

Constitution, Bylaws, Policies  
And  
Judicial Procedures  
Of the  
University of Nebraska at Kearney  
Interfraternity Council

Reviewed Fall 2022

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# Preamble

The fraternities of the University of Nebraska at Kearney, hereafter, referred to as UNK, in joining together to form the Interfraternity Council, adopt this constitution and its bylaws as the mutually agreed upon guide for the governance of the current and future fraternal organizations of this university.

## Article I: Name

Section 1: This organization shall be known as the Interfraternity Council of the University of Nebraska at Kearney, hereafter referred to as the IFC.

## Article II: Mission Statement

Section 1: It is the mission of the IFC to fairly and equally serve all its member organizations. The IFC shall be the governing body through which the chapters of UNK can come to have equal voice in stating their opinions and concerns regarding the UNK Fraternity and Sorority Community. The IFC will strive to establish and maintain strong lines of communication between the member chapters, the IFC, UNK, its student body, and the people of the Kearney community. In addition to this, the IFC will work to foster a spirit of friendliness and cooperative helpfulness among all of the fraternities of this university in matters relating to fraternal and social affairs, scholastic achievement, school activities, anti-hazing and risk management policies, recruitment, and all other matters of common concern.

## Article III: Membership

Section 1: The IFC shall be composed of North American Interfraternity Conference, hereafter, referred to as NIC, Chapters, approved men's general college fraternities, and approved colonies of UNK.

## Article IV: Admission to the IFC

Section 1: The IFC shall reserve the right to accept and approve all applications for admission to the IFC.

Section 2: The IFC is responsible for determining the appropriate timing to expand the fraternity community and granting permission for expansion. All respective fraternities or colonies with a national organization, desiring recognition by the IFC, must fulfill the following requirements.

- A. Must petition the IFC for colony status. This consists of at least two members of the prospective colony and a representative from the National Fraternity, interview with the Fraternity and Sorority Advisor, President, and Vice President of Recruitment.
  - a. Minimum of 15 members to colonize
  - b. Minimum of 2.5 GPA
- B. The IFC shall review material submitted by the applying organization and shall consider the current state of the UNK Fraternity and Sorority Life community in general. The president of the IFC shall preside over all discussion regarding expansion. The petition for colony status must be approved by a simple majority vote of the IFC.
  - a. Material to be included in the petition for colonization:
    - i. Logistical Information
      - 1. Name of Fraternity
      - 2. Founding Date
      - 3. History with UNK
      - 4. Average chapter size
      - 5. National structure
      - 6. Proposed chapter structure
      - 7. Number of chapters closed in last 3 years and reasons for closing
      - 8. Membership Costs:
        - a. New member
        - b. Initiation fees
        - c. Insurance
        - d. Proposed UNK due
    - ii. Program Policies
      - 1. Risk Management Plan
      - 2. Minimum standards of Potential New Members
      - 3. Scholarship Program
      - 4. Community service program
      - 5. Constitution and Bylaws
      - 6. How the organization plans to meet the requirements of the UNK
    - iii. IFC Criteria
      - Colonization
        - 1. Procedures
        - 2. Ongoing support for colony
          - a. Recruitment support
          - b. Additional resources
        - 3. Criteria for colonizing and chartering
        - 4. Housing preferences
      - iv. Resources
        - 1. Kearney/Nearest Chapter
        - 2. Number of alumni in the Kearney area
        - 3. List of alumni committed to serve as advisors and house corporation members

Section 3: Colonization Procedure:

- A. Organizations selected to colonize or recolonize must meet the following criteria
  - a. Recruit only UNK accepted and enrolled full-time students
  - b. Maintain a UNK advisor
  - c. The colony shall maintain an active alumni committee consisting of at least five alumni, with one being designated as the chapter advisor, subject to approval by the IFC and the Dean of Students.
  - d. The colony must abide by all IFC and University policies, regulations, and guidelines.
  - e. The group must move from colony to chapter/charter status within two calendar years from the time of becoming a UNK interest group.
  - f. Colonies will be Associate Members of the IFC for their first semester.
    - a. Associate IFC membership becomes automatic when the fraternity begins the colonization process.

Section 4: IFC shall vote upon reviewing the report at the next regular meeting of the council.

- A. A three-fifths affirmative vote by closed ballot shall be necessary before the petitioning colony shall be recommended to the Dean of Students as a colony of UNK.

Section 5: The IFC has the ability to determine the order and timeline of expansion for each prospective fraternity if multiple fraternities are attempting to expand at UNK.

Section 6: If granted permission to colonize, the IFC holds the right to establish any and all recruitment guidelines by which the organization must abide, including but not limited to the time at which the organization may begin recruitment, and other limitations deemed necessary by the IFC.

Section 7: Upon colony establishment, the colony must become a recognized student organization through the UNK Student Senate.

Section 8: The colony must remain as a colony for at least one probationary semester. During this semester the Executive Members of IFC and IFC Advisor will review and monitor the colony's activities and involvement.

- A. The colony shall designate two of the colony members as non-voting representatives to the IFC.

Section 9: After achieving national recognition, said fraternity will assume all ensuring rights and privileges of the IFC.

- A. The IFC will grant full chapter recognition by a simple majority vote
- B. Must have a minimum of 25 members to charter
- C. Must meet all requirements of the IFC
- D. Pay semester dues upon approval

## Article V: Government

Section 1: The governing legislative body of the IFC shall consist of two local active delegates from each IFC recognized fraternity. This body will be responsible for the Constitution, its Bylaws, and regulations imposed upon itself as a body.

- A. These delegates, one of whom who has been initiated for at least two semesters, will serve as liaisons between their chapter and the IFC.
- B. Each delegate shall serve at least one semester term.
  - a. Each delegate is entitled to one vote. i No vote by proxy will be allowed.
  - b. Substitutes may be sent in the absence of either delegate, without penalty. C. The IFC Officers will have no voting privileges.
    - a. The President will be entitled to a vote in the event of a tie.

Section 2: A UNK approved advisor shall be present for all IFC Executive Board, and IFC Judicial Board meetings, unless indicated otherwise.

- A. The advisor will not be allowed any voting privileges but will be present for the purpose of directing and guiding the IFC.

## Article VI: Meetings

Section 1: The meeting time and place shall be determined each semester by the IFC President in conjunction with delegates and the IFC Executive Officers and IFC Advisor. A determined time and place shall stay constant during the semester.

- A. If unable, written notice must be given to each IFC Representative twenty-four hours prior to rescheduled meeting.

Section 2: Attendance to all meetings of the IFC is mandatory. A fraternity will be considered absent if a chapter delegate is not in attendance. The attendance record and accompanying consequences will begin after the first meeting.

- A. First and Second Absences
  - a. A written warning will be issued to that Fraternity's President by the IFC Vice President of Administration.
- B. Third Absence
  - a. The fraternity will be assessed a \$25 fine per absent meeting.
- C. Fourth Absence
  - a. A letter will be drafted and submitted to the IFC Executive Vice President for failure to comply with IFC Policies.
  - b. A letter will be sent to the chapter's (inter)national fraternity headquarters informing them on the absences from IFC.
- D. Absences may be appealed due to extenuating circumstance and reviewed by the IFC Executive Vice President.

Section 3: There will be at least one scheduled meeting of the entire UNK Greek Community per semester. The purpose of this meeting is to serve as an update on the happenings of the Greek community throughout the semester and to inform the community on anything yet to come. This meeting will also serve as a community-wide forum during which major legislation and issues that affect the whole Greek community can be discussed. The meeting will be scheduled the semester prior to when it will be held, and it is expected that all fraternity members be present.

Section 4: The President of the IFC, the Advisor to the IFC, or a petition by three-fifths of recognized chapters may call any special meetings required to carry on the business of the IFC.

- A. Written notice must be given to each IFC representative twenty-four hours prior to the meeting time.

Section 5: All meetings of the IFC shall be conducted by Robert's Rules of Order Newly Revised 12<sup>th</sup> Edition.

Section 6: Quorum for all meetings shall be established as three-fifths of voting members of the assembly.

Section 7: The order of business at all meetings of the IFC shall be as follows:

- A. Call to Order
- B. Roll Call
- C. Approval of the previous meeting's minutes
- D. Officer Reports
- E. Old Business
- F. New Business
- G. Chapter Reports
- H. Good of the Council
- I. Adjournment

## Article VII: Election/Appointment/Removal of Officers

Section 1: The officers shall be elected at the second to last regular meeting of the fall semester for the entirety of their term of one academic year.

Section 2: Candidates shall go through an application process. The application process shall be determined by the IFC President and the IFC Advisor.

- A. Candidates will not be able to run for offices that were not petitioned in the application process.
- B. Acceptance of applications shall remain until the date specified by the IFC President and/or Advisor.

Section 3: Applicants must meet the following criteria:

- A. Achieved a minimum of a 3.0 cumulative GPA
- B. Be initiated and in good standing with an IFC recognized UNK fraternity
- C. Be in good standing with UNK
- D. If the applicant is of freshman standing and/or first semester of active status, the applicant must provide a letter of recommendation from either their chapter president or the chapter advisor.
- E. Applicants applying for President and VP of Recruitment must not hold the office of president in his respective chapter.

Section 4: Any person holding the office of Recruitment Chair in his respective chapter is not eligible for the offices of IFC Vice President of Recruitment or the office of IFC President.

Section 5: IFC President and Vice President of Recruitment shall be required to disaffiliate/disassociate from their chapter's recruitment.

- A. The definition of disaffiliation/disassociation includes, but is not limited to, the removal of letters from social media, not sharing affiliation with incoming students, and remaining impartial on all occasions.

Section 6: Presidential candidate must be of at least sophomore standing or have been enrolled for three or more consecutive semesters at UNK immediately preceding their application. To be eligible for IFC President, a candidate must have been an IFC Executive Officer, a chapter president, or an IFC delegate who has served a full term.

Section 7: The IFC may suspend specific standards of officer criteria prior to elections by a three-fifths vote.

Section 8: Should an office be vacated, the President of the IFC will appoint a successor to that office, subject to a simple majority approval of the council at the next regular meeting after an applicant has been chose to fill the vacant office.

Section 9: The outgoing officers shall remain in an advisory capacity for two meetings after the elections of the new officers.

Section 10: In case of removal of the President from his office, his resignation, or inability to discharge the powers and duties of the office, the duties of the President will fall on the Executive Vice President.

- A. The council shall determine with the assistance of the IFC Advisor if the Executive Vice President shall assume the Presidency or if an election shall be conducted.
  - a. If the Executive Vice President assumes the Presidency, nominations for the Executive Vice President shall occur at the next regular meeting following the vacancy of the Presidential position. Elections shall occur within one month of the vacancy.

Section 11: Officers may be removed by a three-fifths affirmative vote of the members of the council. Such actions must warrant a written complaint as to the reason(s) for removal. The complaint will be presented to the voting assembly by the Executive Vice President, unless he is the perpetrator. If he is the perpetrator, the duty shall fall upon the IFC President.

- A. A vote will be taken as to the removal or non-removal of the officer at the next regular meeting of the IFC.
  - a. If the officer is removed, the council shall refer to Article VII, Section 6 to appoint a new officer to the position.

Section 12: IFC Officers will be removed immediately in the event that an officer's GPA fall below a cumulative 2.5 average.

## Article VIII: Duties of the Officers

Section 1: The following are members of the IFC Executive Council:

- A. President
- B. Executive Vice President
- C. Vice President of Administration
- D. Vice President of Programming
- E. Vice President of Recruitment
- F. Vice President of Scholarship
- G. Vice President of Public Relations
- H. Vice President of Community Service

Section 2: These officers shall perform the duties of their respective office and all other assigned in the Constitution and Bylaws.

- A. It shall be the duties of these officers to enforce the policies, regulations, and Constitution of the IFC. The Executive officer will be required to meet with either the IFC President or IFC Advisor at their request.
- B. All IFC Executive officers shall create and maintain an IFC binder and/or electronic file that contains all materials needed to succeed in their respective office.

Section 3: President

- A. Preside at all IFC Meetings
- B. Preside at all the Executive Board Meetings
- C. Enforce and carry out the actions of the IFC
- D. Facilitate, review, and revise IFC Officer goals
- E. Appoint and coordinate standing and ad-hoc Committees
- F. Serve as liaison representative between fraternities, UNK, the Panhellenic Council, the Multicultural Greek Council, and the community
- G. Coordinate new officer training and transition
- H. Serve as ex-officio member of all IFC Committees
- I. Attend monthly president's meeting and report on behalf of the IFC

#### Section 4: Executive Vice President

- A. Assume the duties of the President in the event of his absence
- B. Initiate investigatory actions in cases that will be reviewed by the IFC
- C. Serve as the Chairman of the IFC Judicial Committee
- D. Coordinate all risk management programming
- E. Be responsible for the maintenance of the Constitution, bylaws, and rules of the IFC
- F. Ensure that transition files are up to date, include all position responsibilities, and are sent to the Vice President of Administration prior to the transition period

#### Section 5: Vice President of Administration

- A. Schedule, secure, and announce all meeting times and locations
- B. Record accurately the minutes of the IFC Meetings
- C. Distribute the IFC minutes to all IFC Executive members, IFC voting delegates, IFC Advisor, and the Fraternity and Sorority Advisor
- D. Upload all minutes to FS Central
- E. Maintain a membership list of all fraternities recognized by the IFC
- F. Be responsible for the maintenance of IFC files via a shared drive with the council
- G. Assess and collect all IFC Dues
- H. Maintain and balance all IFC financial records
- I. Pay all bills promptly
- J. Present expenditures or financial updates to the IFC on a regular basis
- K. Create and report on an end of the year expenditure report

#### Section 6: Vice President of Programming

- A. Coordinate any special events that IFC sponsors
- B. Work with Panhellenic Council and Multicultural Greek Council counterparts to plan, coordinate, and execute Greek Week activities
- C. Assist with providing information and resources to each fraternity concerning leadership opportunities, alcohol awareness, hazing rules and regulations, etc.
- D. Assist with new member education programs during each semester
- E. Plan and execute at least one event per semester that incorporates at least one of our community pillars: scholarship, friendship, service, or leadership.

#### Section 7: Vice President of Recruitment

- A. Provide one recruitment workshop for all member fraternities per academic year
- B. Coordinate IFC summer recruitment social media promotion, in partnership with the Vice President of Public Relations
- C. Create and maintain all IFC recruitment information materials
- D. Collect and distribute the contact information from all interested incoming students retrieved from UNK Admissions and/or the Fraternity and Sorority Life Office E. Coordinate all Fraternity recruitment periods as designated by the IFC
- F. Play an active role in New Student Enrollment (NSE) session(s) as it relates to IFC recruitment

Section 8: Vice President of Scholarship

- A. Coordinate all IFC Scholarship programming
- B. Conduct a workshop during the first two weeks of the spring and fall semester for all chapter scholarship chairman
- C. Coordinate the IFC Awards Program
- D. Coordinate academic reviews of scholarship program and performance
- E. Ensure chapters are maintaining minimum standards of academic responsibility

Section 9: Vice President of Public Relations

- A. Collect and disburse information about the fraternity system to all campus and community media sources
- B. Serve as liaison with UNK campus organizations
- C. Attend a minimum of two student government meetings per semester, unless another Executive member is currently a member of student government
- D. Be responsible for publishing a monthly Greek newsletter in cooperation with the Panhellenic and MGC Public Relations Chairs
- E. Be responsible for the upkeep and general maintenance of IFC websites, social media pages, and promotional materials
- F. Coordinate all IFC summer recruitment social media promotion, in partnership with the Vice President of Recruitment

Section 10: Vice President of Community Service

- A. Oversee Greek community service and philanthropic programming
- B. Host at least one all-Greek service project and/or volunteer fundraiser per semester
- C. Be responsible for staying abreast with surrounding community's service and philanthropic needs
- D. Collect all chapter service hours and donated dollar amounts
- E. Be aware of and enforce the FSL Community Service Guidelines as it relates to community service hours reported to the FSL Office at UNK

Section 11: The officers of the IFC shall petition the IFC President or the Vice President of Administration before the time of the scheduled meeting of any absences that are needing to take place.

## Article IX: Finances

Sections 1: Dues

- A. Each member fraternity of the IFC is required to pay \$15.00 per member per semester to the IFC.
  - a. A member is defined as anyone who has signed a bid card with said fraternity.

- b. All dues shall be paid within 15 days of billing. Delinquent fraternities will automatically lose their voting rights after 15 days, and after 30 days delinquent chapters will be automatically sent to the IFC Judicial Committee.
    - i. All dues assessed by the IFC will also face a .325% weekly interest rate if not paid by the 15th day following issuance.
      - 1. The interest rates used are very minimal; however, the usury laws of Nebraska do not allow the interest charges to exceed an annual rate of 16%.
    - ii. If any dues or fines are outstanding on the last day of the academic semester, then the chapter will be put on immediate suspension by the IFC.
      - 1. This chapter shall remain on suspension until its outstanding balance is paid in full.
- B. Each chapter's dues shall be adjusted each semester based on the chapter's scholastic performance the prior semester.
- a. For every .01 the chapter's GPA is below the UNK All Men's Average, the chapter's dues shall be increased by \$0.20 per member.
    - i. Any net income from these adjustments shall be used for scholarship programming by the IFC.

Section 2: The Vice President of the Administration, without the approval of the IFC Advisor or the general consensus of the IFC Executive Board, shall pay no money from the funds of the IFC.

- A. All checks written by the IFC Vice President of the Administration shall include both his signature and that of the IFC Advisor or the Fraternity and Sorority Advisor.
- B. Under no circumstances are IFC funds to be used for the purchase of alcohol or illegal drugs.
  - a. If such actions should occur, the IFC Vice President of the Administration will be immediately removed from his position and the remainder of the council brought under review by the UNK Judicial Board.

Section 3: IFC shall provide funding for each IFC chapter to bring one national representative per academic year.

- A. The funding will be used for the national representative to stay at a UNK Residence Life provided location on campus.
- B. The chapters shall be responsible for any other financial needs of the national representative.
- C. The apartment will be fully furnished by UNK Residence Life for the representatives stay.

## Article X: Amendments and Voting Requirements

Section 1. The Constitution, Bylaws, and Judicial Procedures may be amended by a three-fifths vote of the total assembly. The vote will take place at the first regular meeting of the IFC following the presentation of the proposed amendment.

Section 2: It shall take a three-fifths vote of the total assembly to fix dues and special assessments. Dues shall be reassessed every January.

## Article XI: Reading of Constitution, Bylaws, and Policies

Section 1: The Constitution and Bylaws of the IFC shall be read and handed to each member fraternity during the second meeting of the spring semester.

## Article XII: General Policies

Section 1: The IFC pledges to deal firmly and constructively with any activities of its member fraternities, which are not consistent with the principles outlined in the Constitution, Bylaws, Policies, and the Fraternity and Sorority Life Manual.

A. The IFC also upholds the laws, rules, and policies of UNK, the City of Kearney, the State of Nebraska, and the North American Interfraternity Conference (NIC).

Section 2: The members of the IFC shall follow the UNK Non-Discriminatory Policy as not to exclude any man from rushing, pledging, or initiating on the basis of race, color, sexual orientation, religion, disability, or national origin.

Section 3: The IFC upholds a zero-tolerance policy where hazing is concerned. Any reports of hazing to the IFC will be immediately sent to the UNK Judicial Board and/or UNK Public Safety/Kearney Police Department. The following, along with the description given in the UNK Student Handbook, is the definition of hazing recognized by the members of the council:

*Individual or group conduct which results in the disturbance or distress of others or which causes defacement, damage, or destruction of property. These abuses include any actions, activities, or situations, whether intentional or not, that produces unnecessary and undue mental or physical discomfort, embarrassment, harassment, ridicule, excessive fatigue, forced drinking, interference with social or personal lives, or exposure to situations wherein one's personal, physical, or mental wellbeing may be endangered.*

Section 5: The IFC discourages the use of inappropriate themes (i.e. alcohol, drugs, sex, etc.) in fraternity advertising, posters, merchandise, clothing items, and any other publicly viewed or heard means of communication.

Section 6: There shall be no theft or damage of fraternity and/or sorority property.

- A. If such a case should arise and the parties involved are unable to resolve the disagreement, the case will be brought to the IFC for judicial review.
- B. A special meeting shall be held to establish guilt by the IFC Judicial committee (and Panhellenic, if a party to the suit).
  - a. At this time, the extent of the damage will be determined, and a request shall be made for restitution.
    - i. Restitution shall at least include repair or replacement of the item(s) in question. A fine of \$50.00 or less may be levied on the individual(s) or chapter(s) involved in such action as deemed warranted.

## Article XIII: Social Policies

Section 1: Each member fraternity of the IFC must register all chapter-sponsored events to the Executive Vice President.

- A. Events must be registered at least 2 weeks in advance of the event.
- B. Registration must be submitted and must include:
  - a. Names of all organizations involved in the event
  - b. Location of the event
  - c. Names of the event monitors
  - d. Beginning and ending times of the event i All events will be ended by 12:00 am (midnight)
  - e. List of all members and guests who plan to attend

Section 2: Admittance to all chapter-sponsored events will be by guest list only. Each individual guest must appear on the guest list which is turned in with the event registration forms. Each member may only invite one guest for the function.

- A. All members and their respected dates are required to be there at the same time for check-in and must leave at the same time, if a member leaves or is removed their date is also and vice-versa.

Section 3: No chapter shall purchase alcoholic beverages with chapter funds.

- A. All alcoholic beverages consumed at chapter-sponsored events must be purchased by individuals.
- B. Chapter funds shall be defined as consisting of money collected by dues paid and/or "passing the hat" among members and guests.
  - a. Any method of raising funds for the purchase of alcoholic beverages is also prohibited.

Section 4: Common sources of alcoholic beverages (i.e. kegs, party balls, punch bowls, etc.) are not permitted on chapter owned or leased property or at any event unless being served through a licensed vendor.

Section 5: Non-alcoholic beverages, as well as food, must be available at all chapter-sponsored events involving alcohol. These items must be displayed prominently as a viable alternative to alcoholic beverages and must remain for the majority of the event.

Section 6: Each respective fraternity will have the responsibility of monitoring its own events and members in the following ways:

- A. At every chapter-sponsored event involving alcohol there shall be at 10% of total guests as event monitors.
  - a. Event monitors shall not consume alcoholic beverages 12 hours before the event, during the event, and 12 hours after the event
  - b. Event monitors shall be initiated members of the fraternity and cannot be noninitiated members.
  - c. Event monitors must be stationed at each of the designated locations throughout the event and must be present until the conclusion of the event: bathrooms, entrances/exits, check-in, trolleys, location of returning members, and chapter lounges of each hosting chapter. At the conclusion of the event monitors will be present at the stationed drop off area, turn in nametags, and report any situations to the head of the event prior to leaving.
  - d. Event monitor's dates are free to leave at any time during the event without the accompanying event monitor but are not permitted to ride back on a trolley after they have left the event.
  - e. Event monitors should be prepared to deny access or remove guests from the event if actions or behaviors deem it necessary.
- B. At check in, all attendees will be given a wristband to wear for the duration of the event denoting their ability to legally consume alcohol.
  - a. All members over 21 years will be required to present their Driver's License.
  - b. All members under 21 years of age will have a "M" marked on the back of both hands with black permanent marker.

Section 7: Sober transportation must be provided to and from the place of establishment. A reasonable number of vehicles, including the capacity of the vehicle, must be provided to adequately transport the amount of people signed up for the function.

Section 8: Failure to turn in proper forms (i.e. event registration form, guest list, lanyards, etc.) before stated deadlines will result in a strike.

- A. If chapters receive a total of three strikes, the chapter's upcoming social event will be canceled.
  - a. After every academic year the chapters strikes will reset.

## Article XIV: Academic Policies

Section 1: Scholarship Standards

- A. It is the immediate goal of the IFC for each member chapter to maintain a minimum GPA of 2.6.
- B. Each member fraternity, to retain the privileges granted by the IFC, must retain a cumulative GPA of 2.6 GPA.

Section 2: Any chapter performing below a 2.6 cumulative GPA will, in writing, be placed on a scholastic warning for one semester.

- A. Any chapter that fails to attain a 2.6 cumulative GPA during the next consecutive semester will be referred to the IFC Judicial Committee.
- B. Any chapter performing below a 2.5 cumulative GPA will be placed on academic review for one semester.
  - a. The violating chapter will be reviewed by the IFC Judicial Committee.
  - b. The violating chapter must prepare a written scholarship program designed to improve the grades of its members and present this program to the IFC Judicial Committee.
    - i. Upon approval, the fraternity shall implement the program for at least the remaining portion of that semester.
  - c. If a chapter fails to achieve at least a cumulative 2.5 GPA for two consecutive semesters, in addition to the previously stated sanction, the chapter will lose social privileges for one semester.
  - d. If within this period the violating chapter fails to raise their cumulative GPA back above 2.5, they will again be reviewed by the IFC Judicial Committee and will proceed with their loss of social privileges for one more semester in addition to being placed on academic probation.
  - e. If at the end of this period the chapter is still below a 2.5 cumulative GPA, they will be reviewed by the IFC Judicial Committee for removal of charter.
- C. Any chapter performing below a 2.4 cumulative GPA will be placed on academic probation for one semester.
  - a. The chapter will be reviewed by the IFC judicial committee.
    - i. During this hearing, the violating chapter must state the reason for the poor academic showing and outline their plan to correct the problem.
      - 1. The chapter will lose all registered social privileges for one semester. If such academic performance persists, the violating chapter will be referred to the IFC Judicial Committee for removal of charter.

Section 3: Academic probation shall be defined as the loss of voting privileges for the duration of the probationary period.

## Article XV: Risk Management

Section 1: The possession, sale, use or consumption of alcoholic beverages, while on chapter premises or during a fraternity event, in any situation sponsored or endorsed by the chapter, or

at any event an observer would associate with the fraternity, must be in compliance with any and all applicable laws of the state, province, county, city and institution of higher education.

Section 2: No alcoholic beverages may be purchased through or with chapter funds nor may the purchase of same for members or guests be undertaken or coordinated by any member in the name of or on behalf of the chapter. The purchase or use of a bulk quantity or common source(s) of alcoholic beverage, for example, kegs or cases, is prohibited.

Section 3: Opening Parties, meaning those with unrestricted access by non-members or the fraternity, without specific invitation, are prohibited.

Section 4: No members, collectively or individually, shall purchase for, serve to, or sell alcoholic beverages to any minor (i.e., those under legal drinking age)

Section 5: The possession, sale or use of any illegal drugs or controlled substances while on chapter premises or during a fraternity event or at any event that an observer would associate with the fraternity is strictly prohibited.

Section 6: No chapter may co-sponsor an event with an alcohol distributor or tavern (tavern defined as an establishment generating more than half of annual gross sales from alcohol) at which alcohol is given away, sold or otherwise provided to those present. This includes any event held in, at or on the property of a tavern as defined above for purposes of fundraising.

- A. However, a chapter may rent or use a room or area in a tavern as defined above for closed event hold within the provisions of this policy, including the use of a third party vendor and guest list. An event at which alcohol is present may be conducted or cosponsored with a charitable organization if the event is held within the provision of this policy.

Section 7: No chapter may co-sponsor, co-finance, or attend or participate in a function at which alcohol is purchased by any of the host chapters, groups, or organizations.

Section 8: The fraternity will not tolerate or condone any form of sexist or sexually abusive behavior on the part of its members, whether physical, mental or emotional.

- A. This is to include any actions, activities or events, whether on chapter premises or an offsite location which are demeaning to women or men, including but not limited to verbal harassment, sexual assault by individual or members acting together.
- B. The employment or use of strippers, exotic dancers, or similar whether professional or amateur, at a fraternity event as defined in this policy is prohibited.

Section 9: All chapter houses should meet all local fire and health codes and standards and will be ran by the Office of Residence Life.

- A. All chapters should post emergency numbers for fire, police, and ambulance, and should have posted evacuation routes on the back of the door of each sleeping room.

- B. All chapters should comply with engineering recommendations as reported by the insurance company or municipal authorities.
- C. The possession and/or use of firearms or explosive or incendiary devices of any kind within the confines and premises of the chapter house is prohibited.
- D. Candles should not be used in chapter house or individual rooms.

## Article XVI: Recruitment

Section 1: The definition of a Potential New Member (PNM) is as follows:

- A. An individual who has gone through the graduation of high school.
- B. An individual who is or will be enrolled at UNK as a full-time student.

Section 2: There shall be no alcohol present in any recruitment situation.

- A. A recruitment situation shall be defined as any communication with male high school student, unregistered prospective UNK student, and/or a student currently enrolled at UNK and not a member of a fraternity.
- B. No fraternity shall have a third party (anyone not associated with the fraternity) purchase for, serve to, sell, or provide any form of alcohol to a potential new member.

Section 3: Only those students enrolled at UNK are eligible to become new members according to each fraternity's standards.

- A. A person wishing to become a new member of a fraternity may not have an outstanding debt to a different fraternity other than the one he is wishing to become a new member of.
  - a. It shall be the fraternity's obligation to notify IFC of any outstanding debts.
  - b. All New Members that sign an IFC Bid card and drop without being initiated will have their names reported to the Fraternity and Sorority Advisor.
    - i. A list of names will be sent out to all Presidents and Recruitment Chairs prior to the end of the semester.

Section 4: Summer Recruitment

- A. No bids may be extended until June 20<sup>th</sup>.
- B. Communication about recruiting or chapter affiliated items shall be prohibited prior to FSL Recruitment Kickoff on June 1<sup>st</sup> for incoming freshman.
  - a. General questions and information about UNK's Fraternity and Sorority Life may be answered or given; information beyond this is prohibited prior to the FSL Recruitment Kickoff. i General promotion of any chapter-provided scholarship is allowed; individual contact with PNMs about scholarship is restricted.
  - b. Violation will result in guilty chapter acquiring a \$500 fine.
  - c. Reports of misconduct should be given to the Assistant Director of Fraternity and Sorority Life and handed to the Exec-VP and the IFC Judicial Committee.

- i Reports will be handled by Exec-VP and the IFC Judicial Committee with the processes outlined in Article XVII.
- C. Individuals shall be considered new members when they have signed an IFC Bid Card.
  - a. Until this occurs, they will not be recognized as a new member
  - b. The implications of signing a BID card must be explained to the recruits in full detail.
    - i Example statement: "If you decide to sign this bid card, you will not be able to join any of the other fraternities until next semester. Are you still wanting to sign, or would you like some time to see the other fraternities?"
    - ii All chapters and potential new members shall understand and follow all rules as written on the bid cards.
- D. A new member may not consume 24 hours before or after he has signed the IFC Bid Card or during his new member education process.

Section 5: IFC bid cards shall be postmarked or delivered to the Fraternity and Sorority Life Office within 72 hours of the signing date.

- A. Failure to turn in bid cards within the time limit will result in the bid card being void.
  - a. A chapter must then resign the Potential New Member and turn in the bid card on time.
  - b. Chapter can send an email to the IFC Recruitment Chair or FSL Advisor with a picture of the bid card within the 72 hours of the bid card being signed but must still turn in the physical bid card within 72 hours after the email has been sent.
  - c. A Potential New Member is not considered signed by the chapter until the IFC bid card is turned in on time and the bid card is filled out correctly.
  - d. The PNM is eligible to sign another fraternity if a bid card is not turned into the FSL office within the allotted time frame and does not have to wait for the following semester to sign another chapter. Once a registration card is signed, the student may not drop and sign with another fraternity until the start of the following semester.
- B. IFC Bid Cards can be mailed to 1013 W. 27th St., NSU 142, Kearney, NE 68845.

Section 6: If accusation is given of any violation of Recruitment rules, the accused chapter will be immediately brought before the IFC Judicial Committee in writing.

- A. This report should be made within a week of the alleged incident and contain:
  - a. The names of the persons involved
  - b. Date
  - c. Time
  - d. Location
  - e. Detailed account of the violation

Section 7: The recruitment guidelines must be signed by each fraternity's President and/or Recruitment Chairman before the fraternity may sign their first Potential New Member.

- A. The recruitment guidelines must be reissued and resigned if a fraternity elects a new president or selects a new recruitment Chairman.

Section 8: All recruitment materials and practices shall be within the confines of good taste.

- A. The Fraternity and Sorority Advisor and the IFC President or the VP of Recruitment must approve any recruitment materials.
  - a. No person shall participate in the defamation of character against any member or group of members of another fraternity.
  - b. No person should discourage a potential new member from attending another fraternity's event nor shall they impede a potential new member's ability to attend another fraternity's event.
  - c. Any member of the Fraternity and Sorority Life staff or any member of the IFC Executive board has the right to attend any fraternity's recruitment event as a bystander.
  - d. No person shall conduct nor condone hazing activities.
  - e. The IFC will not tolerate or condone any form of sexist or sexually abusive behavior of individuals, whether physical, mental, or emotional.
  - f. New Student Enrollment (NSE) Leaders are to remain unbiased but are encouraged to speak on the benefits and their experiences of Fraternity and Sorority Life.
    - i. Only the V.P. of Recruitment and/or the President of IFC will present recruitment information about the Fraternity and Sorority Life experience at NSE sessions.
    - ii. Tours given by the V.P. of Recruitment for NSE sessions will include a showing of all the fraternity houses, if applicable.
      - 1. Those fraternities without houses will be allowed to set up an informational table in one of the fraternity houses or other designated area.

Section 9: No fraternity shall host any recruitment events during Kearney Cruise Night

- A. No bids may be extended during this time.
  - a. This restriction shall be contained to the Kearney city limits.

Section 10: Anyone not affiliated with your fraternity is not to be present at recruitment events with the exception of a public event, parents of a PNM, fraternity members, and alumni. This includes, but not limited to, sorority women, members of another chapter (with the exception of the IFC council), and friends of the members hosting the event.

- A. If chapters have a discrepancy, they can refer to the IFC President, Executive VP, or VP of Recruitment for a resolution as long as the IFC representative is not in the same chapter as the one in question.

# Article XVII: Judicial

Section 1: The IFC Judicial Committee shall consist of no less than 5 members of the IFC and with the Executive Vice President of the IFC as the non-voting Judicial Committee Chairman. A. All members must maintain a minimum 2.8 GPA.

B. Members must recuse themselves if they were present or feel they are unable to disaffiliate themselves.

Section 2: All IFC Judicial Committee members will be required to attend IFC Judicial Committee training which will be conducted once per calendar year by the IFC Executive Vice President.

Section 3: The general duties of the IFC Judicial Committee shall be to enforce the Constitution, Bylaws, the policies of the IFC, and the policies and regulations of UNK implemented in the UNK handbook and the Fraternity and Sorority Life Policy Manual. The committee shall hear all cases brought before it, and impose sanctions in such cases when deemed necessary by the IFC Judicial Committee.

Section 4: A judicial hearing can be referred to the IFC Executive Board by any person or organization, be they a student, faculty member, campus organization, fraternity, etc., having reason to bring suit against an IFC member fraternity. The IFC Executive Vice President will take the referral(s) and collect as many facts as possible. The Executive Vice President will then present the information to the IFC Executive Board, who will then determine whether the case demands the attention of a judicial hearing by a simple majority vote.

Section 5: Any Violation of the UNK IFC Bylaws, Constitution, Code of Conduct, Policies or Fraternity and Sorority Life Policy Manual can warrant a complaint made against a fraternity.

- A. All complaints must be reported to the IFC Executive Vice President
- B. All complaints must be submitted via email with the following information:
  - a. Date of alleged infractions
  - b. Location
  - c. Names of persons involved
  - d. Names of witnesses (when available)
  - e. Description of the specific infractions
  - f. Complainant contact information

Section 6: The procedure for the IFC Judicial board is not intended to be conducted like a court of law. The Judicial board will determine the degree of responsibility and, if responsible, levy a penalty consistent with the violation.

Section 7: The Executive Vice President has 2 school days to contact the President of the Chapter in question to inform him the complaint and investigation.

- A. The Executive Vice President and the IFC Advisor will have two weeks from the report of the complaint to investigate the infraction.

- a. The Executive Vice President will communicate investigation findings to the Fraternity and Sorority Advisor and the IFC Judiciary Committee.
- B. The IFC Executive Board will vote on whether to proceed with a Judicial Board hearing or dismiss the complaint.
  - a. The Executive Vice President will then notify the Chapter President to inform him of the decision.

Section 8: The Chairman shall call a meeting as warranted.

- A. At least 5 school day notice shall be given before the hearing, the Chairman must notify the respondent's fraternity(ies) in writing of the list of violations, time, location of the hearing, and information regarding the process.
  - i. Non-appearance will result in proceeding with the information already provided without the organization(s) or individual(s) being allowed to refute the testimonies, investigation, and violation(s) presented.
  - b. The meeting shall be held in a timely manner but no later than 7 school days after the investigation has been completed.
- B. The use of personal witnesses is permitted. A list of witnesses must be given in writing to the Executive Vice President at least 48 hours prior to hearing.
  - a. All witnesses must also be notified at least 24 hours before the hearing. It is ultimately the responsibility of the accused chapter or individual to ensure that referred witnesses are present at the time of the Judicial Board hearing.
  - b. All witnesses will be heard at the hearing.
  - c. The Judicial Board will not limit the number of personal witnesses.
  - d. The Judicial process shall also be closed to the public.
- D. The judicial proceedings to remain strictly confidential. Any person(s) involved in this process shall not disclose any information discussed in the judicial process. All such information deemed appropriate for public knowledge will be released through the Office of Fraternity and Sorority Life.
  - a. No information will be released to any form of media unless done so by the Fraternity and Sorority Advisor.
  - b. It will also be the responsibility of the chapter president to relay this message of non-disclosure to any individual within their respective chapter.
- E. In the case of a split decision or tie vote, the case shall be referred to the non-involved Chapter Presidents for additional votes.

Section 9: Sanctions may include, but are not limited to, any of the following: monetary fine, restriction of social privileges, written report to the Dean of Students and/or the respective national headquarters requesting their involvement.

Section 10: Chapters may appeal the decision of the IFC Judicial Committee.

- A. Appeal must be made in writing and delivered to the IFC Executive Vice President within 3 school days after receiving the decision letter.
- B. All sanctions determined by the IFC Judicial Committee will remain in force until the appeal is decided upon.

- C. Appeals shall be heard by the Chapter Presidents (or their designee) of the member Fraternities of the UNK IFC
- D. The IFC Executive Vice President shall notify chapter presidents and schedule an Appeal Hearing.
  - a. Neither the fraternity president being charged, nor the complaint fraternity president shall have a vote concerning the verdict of the disciplinary action
  - b. Sanctions may be upheld, reduced, or increased based upon the discretion of the hearing.

Section 11: The IFC Executive Vice President may propose to the IFC Executive board the option of mediation to be used strictly for basic recruitment violations.

- A. The Executive Vice President shall appoint a neutral party to serve as the mediator.
  - a. The mediator shall not be an undergraduate student.
  - b. The IFC Advisor may serve as the mediator if they have not filed the violation.
- B. Mediation shall be closed to the public.
- C. The mediation process is to remain strictly confidential.
- D. If the mediation is unsuccessful, the case will be referred back to the IFC Executive Vice President and shall be voted upon to determine if a IFC Judiciary Committee needs to be called.

Reviewed and approved November 2022