heidelberg University campus and to promote unity and cooperation between those societies.*

## **ARTICLE I – NAME**

**SECTION I** – The name of this organization will be the Heidelberg University (HU) Greek Council, which will be hereinafter known as the Greek Council (GC).

## **ARTICLE II – PURPOSE**

**SECTION I** – The purpose of the Greek Council of Heidelberg University will be:

- A. To act as a functional liaison between Greek societies and the University as well as other groups.
- B. To promote effective leadership within Heidelberg Greek Life.
- C. To maintain and continually evaluate the method by which members are inducted into the Greek system.
- D. To foster and preserve good scholarship.
- E. To ensure that Heidelberg Greek Life complies with all policies in the *Heidelberg University Student Code of Conduct*.
- F. To enforce its own rules, actions and decisions in association with the Office of Student Affairs
- G. To serve as the governing body of Greek Life at Heidelberg University. Its decisions and actions will be obligatory and compulsory on all member societies.

## **ARTICLE III – BASIC EXPECTATIONS**

**SECTION I** – It has been established that the Greek Council will hold all members of Greek Life to a basic set of expectations. These include:

*To promote good ideals and morals in their respective society and make an effort to live through those ideals and morals in their everyday lives.*

*To strive for academic excellence in the Heidelberg University community.*

*To respect the integrity, dignity and worth of all persons.*

*To protect the health and safety of all members of the Heidelberg and Tiffin communities.*

*To neither support nor partake in the use of illegal drugs or the abuse of alcohol.*

*To abide by all rules and regulations set forth in the Heidelberg University Student Code of Conduct.*

*To abide with all local, state and Federal Laws.*

*To strive to promote cooperation between the Heidelberg and Tiffin communities.*

#### **ARTICLE IV - MEMBERSHIP**

**SECTION I** – All social Greek societies existing on Heidelberg University’s campus will be eligible for membership on the Greek Council. All Societies formed and recognized after the adoption of this constitution will have representation on the council for one full academic semester without the power to vote, after which time full voting power will be given to the new organization.

In order for a society to remain active on Heidelberg University’s campus, it must be a member of the Greek Council.

**SECTION II** – The requirements for the formation of a new society on Heidelberg University’s Campus are as follows:

- A. The organization’s membership must consist of twelve (12) members, seven (7) of which must be members of the freshmen, sophomore or junior classes.
- B. For active membership, each member of the founding organization must have a minimum two point two five (2.25) cumulative GPA and semester GPA at the time of petitioning for affiliation with the Greek Council.
- C. The petitioning organization must hold an overall average two point five (2.50) semester GPA from the previous semester.
- D. The organization must have at least one (1) advisor who must be a full time staff or faculty member at Heidelberg University.
- E. The organization must have a definite financial program outlining the process of dues, a budget and a fundraising plan. This program must be approved by the society’s advisor and the Greek Life Advisor.
- F. A copy of the organization’s Constitution and By-Laws must be submitted to the Greek Council and the Greek Life Advisor at the time of petitioning.
- G. The organization must have guidelines for a governing body consisting of an executive board and any other appointed officers set forth in the organization’s Constitution. The first society members to fill the executive positions must be elected at the time of petitioning the Greek Council.
- H. The organization must have established a written New Member Education program and a person responsible for the recruitment and New Member Education programs in place at the time of petitioning the Greek Council. This program must be approved by the Greek Life Advisor.

**SECTION III** – The procedure for the formation of a new Greek society will be as follows:

- A. A petition will be submitted to the Greek Council stating the ideals, purpose, and any other pertinent information of the organization, along with a copy of their constitution. To be recognized as an active society, the organization must receive at least a two-thirds (2/3) vote by the Greek Council and have a statement of approval signed by the Dean of Students, Greek Life Advisor, and Student Senate president.
- B. After the petitioning organization has presented all required materials to the Greek Council, a decision must be given to the organization after a maximum of two (2) business meetings.

SECTION IV – Newly affiliated societies will have the following status:

- A. The members of the petitioning organization, upon the fulfillment of the above criteria, will be considered the founding members of the society.
- B. There will be no New Member Education or orientation of additional members before the acceptance of the society’s proposed constitution.
- C. Probationary status on the Greek Council for one full (1) academic semester which will include:
  - 1. Probationary societies will have full speaking privileges in the Council, but will not have voting rights.
  - 2. No member will hold an elected office of the Greek Council or Judicial Board during the probationary period.
  - 3. Compliance of all rules and regulations of the Greek Council.
  - 4. The newly affiliated society will be eligible to participate in all Greek events.

SECTION V – Any society recognized by the Greek Council that closes on the Heidelberg University campus for any reason cannot re-instate for a period of four (4) years or until all previous members have left the university, whichever comes first.

SECTION VI – Any society that dissolves on Heidelberg University’s campus must follow all regulations stipulated for the forming of a new society as stated above in Article VI, Section II

SECTION VII – No “underground” or “secret” society will be recognized by the Greek Council or considered members of Heidelberg University Greek Life.

SECTION VIII – Only one (1) petitioning fraternity and one (1) petitioning sorority may be recognized per academic year.

SECTION IX – Society Delegates of the Greek Council

- A. Each society will hold one (1) delegates on the Greek Council.
- B. Each delegate will receive one (1) vote.
- C. The delegate may be any member selected by their respective society.
- D. Society Delegates will:
  - 1. Act as the liaison between their respective society and the Greek Council.
  - 2. Vote on behalf of their society in all decisions of the Greek Council.

## **ARTICLE V – SCHOLARSHIP**

### **SECTION I** – Scholarship Requirements: Society Standards

- A. All societies must maintain a 2.50 grade point average (GPA) per academic semester to remain an active society.
- B. Any society not meeting the 2.50 GPA requirement set by the Greek Council will be placed on Academic Probation for one (1) academic semester and must participate in an Academic Program in cooperation with the Greek Council Vice-President of Scholarship.
- C. Academic Probation in regards to an entire society will consist of the following stipulation:
  - 1. Continued active status with all requirements and responsibilities without voting rights on the Greek Council.
- D. Immediately following the second consecutive semester on Academic Probation, the deficient society's case will be reviewed by the Judicial Board.
- E. Any letters of appeal will be reviewed by the Judicial Board. Letters must be submitted within one week of notification of inactive status.

### **SECTION II** – Scholarship Requirements: Individual Standards

- A. All individual Greek members must maintain a minimum 2.25 GPA per academic semester to remain active in their societies.
- B. Any individual member not meeting the 2.25 GPA requirement set by the Greek Council will be placed on Academic Probation for one (1) academic semester and shall participate in an Academic Program in cooperation with the Greek Council Vice-President of Scholarship.
- C. Academic Probation in regards to any individual member will be defined by the individual's respective society.
- D. Any individual failing to meet the Greek Council GPA requirement after one (1) semester of Academic Probation will hold inactive status as defined by their respective society.

- E. Any letters of appeal will be reviewed by the Judicial Board. Letters must be submitted within one week of notification of inactive status.

## **ARTICLE VI – OFFICERS**

**SECTION I** – The elected officers of this council will consist of: President, Chief Justice, Treasurer, Secretary, Vice-Presidents of Programming, Vice-President of Scholarship, and Vice-Presidents of Membership. No member other than the Chief Justice may serve on both the Judicial Board and the Greek Council. No member may serve as more than one position on the Greek Council.

**SECTION II** – The Greek Council Executive Board will consist of: President, Chief Justice, Treasurer, Secretary, Vice-Presidents of Programming, Vice-President of Scholarship, and Vice-Presidents of Membership.

### **SECTION V** – Officer Removal and Vacancies of Office

- A. An Executive Officer may be removed from office if any of the following are violated.
  - 1. Failure to maintain a two point five (2.5) cumulative GPA
  - 2. More than 3 unexcused absences from Greek Council events, unless unforeseen circumstances should arise
  - 3. Violation of the Heidelberg University Student Code of Conduct as outlined in the Student Handbook
- B. The Executive Officer will automatically be placed under review by the Executive Board and will be notified by the Greek Life Advisor 24 hours within Executive Board discussion.
- C. The Executive Board will discuss the officer in violation and if removal is necessary bring the issue to the Business Meeting. A vote of two-thirds (2/3) must be reached if the officer is to be removed.
- D. Officer removal will take effect immediately and the vacancy must be filled within 2 weeks.
- E. All other vacancies will be handled as if a general election with the candidates meeting all requirements. Vacancies must be filled within 2 weeks.

### **SECTION VI** – The President of the Greek Council will:

- A. Attend all Greek Council business and executive board meetings.

- B. Preside over all Greek Council meetings.
- C. Be responsible for the creation and distribution of a weekly agenda.
- D. Have the ability to call emergency meetings when necessary 24 hours after notification.
- E. Oversee all committees.
- F. Serve as the liaison between the Greek Council and Heidelberg University.
- G. Ensure all functions of the Greek Council are carried out.
- H. Perform any other such executive functions as needed.
- I. Declare vacancies in the Greek Council Offices as they appear.
- J. Meet monthly with the Presidents of the Greek Societies.
- K. Serve as the official spokesperson for Heidelberg Greek Life.
- L. Hold no vote in any instance except to break a tie.

SECTION VII – The Chief Justice of the Greek Council will:

- A. Attend all Greek Council business and executive meetings.
- B. Also serve as the Chief Justice on the Greek Judicial Board.
- C. Correspond with and meet all requirements stated under the Greek Judicial Board Constitution regarding the office of Chief Justice.
- D. Serve as President when the Greek Council President is absent.
- E. Be the corresponding member between the Greek Council and the Greek Judicial Board.
- F. Update, maintain, and distribute the Greek Judicial Board Constitution.

SECTION VIII – The Treasurer of the Greek Council will:

- A. Attend all Greek Council business and executive meetings.
- B. Collect all dues and fines owed to the Greek Council.
- C. Manage all monetary funds of the Greek Council.
- D. Plan at least one (1) fundraising event per semester.
- E. Issue any and all fines following the Greek Council Constitution fine guidelines.
- F. Present a weekly treasury report to the executive board.

SECTION IX – The Secretary of the Greek Council will:

- A. Attend all Greek Council business and executive meetings.
- B. Record weekly minutes from Greek Council meetings.
- C. Take attendance at Greek Council meetings.
- D. Distribute the Greek Council minutes over the Greek Council e-mail list server and post them on the Greek Council BergSync page within 48 hours of adjournment.
- E. Maintain a permanent record book of the minutes.

- F. Obtain a roster of membership of each Society recognized by Greek Council by the end of the first and last weeks of each academic semester.
- G. Maintain a permanent record of the Greek Life membership using the aforementioned rosters that is to be shared with the Advisor of Greek Council

**SECTION X** – The Vice-Presidents of Programming of the Greek Council will:

- A. Attend all Greek Council business and executive meetings.
- B. Oversee the Greek Sing and Greek Week Committees.
- C. Plan and coordinate all programming events.
- D. Be in charge of maintaining and regulating the Greek Calendar.

**SECTION XI** – The Vice-President of Scholarships of the Greek Council will:

- A. Attend all Greek Council business and executive meetings.
- B. Inform all members of Heidelberg University Greek Life not meetings the Greek Council academic standards of Academic Probation.
- C. Assist and oversee the planning and implementation of an academic program for any society on probation.
- D. Plan or assist with at least two (2) academic events per semester and inform the council of academic events happening on campus.
- E. Ensure that parliamentary procedure is followed in meetings.
- F. Update, maintain, and distribute the Greek Council Constitution.

**SECTION XII** – The Vice-Presidents of Membership of the Greek Council will:

- A. Attend all Greek Council business and executive meetings.
- B. Coordinate and plan all New Member Education events that pertain to Greek Life as a whole with the assistance of a Rush Committee.
- C. Monitor the status of New Member Education for the Societies who hold New Member Education.
- D. Relay information between GLC and Societies regarding the dates chosen for New Member Education, the hazing seminar and any other pertinent information as needed.

**ARTICLE VII – MEETINGS**

**SECTION I** – Prior to the end of every semester, a regular weekly meeting time of the Greek Council will be set for the following semester to be held on a certain day of the week during the semester; except during times of final examinations, official University breaks, or other such times as the Greek Council dictates.

Regular meetings of the Greek Council will be held every week at the designated time on the designated day, unless otherwise stipulated.

SECTION II – A quorum will be two-thirds (2/3) of the Society Delegates.

SECTION III – The President or Greek Life Advisor may call an emergency meeting twenty-four (24) hours in advance with notice given to the society presidents. They will consist of a quorum and follow the rules and procedure of a regular business meeting.

SECTION IV – The members of the Executive Committee will vote only in meetings of the Executive Board and not in regular business meetings of the Greek Council.

SECTION V – The order of business for all regular meetings is as follows:

- A. Call To Order
- B. Roll Call
- C. Read and Approval of Last Week's Minutes
- D. Officer and Committee Reports
- E. Old Business
- F. New Business
- G. Announcements
- H. Advisor's Comments
- I. President's Comments
- J. Adjournment

SECTION VI – The Executive Committee will meet within twenty-four (24) hours prior to the meeting of the Greek Council.

SECTION VII – All meetings of the Greek Council will be conducted following Parliamentary Procedure as outlined in the most up to date version of *Robert's Rules of Order* in all cases not governed in this Constitution.

SECTION VIII – Greek Council meetings will be open to all Greek Life members. Non-council members attending meetings will not participate in any discussion except through their delegates.

## **ARTICLE VIII – JUDICIAL BOARD**

SECTION I – All judicial proceedings involving Greek Life at Heidelberg University will be processed through the Heidelberg University Greek Judicial Board. The Greek Judicial Board of Heidelberg University will:

- A. Adjudicate any and all alleged violations of the Greek Council or Heidelberg University regulations by any society of Greek Life.



- B. Follow the duties, guidelines, policies and processes outlined in the Heidelberg University Greek Council Constitution Appendix D.

### **ARTICLE IX – JUDICIAL PROCEEDINGS AND DUE PROCESS**

SECTION I – All judicial proceedings involving Greek Life at Heidelberg University will be processed through the Heidelberg University Greek Judicial Board.

SECTION II – The procedures for Judicial Review are outlined in the Heidelberg University Greek Judicial Board Constitution.

### **ARTICLE X – CONSTITUTIONAL AND BY-LAW AMENDMENTS**

SECTION I – Any motion to amend, revise, alter, or revoke the Constitution of the Greek Council will be tabled immediately following the initial reading of said motion, to be voted upon during the next meeting of the Greek Council providing that a quorum is present, and require a three-fourths (3/4) affirmative vote to be enacted. The proposed amendment to the Constitution must be submitted in writing at least one (1) week prior to being voted upon.

SECTION II – The governing statutes of the Greek Council will be stated in the By-Laws of the Greek Council of Heidelberg University. Any motion to amend, revise, alter, suspend, or revoke any of the By-Laws of the Greek Council will be tabled immediately following the initial reading of said motion, to be voted upon during the next meeting of the Greek Council, and requires a three-fourths (3/4) affirmative vote to be enacted. Proposed amendments to the By-Laws must be submitted in writing at least one (1) week prior to being voted upon.

### **Article XI-Elections**

Election of Executive Committee Officers

- A. No more than five (5) men or five (5) women will hold positions on the executive board. After an initial round of voting, if positions are still unfilled, the position will be opened to either sex.
- B. No more than two (2) members of any society will hold a position on the executive board.
- C. Elections will be held 3 meetings before the end of business year.
- D. President and Chief Justice
  - 1. Must have been a member of Greek Life for 3 semesters including NME semester
- E. Vice-Presidents of Membership, Vice-President of Scholarship, and Vice-Presidents of Programming, Treasurer, and Secretary.
  - 1. Must have been a member of Greek Life for 1 semester including NME semester

- F. All candidates must submit the following to the President of Greek Council at least 24 hours prior to elections:
1. A letter of recommendation from their respective group to run for the said position.
  2. A letter of recommendation from a Heidelberg University Faculty Member
  3. A Cover Letter and Resume.
  4. Must have a two point five (2.5) cumulative GPA when running for an Executive Position

## **Bylaws**

### **Article I-Recruitment**

**SECTION I-** All Greek societies are responsible for submitting a list of events to the Vice Presidents of Membership. The due date for event listings will be set at the discretion of the Vice Presidents of Membership.

**SECTION II-** Greek Council will conduct a minimum of four (4) all Greek events per academic year.

**SECTION III-** No Greek society will hold a formal rush/recruitment event until the first all Greek event has been held. The first all Greek event must be held within the first two weeks of the school year; this event must be planned one semester ahead.

**SECTION IV-** No Greek events will be held during the silence period.

### **Article II-Bidding**

#### **SECTION I:** Bidding Process

- A. Greek Council will establish a date that each society will submit a list of students they wish to bid to the Student Affairs office.
- B. The Student Affairs Office will return a list of those eligible to receive bids.
- C. Greek Council will set the date and times for when bids may be extended. Bids may be extended during this time only.
- D. Greek Council will set the date, time, and location of a bid acceptance ceremony.
- E. The time between the end of the bid period and the bid acceptance ceremony will be considered "Silence Period".

SECTION II: Eligibility to Receive a Bid:

- A. A student must have a 2.25 cumulative GPA.
- B. Must attend two separate recruitment events (i.e. Symposium, Rotationals, Informationals, and any group specific recruitment event.)
- C. Must fill out the required Prospective New Member Interest Form

**Article III- Bidding for Corollaries**

SECTION III: Bidding for Corollaries:

- A. Societies who wish to extend bids to Potential Corollary Members must get their method of bid extension approved by the Vice Presidents of Membership will be expected to meet the requirements set forth to extend bids in Sections I and II of Article II of the Bylaws of GLC.
- B. Societies who are approved to extend bids must give a minimum of two (2) days silence period before a decision must be made.

**Article IV-New Member Education**

Section I-Before any New Member Education program can begin all new members and active Greek society members must attend the NME Seminar.

Section II-All Greek societies will conduct their New Member Education within the set of dates to be set by the Vice Presidents of Membership. A New Member Education program may not operate outside of these dates.

Section III-In all New Member Education programs Tuesdays and Thursdays are set aside as mandatory off days.

Section IV-Study Tables will be held on the Mondays, Wednesdays, and Fridays of the weeks that New Member Education is held. Study Tables will be held from 6pm-8pm.

Section V-A New Member Education schedule, with the inclusion of study table times, must be submitted to VP of membership.

Section VI-The times for New Member Education are the following:

- A. Monday and Wednesday-8pm-12am
- B. Friday 8pm-Sunday 11:59pm

## **Article V: Corollary New Member Education**

- A. Societies may hold Corollary New Member Education once per academic semester provided:
1. Said society gives Greek Life Council three (3) weeks notice before holding Corollary New Member Education.
  2. Said society's Corollary New Member Education does not exceed two (2) weeks.
  3. Said society participates in a hazing seminar or alternative event deemed appropriate by the Vice Presidents of Membership.
  4. Said society participates in at least one (1) night of Study Tables consisting of at least two (2) hours, the date and time of which shall be submitted to the Vice Presidents of Membership two (2) weeks prior to said society's Corollary New Member Education. Said society is responsible for the procurement of the room on campus used for these Study Tables.
  5. There must be at least two (2) off days for seven (7) day period of Corollary New Member Education. These days may not be consecutive. The off days must be submitted to the Vice Presidents of Membership two (2) weeks prior to said society's Corollary New Member Education.
  6. The times for Corollary New Member Education are the following:
    - i. Monday-Thursday 8pm-12am
    - ii. Friday 8pm-Sunday 11:59pm
    - iii. Refer to Article V, Section I, Subsection E. for the off-day requirements.
- B. Corollary New Member Education is held to the same standard of Greek New Member Education in its integrity and quality. All Hazing policies are to be administered

## **Article VI- Finances**

### **SECTION I – Budget**

- A. The Greek Council budget shall be drawn up by the Treasurer and presented to the Greek Council general body at the second meeting of

each semester. This budget must be approved by the third meeting of each semester.

- B. Any expenditure not included in the budget must be approved by a 2/3 majority among the general voting membership.

#### SECTION 2- Dues

- A. Each society will pay a membership fee of ten dollars (\$10) per active member, per semester.
  - 1. Each society must pay balances by the second Greek Life Council meeting of the semester.
  - 2. Persons with membership in more than one society shall have their membership fee of ten dollars (\$10) split equally among the societies of which they are members.
- B. Societies will pay \$10 for each student who accepts a bid to their society and becomes a member of that society. This fee must be paid within one month after the bid acceptance ceremony. The societies will not be responsible for paying the dues for any student who does not accept the bid, has already successfully completed an NME process, or who withdraws from the NME process before it is officially over.
  - a. If a New Member of a Corollary is a member of any other Greek Society, that New Corollary Member's \$10 fee will be waived.

#### SECTION 3- Fines

- A. If delegates are not present to represent the society at the Business Meeting. For each offense, a \$5.00 fine will be charged to the society.
- B. If a representative for a society is not present at any Greek Council committee meetings. For the first offense a warning will be issued. For the second offense and all following offenses, a \$5.00 fine will be charged to the society.

## Appendix A

### **Terminology:**

The term “University” refers to Heidelberg University.

The term “Society” refers to any social Greek organization on campus.

The term “Organization” refers to any petitioning group of students not yet recognized by the Greek Council.

The term “Advisor” refers to a member of the Heidelberg University faculty or staff.

The term “Greek Life Advisor” refers to the person appointed by Heidelberg University to oversee the functions of Greek Life.

The term "Student" refers to a full time undergraduate non-post secondary student enrolled at Heidelberg University.

The term “Closes” refers to any society mandated by Heidelberg University to stop meeting and functioning as a society.

The term “Dissolves” refers to any society that does not maintain enough members to remain a recognized student organization by Heidelberg Student Senate.

The terms “Underground” and “Secret” refer to any group of students functioning as a society without the approval of the Greek Council.

The term “Greek Life” refers to all members and activities of the Greek Societies at Heidelberg University.

The term “Fraternity” refers to any male Greek society at Heidelberg University.

The term “Sorority” refers to any female Greek society at Heidelberg University.

The term “Delegates” refers to the representatives of the Greek societies serving on the Greek Council.

The term “Business” refers to any relevant information and discussion in regards to Greek Life.

The term “Suspend” refers to a temporary override of the constitution to accommodate situations where it is impossible to meet the requirements set by the constitution.

The term “Dean of Students” refers to person employed by Heidelberg University to fulfill the duties of that position.

The term “Greek Judicial Board” refers to the body designated to maintain the order and high standards of Greek Life at Heidelberg University.

The term “New Member Education” refers to the formal orientation process of admitting students into a society.

The term “Bid Day(s)” refers to the dates set by the Greek Council where eligible non-Greek students submit their preferences to join a society.

The term “Active” refers to any member or society that participates in Greek Life.

The term “Inactive” refers to any member or society that does not meet the requirements of the Greek Council constitution, rendering them unable to participate in Greek Life.

The term “Business Meeting” refers to the scheduled weekly meetings of the Greek Council.

The term “Executive Meeting” refers to the scheduled weekly meetings of the Executive Board.

The term “Emergency Meeting” refers to any meetings called by the President of the Greek Council or the Greek Life Advisor outside of regular meeting times.

The term “Programming” refers to any event sponsored by the Greek Council not involving Rush or Academics.

The term “Business Year” refers to March to March.

The term “Corollary” refers to members who are associated with an active Greek organization and partake in group activities as each group sees fit. Each group is responsible for the actions of their corollary members and are to take any consequences that may come as a result in accordance with the Greek Judicial Board Constitution, as found in Appendix D.

## Appendix B

# Heidelberg University Hazing Policy

Heidelberg University prohibits any act of hazing done by or to any Heidelberg student.

1. At Heidelberg University "hazing" is defined as follows:
  - a. Any physical or mental request, requirement, action or obligation (whether on or off campus) created or placed upon any person which could or does cause undue discomfort, pain, injury, embarrassment, harassment, or ridicule OR which violated any Federal, State, local statute or Heidelberg University policy including those established by the Heidelberg University Greek Life Council.
2. Heidelberg University defines the following as physical hazing:
  - a. Shoving, hitting or pretending to hit any person, including paddling in any form.
  - b. Performing acts that are or could be dangerous (particularly activities unsupervised by active members).
  - c. Requiring or requesting the consumption of undue amounts of odd preparations or spoiled or live food including any amount of alcohol or drugs of any kind, or any food that is given that is not normally eaten that would or could cause harm.
  - d. Unhealthy conditions. During New Member Education each new member must have the opportunity to maintain a normal schedule, here defined as including three (3) reasonably spaced meals per day, the encouragement and opportunity for six to eight (6-8) hours of consecutive, uninterrupted sleep per twenty-four (24) hour period, and a reasonable time for daily personal hygiene.
  - e. Excessive or abusive calisthenics.
  - f. Yelling or shouting above a normal conversational tone by actives at a New Member (or vice versa)
  - g. "Line-ups" of New Members not in compliance with the guidelines on noise levels.
3. Heidelberg University defines the following as psychological hazing:
  - a. Requiring the actual or pretended violation of the law.
  - b. Violating accepted social customs in regard to sex.
  - c. Requiring that a person do or submit any act that will alter his/her appearance in any significant degrees for a period longer than the pledging period.
  - d. Telling a new member that they will not be initiated based on their performance with the intent of causing the new member unfounded stress.



**Appendix C**  
**Greek Standards Manual**

There are **52** tasks that all members of the Greek Community need to complete. Some of these tasks happen once per semester, while others happen once per year. There are also 6 bonus tasks where at least 4 need to be completed each year. Any additional tasks from the bonus category that are completed are able to add to your total, while not doing them will not subtract from the total.

**<40 Tasks** - Greek group must complete the following:

1. Create a plan with the Greek Council Executive Board outlining specific objectives to improving the organization using each criteria of the Greek Standards application. Printed copies to GLC must be submitted no later than October 1st.
2. Society hosts a workshop for Greek Life on an area of personal/organizational development
3. Loss of letters for one academic semester.

**40 - 50 Tasks** - This is the expectation for each group to meet. There are no benefits or penalties for meeting this standard.

**>50 Tasks** - Greek groups meeting/exceeding 50 points will receive:

1. A two (2) point addition to next year's GLC Standards or a two (2) point waiver for the society if their Standards points falls below 40 tasks in the following year.
2. 50% Discount on Greek Council Dues for the entire year
3. Society receives first pick for Smoker/Tea dates and for Greek Sing performance order.

All points will be calculated prior to the start of the next academic year. Top winner will receive the Dean's Trophy at Greek Symposium. Any falsification of any standards will result in the immediate review by the Judicial Board. Sanctions will be applied as are seen appropriate.

The **Treasurer** and **Secretary** will be responsible for compiling and moderating the **Service Points**.

The **Vice Presidents of Scholarship** will be responsible for compiling and moderating the **Scholarship Points**.

The **President and Chief Justice** will be responsible for compiling and moderating the **Leadership Points & Extra Category**

The **Vice Presidents of Membership** will be responsible for compiling and moderating the **Management Points**.

The **Vice Presidents of Programming** will be responsible for compiling and moderating the **Greek Unity Points**.

Service		
Task	Fall	Spring
Greek Society co-hosts educational or service program(s) with another Greek Society		
Greek Society hosts philanthropy events		
Greek Society reports donations to charities to GLC executive board		
Greek Society hosts community service events		

Service		
Greek Society reports and completes community service hours on BergSync		

**Greek Society co-hosts educational or service program(s) with another Greek Society:**

These events can be any type of educational or service program. Some examples are alcohol education programs, study tip programs, resumé building programs, community service programs, fundraisers. In order for a co-hosted program to count for two or more groups, it must be approved by Treasurer and Secretary. Only one per semester is required, but more are encouraged. Groups will not receive credit for co-hosting with the same group twice back-to-back.

**Greek Society hosts philanthropy events:**

Greek society has to show proof of fundraising (in any way- working, donation, event etc.) to be donated for charity purposes (Ex. Animal Jam, Hot Dog Eating Contest, Dance-a-thon, etc). Only one per semester is required, but more are encouraged.

**Greek Society reports donations to charities to GLC executive board:**

This is done by presenting official records of donation (Bank statements, letters of thanks, etc.) to the Treasurer and Secretary. These will not be shared with anybody other than the Greek Council Executive Board.

**Greek Society hosts community service events:**

Greek society provides evidence of community service events specifically organized by the society (ex. Organizing park cleanups, helping with campus events like scholars day etc.)

**Greek Society reports and completes community service hours on BergSync:**

The process for reporting service hours are the same as how to report them for all student organizations via BergSync.

Scholarship		
Task	Fall	Spring
Greek Society develops and submits a scholarship plan		
Less than 10% of total members are inactive due to grades via Greek Council Standards		
Less than 10% of total members are on probation due to grades via Greek Council Standards		
Greek Society holds academic events (i.e. study tables or other events)		

**Greek Society develops and submits a scholarship plan:**

A plan for continued academic excellence and maintaining or improving cumulative GPA is submitted to the Vice Presidents of Scholarship. This can be as simple as a plan to hold study tables, or a plan as intricate as to explain how each individual will be held accountable for their own academic improvement.

**Less than 10% of total members are inactive due to grades via Greek Council Standards:**

The VPs of Scholarship will determine whether or not the groups meet this standard through the grade release process and informing the group members' status. Upload a roster of your group and indicate which members are inactive due to grades.

**Less than 10% of total members are on probation due to grades via Greek Council Standards:**

The VPs of Scholarship will determine whether or not the groups meet this standard through the grade release process and informing the group members' status. Upload a roster of your group and indicate which members are on probation due to grades.

**Greek Society holds academic events:**

Study tables or academic workshops are documented and presented to the Vice Presidents of Scholarship along with proof that the event(s) occurred.

Leadership		
Task	Fall	Spring
Send members of Greek society to SOLiD or University required training		
Greek Society facilitates or utilizes workshop(s) on leadership or personal development		
Greek Society hosts alcohol-free brotherhood/sisterhood events		
30% of Greek Society members who are involved in other organizations outside of Greek Life		

**Send members of Greek Society to SOLiD or University required training sessions:**

Attendance sheets of SOLiD will be cross-checked with the minimum amount of members who need to be present. More than the minimum is encouraged, but not required.

**Greek Society facilitates or utilizes workshop(s) on leadership or personal development:**

These events will be done by hosting or utilizing campus resources for leadership or personal development. Some examples can be utilizing GAs in the Student Affairs area, holding society-specific events to focus on internal issues, etc.

**Greek Society hosts alcohol-free brotherhood/sisterhood events:**

Proof needs to be presented to the President and Chief Justice that a social-type event occurred as well as one or more of the group’s advisors to confirm both that an event happened and that it was alcohol-free. This is mainly to discourage parties counting as brotherhood/sisterhood events as well as underage consumption of alcohol.

**30% of Greek Society members who are involved in other organizations outside of Greek Life:**

Members do not have to all be involved in every group, but a spreadsheet should be created with a list of every member from the Greek Society, along with a list of what each member is involved in. This can be checked for accuracy on the BergSync Rosters if there are any worries about discrepancies. The percentage will be calculated by counting every member involved in at least one other organization divided by the total amount of members.

<b>Management</b>		
<b>Task</b>	<b>Fall</b>	<b>Spring</b>
Greek society provides up-to-date copies of its constitution and by-laws to the Greek Life advisor		
Greek Society has updated web resources (website, Facebook, BergSync etc.)		
Greek Society submits a new member education program prior to NME		
Greek society submits an officer roster and contact sheet to the executive board of Greek Council each semester		
Greek society pays Greek Council Dues on time		
Greek society provides a calendar of events to Greek Council by the fourth week of each semester		
Greek society is not found responsible for violating any campus policies in the student Code of Conduct		

**Greek society provides up-to-date copies of its constitution and by-laws to the Greek Life advisor:**

An updated constitution will be given to the Greek Life advisor at the beginning of each semester. If the constitution changes in the middle of the semester, it is not necessary to re-submit until the next required update at the beginning of the next semester.

**Greek Society has updated web resources (website, Facebook, BergSync etc.):**

If the Greek Society has a website, Facebook, or Twitter, reasonable proof should be presented to show that the information is up-to-date. This should be presented to the Vice Presidents of Membership. All groups should present at the very least, their updated BergSync . Upload a screenshot of your Facebook, Twitter, etc. or a recent social media post.

**Greek Society submits a new member education program prior to NME**

Groups must submit their binders of information (or however the information is supposed to be presented that year) to the Greek Life Advisor by the designated date.

**Greek society submits an officer roster and contact sheet to the executive board of Greek Council each semester:**

A clear and concise spreadsheet should be turned in to the Vice Presidents of Membership. Rosters can be downloaded from each group's BergSync page.

**Greek society pays Greek Council Dues on time:**

Greek Council Dues need to be paid by the designated date. The treasurer will present a receipt to each group that pays their dues on time. Upload this receipt.

**Greek society provides a calendar of events to Greek Council within the first month of each semester:**

A calendar of the society's events should be presented to Greek Council within the first month of each semester. If, for some reason there is not a Greek Council meeting on the fourth week of the semester, it will be presented on the fifth week. Upload a list of events or a screenshot of a calendar.

**Greek society is not found responsible for violating any campus policies in the student code of conduct:**

If none of the members of the Greek Society are found responsible for violating any campus policies outlined in the student Code of Conduct, points will be awarded. The Greek Life Advisor will confirm with the Director of Residence Life and/or the Dean of Student Affairs to determine whether any violations occurred.

Unity		
Task	Fall	Spring
Greek Society holds alcohol-free social events with other Greek Societies		
Greek Society co-hosts a recruitment event with another Greek Society		
Greek Society attends Greek Week Events		
Greek Society Representative and President attend 90% of Greek Council Meetings		
Greek Society sends members to the Greek Day(s) of service		
Greek Society submits \$75 worth of ads for Greek Sing		

**Greek Society holds alcohol-free social events with other Greek Societies:**

Any social event with two or more societies counts toward this requirement and will need to be presented to the Vice Presidents of Programming. Any type of social event will count, whether it is playing a sport, hanging out, or any other social event. Groups will not receive credit for co-hosting with the same group twice back-to-back.

**Greek Society co-hosts a recruitment event with another society:**



This recruitment event does not necessarily have to be on a Greek Weekend, but have to include two groups or more. The Greek Symposium and rotationals do not count. This can be as simple as a meet-and-greet, or as planned out as more complex events such as a scavenger hunt, etc. Groups will not receive credit for co-hosting with the same group twice back-to-back.

**Greek Society attends Greek week events:**

Must have 50% of each group in attendance at each Greek Week event. The VPs of Programming will send a list to each group with their Greek Week attendance.

**Greek Society Representative and President attend 90% of Greek Council Meetings:**

A representative and the president must be present in at least 90% of all Greek Council Meetings. If not, no points will be awarded. The Secretary will send out a list of attendance at GLC meetings at the end of the semester.

**Greek Society sends members to the Greek Day(s) of Service:**

Greek Society sends at least 50% of members to Greek Days of Service as deemed mandatory by the Greek Council Executive Board. The VPs of Membership will send each group a list of those members who attended the Day of Service.

**Greek Society submits \$75 worth of ads for Greek Sing:**

Each Greek Society is required to donate \$75 worth of ads for the Greek Sing programs. Upload the ads that your group supplied for Greek Sing.

Extra Category		
Task	Fall	Spring
Greek Society co-hosts educational or service program(s) with another Greek Society		

Extra Category		
60% of Greek Society members are involved in other organizations than their society		
Greek Society participates in other Groups' philanthropy events		

**Greek Society co-hosts educational or service program(s) with another Greek Society:**

These events can be any type of educational or service program. Some examples are alcohol education programs, study tip programs, resumé building programs, community service programs, fundraisers. In order for a co-hosted program to count for two or more groups, it must be approved by Treasurer and Secretary. Only one per semester is required, but more are encouraged. Groups will not receive credit for co-hosting with the same group twice back-to-back.

**60% of Greek Society members who are involved in other organizations outside of Greek Life:**

Members do not have to all be involved in every group, but a spreadsheet should be created with a list of every member from the Greek Society, along with a list of what each member is involved in. This can be checked for accuracy on the BergSync Rosters if there are any worries about discrepancies. The percentage will be calculated by counting every member involved in at least one other organization divided by the total amount of members.

**Greek Society participates in other Groups' philanthropy events:**

This can be achieved by just participating in special events (24 hour walk or Animal Jam etc.) or by donating money to any of the societies' events. Upload any documents that record the donation.

## **Responsibilities of Greek Life Executive Officers:**

### **President-**

- Review and update this document every year
- Hold training sessions to instruct groups on how to track and submit tasks
- Routinely review and approve/deny submissions for Leadership & Extra tasks

### **Chief Justice-**

- Routinely review and approve/deny submissions for Leadership & Extra tasks

### **Secretary-**

- Routinely review and approve/deny submissions for Service tasks
- Send GLC meeting attendance record to each group at the end of the semester

### **Treasurer-**

- Distribute receipts for each group that pays their GLC dues on time
- Routinely review and approve/deny submissions for Service tasks

### **Vice Presidents of Scholarship-**

- Distribute and keep on record the list of inactive and probationary members due to grades
- Routinely review and approve/deny submissions for Scholarship tasks

### **Vice Presidents of Membership-**

- Distribute attendance record to each group for their participation in the Greek Day of Service
- Routinely review and approve/deny submissions for Management tasks

### **Vice Presidents of Programming-**

- Distribute attendance record to each group for their participation in Greek Week Activities
- Routinely review and approve/deny submissions for Unity tasks

### **Greek Life Advisor-**

- Distribute documentation of each groups' good conduct report
- Work with president to review the previous year's results
- Review and update document every year

**Appendix D**  
**Heidelberg University**  
**Greek Judicial Board Constitution**

**A. MISSION STATEMENT**

- I. The Greek Judicial Board is a judicial body comprised of Greek members of the Heidelberg community, which strive to maintain the order and high standards of Greek Life at Heidelberg University. In order to accomplish this goal, individuals who are interested in and eligible to assist the judicial proceedings of this council are elected and trained to fairly uphold the constitution of the Greek Judicial Board and the rules and mission of Heidelberg University. Two members from each Greek group will be selected to represent their groups at the judicial board hearings. One representative will serve as an alternate and the other representative will serve at the main person.

**B. DEFINITIONS OF TERMS**

- II. The term “University” means Heidelberg University.
- III. The term “Office of Dean of Students” refers to the person employed by Heidelberg University to fulfill the duties of that position. Under this code the Dean of Students may authorize other members of his/her staff to perform those duties.
- IV. The term “Greek Judicial Advisor” means the person designated by the Office of Dean of Students to be primarily responsible for the administration of the Greek Judicial Board.
- V. The term “Greek Judicial Board” means any person or persons authorized to determine whether a Fraternity/Sorority/Society has violated the Heidelberg University code of conduct or the Greek Council Constitution.
- VI. The term “shall” is used in the imperative sense.
- VII. The term “may” is used in the permissive sense.
- VIII. The terms “policy” and “code” are defined as any written regulation of either the Greek Council Constitution, as well as Heidelberg University as found in, but not limited to, the Heidelberg Handbook or Catalog.
- IX. The term “justice” refers to any member of the Greek Judicial Board.
- X. The term “chief justice” refers to the justice responsible for serving as a spokesperson for the board.
- XI. The term “the board” refers to the members of the Greek Judicial Board.

## **Article I. MEMBERS OF THE BOARD**

- I. Ethical Standards- It is the responsibility of each Greek Judicial Board member to observe the following ethical standards:
  - A. Information regarding the disciplinary status of any Fraternity/Sorority/Society chapter is not to be discussed with anyone outside the Board. Likewise, any information given in confidence at a judicial session should not be discussed with anyone outside the Greek Judicial Board.
  - B. When talking with a Fraternity/Sorority/Society, Greek Judicial Board members should refrain from making accusations or statements of any kind that cannot be supported.
  - C. All members of the Greek Judicial Board must uphold all decisions of the board, even though there may be dissenting opinions.
  - D. In addition, all Greek Judicial Board members are expected to observe the following standards:
    1. All members must follow Heidelberg University Student Code of Conduct, local, state, federal law, and existing Greek Council Constitution.
    2. Reasonable attendance to all judicial sessions and forums.
    3. Upon election, each member is required to sign a confidentiality contract.
- II. Justices
  - A. Qualifications to be met by all Justices of the Greek Judicial Board:
    1. To be an eligible candidate, one must be an active Greek member for at least 2 full consecutive semesters.
    2. No Justice may serve as president of their respective sorority/fraternity while serving on the Judicial Board (However, if the member becomes president of their respective sorority/fraternity by emergency default, they may remain on the board.)
    3. No Greek Council Executive Officer may serve on the Judicial Board during their entire term.
    4. Persons must have a 2.5 cumulative GPA and be in good academic standing with the University.
    5. Persons must be able to commit to one full calendar year (March-March)
  - B. Application and Selection Process

1. Each respective Fraternity/Sorority/Society will nominate two members for the application process.
  2. Each nominee will receive a written application with general questions and essays as well as a list of qualifications and a confidentiality contract.
  3. Each nominee is required to submit two letters of recommendation [from either faculty, staff, employers or their respective group's advisor].
  4. Each nominee will attend a formal interview process conducted by the board. The board will then select the new justices to the board.
  5. The board will consist of one member of each Greek Fraternity/Sorority/Society in addition to a Chief Justice.
  6. If a current Justice wants to reapply, they must receive approval from their respective group and will need to submit an additional letter of recommendation from their group's advisor.
  7. The new and retiring Chief Justices and Judicial Board Advisor will select the re-applicants.
  8. The re-appointment process should be finished before the new justice process begins.
  9. The members are to participate in training session upon hiring.
- C. Terms
1. Each Justice will serve for one full calendar year (March-March).
- D. Duties of Justices
1. Justices will attend all Judicial Board informational sessions and familiarize themselves with the Judicial Board philosophy and operation.
  2. Justices will attend all Judicial Board meetings and forums.
  3. Justices will treat alleged Fraternity/Sorority/Society violators with courtesy and have the utmost concern for the rights of the Fraternity/Sorority/Society and fairness in proceedings.
  4. Justices must be prepared to formulate a fair decision and impose appropriate sanctions.
  5. Justices must uphold the confidentiality of the case, the proceedings, and the outcome.
  6. Justices will consider themselves special representatives of the Greek and Judicial system. They should take care to uphold their

responsibilities and obey both the University Student Code of Conduct and Greek Council Constitution.

7. It is mandatory for all Justices to attend any and all trainings for the Board, including returning Justices.

### III. Chief Justice

#### A. Qualifications to be met by the Chief Justice:

1. Must be of first semester junior at the beginning of his/her term and be in good standing (academic and social) with the University and of a recognized Greek organization.
2. The Chief Justice may not serve as president of their respective Fraternity/Sorority/Society while serving on the Greek Judicial Board (However, if the member becomes president of their respective Fraternity/Sorority/Society by emergency default, they may remain on the board.)
3. Persons must have a 2.5 cumulative GPA and be in good academic standing with the University.
4. Persons must be able to commit to one full calendar year (March-March).

#### B. Application and Selection Process:

1. Any justice is eligible to be a candidate for Chief Justice and each respective Fraternity/Sorority/Society can select one candidate who has been active for at least two semesters to apply. One candidate will serve as an alternate representative for his/her Greek group.
2. Each candidate will receive a written application with general questions and essays as well as a list of qualifications and a confidentiality contract.
3. Each candidate is required to get two outside letters of recommendation (from faculty, staff, employers or respective group's advisor).
4. Each candidate will go through a formal interview with Greek Council president, the Chief Justice, and the Greek Council Advisor.

#### C. Terms

1. Chief Justice will serve one full calendar year (March-March).

#### D. Duties of the Chief Justice

1. The Chief Justice is subject to all criteria, duties, and responsibilities of a Justice of the Greek Judicial Board and, in addition, the following responsibilities:

- a. The Chief Justice is responsible for documenting and recording any necessary information during hearings and/or meetings of the judicial board and may use the aid of a voice recorder.
  - (i) If a voice recorder is used it must stay in the possession of the Greek Judicial Advisor.
- b. The Chief Justice is responsible for conferring with the Office of Dean of Students concerning the validity and soundness of charges and the determination of action regarding incident reports.
- c. The Chief Justice serves as a spokesperson for the board. In this capacity, the Chief Justice notifies chapters of the charges brought against them, their rights to fairness and due process, the Greek Judicial Board process, and the appeal process. Following a decision, the Chief Justice submits the decision in writing to the affected chapter(s), with copies to the Office of Dean of Students, Chapter/Graduate Advisor, Greek Life Advisor, and notification of the decision to the complainant, if applicable.
- d. At judicial sessions, the Chief Justice serves as a moderator for the Board's activities, including supervision of the Justices' responsibilities.
- e. The Chief Justice is responsible for maintaining an effective and reasonable schedule of sessions.
- f. The Chief Justice will submit a report (to the Greek Life Advisor) of the Board's activities at the end of the term of office. The report will include, but is not limited to the following:
  - (i) A summary of the Greek Judicial Board's activities (number of cases heard, decisions reached, etc.)
  - (ii) Problem areas
  - (iii) Areas that need improvement or clarification and suggestions for improving the overall operation of the board.
  - (iv) This information will be confidential.
- g. If the Greek Judicial Board chooses to not hear a case, the Chief Justice must inform the Office of Dean of Students of their decision.

#### IV. Removal of Board Members

- A. To remove a member of the board, an official complaint, citing flaw in the said member must be made through the Office of Dean of Students.



- B. After an official complaint has been made, the representative of the Office of Dean of Students will convene with the Board. A 2/3 vote must be reached in order to remove a member of the Board.
- C. Any member who is found breaking the confidentiality contract and/or violating the ethical standards shall be removed from the board immediately. The rest of the board will remain and no replacement will be made until the case in question is dismissed or finalized.
- D. Upon removal of a justice, the board will appoint a new justice to take the place of the vacancy. The same application process will apply.
- E. In the case of the Chief Justice's removal, the Greek Judicial Board Advisor will appoint a justice to serve as the Chief Justice for the remainder of the case in question. When the case has been dismissed or finalized, the board and Greek Judicial Board Advisor will select a justice to serve as Chief Justice and a new justice will be appointed.
- F. The same application process will apply in order to elect a new Chief Justice.

## **PROCEEDURES**

### V. Jurisdiction

- A. The jurisdiction of Greek Judicial Board at Heidelberg University will consist of all activities involved in Greek Life.

### VI. Complaints

- A. All Complaints must be filed with Greek Judicial Board.
- B. Complaints will be reviewed by the Office of Dean of Students, Greek Judicial Board advisor, and the Chief Justice of Greek Judicial Board.
- C. If a complaint is deemed valid, a typed copy of the complaint will be delivered personally to the President of said Fraternity/Sorority/Society.
- D. Notification of the hearing date and time will be given personally to the President of said Fraternity/Sorority/Society preferably no later than ten class days prior to said hearing.

### VII. Hearing

- A. All Greek Judicial Board hearings are closed to the public unless a motion is filed for an open hearing.
  - 1. The motion must be filed in writing to the Chief Justice and approved by the Greek Judicial Board with a majority vote and approval of the Judicial Board Advisor.
- B. No Fraternity/Sorority/Society may be represented by any person who has achieved a law degree.

- C. All Sanctions must be delivered to said Fraternity/Sorority/Society preferably within five class days.

VIII. Appeals

- A. All motions of appeal must be filed with the Greek Judicial Board within ten class days of receiving the sanctions given to the Fraternity/Sorority/Society.
- B. Cases may only be appealed once.

**VOTING PROCEDURES**

- IX. Every member of the Greek Judicial Board shall have one vote.
  - A. A justice who is a member of a defendant's chapter shall excuse him/herself from the Greek Judicial Board for the duration of the case.
- X. Votes shall be cast anonymously by paper ballot.
  - A. They shall be counted out loud by the Greek Judicial Advisor in the presence of the Greek Judicial Board.
  - B. There shall be no abstentions.
- XI. The Chief Justice shall have one vote. The vote will be placed aside and only counted in the case of a tie.
- XII. Guilt must be decided by "preponderance of evidence". "Preponderance of Evidence", does not mean Greek Judicial Board members may not have doubts of guilt. Standard "Preponderance of evidence" only requires that Greek Judicial Board members be convinced of guilt to a substantial level.
- XIII. Decisions of the Greek Judicial Board must be a majority vote of those on the board and be based upon the evidence brought in the hearing.
- XIV. In cases involving discipline, the vote of each Greek Judicial Board member is confidential. The vote of the entire Greek Judicial Board, however, is shared with the chapter(s) when the Greek Judicial Board's decision is announced.

**SANCTIONS**

- XV. The following sanctions may be imposed upon any Fraternity/Sorority/Society found to have violated the Student and/or Greek Life code:
  - A. Warning - A notice in writing to the Fraternity/Sorority/Society that the Fraternity/Sorority/Society is violating or has violated regulations set forth by either the University, or the Greek Council Constitution.
  - B. Probation - A written reprimand for violation of regulations set forth by either the University, or the Greek Council Constitution. Probation is for a designated period of time and includes the probability of more severe

disciplinary sanctions if the Fraternity/Sorority/Society is found to be in violation of the terms of the administered probation.

- C. Loss of Privileges - Denial of specified privileges for a designated period of time.
  - D. Deactivation - Loss of privileges, including Greek Council recognition, for a specified period to time.
  - E. Fines - Previously established and published fines may be imposed.
  - F. Restitution - Compensation for loss, damage or injury. This may take the form of appropriate service and/or monetary and/or material replacement.
  - G. Discretionary Sanctions - Work assignments, service to the University or other related discretionary assignments (such assignments must have the prior approval of the Greek Judicial Advisor).
  - H. University Suspension – A Recommendation to the Dean of Students that Fraternity/Sorority/Society be separated from the University for a definite period of time, after which the Fraternity/Sorority/Society is eligible to return. Conditions for readmission may be specified.
  - I. University Expulsion - A Recommendation to the Dean of Students that the Fraternity/Sorority/Society from the University be permanently separated from the University.
  - J. On Notice - A written notice that a specified sanction may apply to any further violations.
- XVI. More than one of the sanctions listed above may be imposed for any single violation.
- XVII. If a Fraternity/Sorority/Society is found to have a pattern of violations of the Community Norms, Policies and Procedures, a sanction stronger than a warning may be issued.

#### **EMERGENCY SITUATIONS**

- XVIII. If a member of the board at any time feels uncomfortable hearing the case, then he/she may step down with approval of the board.
- XIX. Prior to the start of the hearing, the Greek Judicial Board has the right to deny any case brought forth.
  - A. There must be a 2/3 vote of the board to reject the case.
  - B. If a case is rejected the Chief Justice will notify the Greek Council Advisor.

#### **AMENDMENTS**

XX. This constitution may be amended or repealed by two-thirds vote of Greek Council, with no voting members absent, pending approval of the Greek Judicial Board Advisor and the Greek Life Advisor.