



## **STANDARDS FOR SOCIAL FRATERNITIES AND SORORITIES**

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# **STANDARDS FOR SOCIAL FRATERNITIES AND SORORITIES**

## **Purpose**

The purpose of this manual is to guide you to a better understanding of what the Greek System at The University of West Alabama is all about. Included in this manual you will find a statement of purpose for the IFC, NPHC and Panhellenic, a list of fraternities and sororities that are currently active on our campus, policies and procedures that are mandatory for all Greeks, and much more.

The University of West Alabama, Office of Student Life, and the UWA fraternity and sorority community are committed to being a welcoming and inclusive campus characterized by access and opportunity, which allows students and prospective students the opportunity to choose what they want their individual Greek experience to be and know that there are no barriers preventing this choice from happening.

## **Purpose of IFC, NPHC AND PANHELLENIC**

The purpose of Interfraternity Council, National Pan-Hellenic and the Panhellenic Council is to promote The University of West Alabama and its spirit. Furthermore, it is the intention of this council to foster better relations among the fraternity and sorority members and to insure cooperation between them and the University officials.

## **UWA Greek Standards**

The University of West Alabama Greek standards have been created to help standardize the programs and policies of UWA. These standards are in place to challenge and aid our Greek community to reach the high standards for which we strive to achieve.

## **Active Greek Organizations**

Alpha Phi Alpha	Alpha Kappa Alpha
Delta Chi	Alpha Sigma Alpha
Omega Psi Phi	Alpha Sigma Tau
Phi Beta Sigma	Phi Mu
Sigma Pi	Sigma Gamma Rho
Tau Kappa Epsilon	Zeta Phi Beta

## **Academic Performance**

Greek organizations are required to maintain a semester grade point average at or above a 2.25. The Office of Student Life will review each chapter's academic performance at the end of each semester.

1. All chapters that perform below a 2.25 will be placed on academic probation for one semester. The chapter will receive a letter from the Director of Student Life.
2. Failure to reach a 2.25 grade point average for two consecutive semesters (summer not included) will be placed on academic probation until the chapter reaches a 2.25 semester GPA.
3. The Office of Student Life will compile an academic performance report to include all Greeks with under a 2.25 G.P.A.

Organization(s) placed on academic probation will adhere to the following:

- No on campus social events for that semester. Greek Week and Philanthropies will not be affected.
- No organizational funds from the Student Government Association.
- If an Organization is placed on Academic Probation for two straight semesters, the said organization will be placed on suspension for one full semester. Membership intake will not be affected.

## **Greek Involvement**

Greek organizations are **required** to fulfill the following:

1. Must complete all aspects of the Homer Award. All of these are explained in the Homer Award packet.
2. Must attend Greek Banquet
3. Must attend Greek Games
4. Must attend any other events that are set up by the University for our Greek System, or that are mandated by the Greek Council. These events will be advertised several weeks before the event.

## **Recognition of Social Fraternities and Sororities**

The recognition of fraternities and sororities is, at all times, at the discretion of The University of West Alabama, the Office of Student Life, individual councils, and Greek Council. Generally, to be recognized, a fraternity or sorority must be an affiliated, registered student organization with the Office of Student Life, and be in good standing with the University as well as one of the three Greek governing councils.

## **Receiving Recognition**

The University may recognize fraternities and sororities if they obtain:

- A letter from the national office to the University requesting an interest meeting.
- A vote by either the IFC, NPHC, or Panhellenic Council **and** the Creek Council to consider another Greek organization.
- If approval is given by the two councils, the administration must also give approval.
- Approval from the administration would allow the organization to colonize for a period of one year before consideration for chartering would be given.
- During the colonization period, the colony's grades and activities would be monitored by the Office of Student Life.
- If after one year the colony has the numbers and the grades, then chartering would be a consideration

## **Maintaining Recognition**

Should it be determined that a chapter is not in good standing, their recognition may be revoked or they may be put on probationary recognition for a period of time that the University designates in its sole discretion.

## **Loss of Recognition/Probationary Recognition**

A chapter's recognition can be revoked or the chapter can be put on probationary recognition status for various reasons including, but not limited to, the following:

- If membership numbers fall below (5) five active members in "good standing" for more than two consecutive semesters.
- If a chapter is found not to be actively participating in one of the three Greek governing councils, unless exempted from such participation by the Office of Student Life.
- If a chapter fails to update and maintain the required documentation requested by the Office of Student Life.
- If a chapter is found to be in violation of the Code of Student Conduct or any University, local, or national policies or laws related to risk management, discrimination, hazing, Title IX, sexual misconduct, drugs or alcohol.

At the end of the probationary recognition period, the Greek Council, in consultation with the Director of Student Life, will make a decision to either revoke all recognition or grant full recognition.

### **Chapter Expectations**

Chapters recognized by The University of West Alabama are expected to adhere to the following:

- Follow the values of their inter/national and/or local organization(s)
- Act as a positive reflection of the UWA Community
- Any time a member is added or removed from your organization, you must submit their name and student number to the Office of Student Life within 48 hours of the new status.
- Have one (1) active faculty/staff advisor, who will be your official University advisor.
- Adhere to the UWA Code of Student Conduct.
- Chapters will arrange meetings between their council advisors and any national visitors and/or consultants that come to UWA to work with the chapter.
- Adhere to relevant University policies, rules, and regulations.
- Ensure that all required paperwork and/or documentation is correct, signed and submitted by the requested deadline to The Office of Student Life.
- Register annually with the Office of Student Life and maintain full recognition with the Student Government Association.
- Have at least eight (8) members at the time of expansion/re-organization/re-chartering/re-activation and sustain a membership of no less than (8) eight active members in “good standing” with the University and the inter/national organizations, if applicable.
- Maintain an affiliation with a recognized Greek governing/coordinating council.
- Provide notice and details to the Director of Student Life within twenty-four (24) hours of receiving notice of any investigation, sanction, probation, discipline, or misconduct related issue involving the chapter or any of its members and the inter/national organization.

## **Advisor Expectations**

Advisors are expected to adhere to the following:

- Be knowledgeable of chapter policies and current academic standing
- Be familiar with The Code of Student Conduct, the mission of The University of West Alabama, and relevant University policies, rules, and regulations applicable to the chapter.
- Serve as a mentor to the members of the organization.
- Provide notice and details to the Office of Student Life within twenty-four (24) hours of receiving notice of any investigation, sanction, probation, discipline, or misconduct related issue involving the chapter or any of its members and the inter/national organization.

## **Office of Student Life Paperwork**

The Office of Student Life expects ALL recognized social Greek organizations to submit requested paperwork and/or forms, including electronic forms, registrations and other submissions made via a UWA hosted websites or exchanged via email with standardized email attachments by the designated due date. Chapters failing to adhere to this directive are subject to monetary fines and/or loss of privileges. This includes, but is not limited to, the following:

1. FERPA Grade Release & Hazing Policy Acknowledgement Form
2. Greek Roster (Rosters lock for the semester on November 1 and April 1)
3. New Officer Email

## **Conduct Codes, Policies, and Regulations**

An organization found to be in violation of one of the following will be disciplined. Sanctions levied for violations include warning, reprimand, disciplinary probation, suspension, and forfeiture. Such discipline will be levied under the procedures outlined in the section of this Handbook entitled Disciplinary Procedures – Organizations. Organizations are reminded that they are responsible and will be held accountable for the actions of one or more of their members when those actions are related to the program, purposes, objectives or activities of the organization. Charges brought against an organization in no way preclude the possibility of charges being brought against the individual(s) involved. When one or more of the following conditions apply to an incident, the organizations will be presumed to be responsible:

- The activity takes place in an area under the control of the organization (e.g., a fraternity house or fraternity/sorority rooms, organization suite, etc.)
- The individual(s) has been chosen by the organization to speak for or represent the organization.
- The incident takes place at an organization activity.
- The incident is a direct result of a continuation of an organizational activity (e.g., misbehavior as a result of excess alcohol at an organizational activity).
- The actions of an individual member are directly related to the program, purposes or objectives of the organization (e.g., a fraternal organization will be held responsible for individual actions related to pledges when Hazing occurs).
- A majority of the individuals involved in a public incident are members of the organization and were identified during the incident as members of that organization.

### **Responsibility**

The organization assumes responsibility after the incident by failure to cooperate with officials in an investigation of the incident (e.g., an organization will be presumed to have assumed responsibility when members of the organization decline to help investigate and/or identify individuals of the organization who may have been involved in an incident).

\*The degree of responsibility of organizations may be considerably lessened or heightened by the manner and action they take concerning the incident from which charges arise. For example, organizations that demonstrate by their actions after the



## **Organizational Rights**

Organizations accused of violating the regulations set forth in the conduct regulations foregoing will be afforded the following rights:

- A written copy of the charges.
- The right to an expeditious, fair, and impartial hearing.
- The right to know what the nature of the evidence is and names of witnesses scheduled to appear.
- The right to present evidence and/or witnesses in its behalf.
- The right to an advisor of choice.
- The right to remain silent and have no inference of guilt drawn from such silence.
- The right to submit an appeal.

## **Advisors**

Organizations alleged to have violated a regulation could seek advice and counsel from an advisor. Advisors are knowledgeable concerning the operation of the judicial system. Advisors may aid the accused group in the following ways.

- Developing a fair and logical defense.
- Informing the accused organization of its rights.
- Informing the accused organization on hearing procedures.
- Being present at the hearing. Space will be made available for the advisor to sit with the accused organization's representative.
- Advising the representative during the hearing on appropriate matters, i.e., questions to ask, objections to raise, etc. The Advisor may not conduct the defense or any other way actively participates in the hearing. Accused organizations seeking help from an Advisor should consult the Office of Student Life.

## **Disciplinary Procedures**

When an organization is charged with violation of the foregoing conduct regulations, disposition shall be according to Constitutional requirements of due process and in keeping with the procedures outlined below.

The University of West Alabama Student Life Committee is charged with the responsibility of hearing cases involving alleged violations of regulations unless the organization (s) involved is Greek. In cases where Greek Organizations are involved the IFC, Panhellenic, or NPHC Councils may hear the charge.

## **Reprimand**

A reprimand is a reminder to the organization of the regulation in question. This reminder may be either in written or oral form.

## **Disciplinary Notice**

This is a period of time, normally not less than ten days nor more than 30 days, which may include a stipulation of no more than (5) days restriction, during which an organization who is in violation of the university regulations is put on notice that the organization's behavior must improve during the trial period.

## **Social Probation**

Social Probation status means that an organization has failed to live up to the standards listed in this handbook. An organization placed on disciplinary probation may be restricted in the following ways:

1. May not have social events.
2. May not have meetings except for regularly scheduled business meetings held in academic classroom buildings once a week.
3. The president of the organization must report biweekly to an individual to be designated by the Office of Student Life.

In addition to the foregoing, at the discretion of the Student Conduct Committee, the organization may also be restricted in the following ways:

1. May accept no new members.
2. May have no other functions or participate in any other projects other than those noted in this section.
3. Required to do special projects or work details.
4. Other requirements or restrictions appropriate to the offense. Organizations which have been placed on probation and which fail to meet the standards established above, or which commit other violations of university policies, are in grave danger of being dropped as officially recognized organizations.

## **Suspension**

Any group which persistently displays misconduct, or which violates the provisions of their probation, may be denied recognition for a specified period of time.

This procedure may not be followed strictly, (i.e. for a flagrant violation of a regulation an organization may be suspended even though it has not been reprimanded or probated).

## **Forfeiture**

A group may be permanently denied recognition. Under certain circumstances, other disciplinary measures may be used or varying degrees of these.

## **Law Violations**

No organization shall commit, encourage, condone or contribute to violations of university statutes and regulations, the Policies of the Board of Trustees, or the laws of Alabama or the United States.

## **Brands and Tattoos**

Brands and/or tattoos that are directly related to a university recognized organization is prohibited. No individual may require others to be branded or tattooed or permit branding or tattooing of their person with any emblem letters or other design that refers to a University recognized organization either directly or indirectly.

## **Campus Displays**

Displays, including but not limited to posters/T-shirts with the University of West Alabama name, notices or banners, which litter the campus or damage property of the University or of other persons or entities, or which are obscene or offensive, or which materially interfere with the regular and orderly operation of the University, are prohibited.

## **Damage or Destruction of Property or Equipment**

Malicious or willful destruction or attempted destruction of, or damage to the property of the University, the surrounding area, or a member of the University community is prohibited.

### **Discriminatory Practices**

Discrimination against any person due to race, color, sex, disability, religious affiliation or belief, except when the express and legitimate purposes of the organization require limitation as to sex or religion, is prohibited.

### **Disorderly Assembly**

Students shall not assemble on campus for the purpose of creating a riot, or destruction, or disorderly diversion, which interferes with the normal operation of the University. This section should not be construed so as to deny any student the right to peaceful, non- disruptive assembly.

### **Disruptive Behavior**

Disorderly or obscene conduct or breach of the peace on university property or at any public function sponsored or supervised by the University of any recognized University organization is prohibited.

No student shall threaten to, or actually, push, strike or physically assault any member of the faculty, administration, staff, or student body or any visitor to the campus.

Conduct on university property, or at functions sponsored or supervised by the University or any recognized University organization, which materially interferes with the normal operation of the University or the requirements of appropriate discipline, is prohibited.

Conduct and/or expressions which are obscene or which are patently offensive to the prevailing standards of an academic community are prohibited.

### **False Representation of the University**

No student or group of students shall claim, without authorization, to speak or act in the name of the University or one of its organizations. As a member of a community of educated persons, a student is expected to exercise reasonable self-discipline and judgment when speaking or acting as a citizen.

### **Additional Resources**

Students are referred to the sections on Student Activities, and Conduct Regulations found in The Tiger Paw and on the University web page at [www.uwa.edu](http://www.uwa.edu).

## **New Member Presentations Guidelines**

- New member presentations (probates) are defined as the public presentation of new initiates into an organization.
- The Office of Student Life must receive notification of all new member presentations at least ten (10) days prior to performance.
- New member presentations must be held on campus at Hughes Gymnasium on a Monday – Thursday night.
- New member presentations must occur between the hours 5:00 pm and 10:00 pm but are not allowed to last more than one (1) hour.
- New member presentations are not to be scheduled on the day/time of a previously registered organization.
- All New Member Presentations must be clean and absent of any profanity. This includes, music, vulgar acts, chants, etc.
- No physical abuse will be tolerated. This includes, but is not limited to: slapping, kicking, spitting, punching, caning, etc. Canes, staffs, sticks, bricks etc. may be used as a part of the performance, but may not be used as a weapon to harm another individual.
- No hazing may occur prior to, during, or after the presentation.

Disruption by other attending organizations will not be tolerated. Groups or individuals who cause a disruption will be asked to leave the performance and may be referred to the Office of Student Life or the UWAPD.

## **Alcoholic Beverage Policy**

The laws of the State of Alabama limit the possession, use or purchase of alcoholic beverages to individuals twenty-one (21) years of age or older. In keeping with this law and the University's continuing commitment to discourage the misuse and abuse of alcoholic beverages, the following restrictions shall apply to the use of alcoholic beverages on the University of West Alabama campus or at functions sponsored by officially recognized organizations of the University.

- Alcohol may not be present at any public event.
- Competitions or games involving the use, consumption, or possession of alcoholic beverages of any type by any individuals are prohibited on the University of West Alabama campus and at any functions or events sponsored by officially recognized organizations of the University, regardless of the location of the function or event.
- For further information please refer to the web site [www.collegedrinkingprevention.gov/College Students/anatomy/Body nonflash.aspx](http://www.collegedrinkingprevention.gov/College%20Students/anatomy/Body%20nonflash.aspx)

**NOTE:** Officers of organization are reminded that offenses by the organization or by individual members, i.e. organization or members furnishing alcohol to minors may result in charges being brought against the officers.

## **State of Alabama Code Regarding Hazing**

Hazing is defined as follows:

- (1) Any willful action taken or situation created, whether on or off any school, college, university, or other education premises, which recklessly or intentionally endangers the mental or physical health of any student, or
- (2) Any willful act on or off any school, college, university, or other educational premises by any person alone or acting with others in striking, beating, bruising, or maiming; or seriously offering, threatening, or attempting to strike, beat, bruise, or maim, or to do or seriously offer, threaten, or attempt to do physical violence to any student of any such educational institution or any assault upon any such students made for the purpose of committing any of the acts, or producing any of the results to such student as defined in this section.
- (3) The term hazing as defined in this section does not include customary athletic events or similar contests or competitions, and is limited to those actions taken and situations created in connection with initiation into or affiliation with any organization. The term hazing does not include corporal punishment administered by officials or employees of public schools when in accordance with policies adopted by local boards of education.
- (4) No person shall engage in what is commonly known and recognized as hazing, or encourage, aid, or assist any other person thus offending.
- (5) No person shall knowingly permit, encourage, aid, or assist any person in committing the offense of hazing, or willfully acquiesce in the commission of such offense, or fail to report promptly his knowledge or any reasonable information within his knowledge of the presence and practice of hazing in this state to the chief executive officer of the appropriate school, college, university, or other education institution in this state. Any act of omission or commission shall be deemed hazing under the provisions of this section.
- (6) Any person who shall commit the offense of hazing shall be guilty of a Class C misdemeanor as defined by Title 13A.
- (7) Any person who participates in the hazing of another, or any organization associated with a school, college, university, or other educational institution in this state which knowingly permits hazing to be conducted by its members or by others subject to its direction or control, shall forfeit any entitlement to public funds, scholarships, or awards which are enjoyed by him or by it and shall be deprived of any sanction or approval granted by the school, college, university, or other educational institution.

Nothing in this section shall be construed as in any manner affecting or repealing any law of this state respecting homicide, or murder, manslaughter, assault with intent to murder, or aggravated assault. (Acts 1981, No. 81-824, p. 1466).

## **Policies and Procedures for Student Group Parties**

The following is a list of policies and procedures that all groups are required to follow when having a party and/or function on or off campus.

1. There must be licensed security personnel at all functions paid by the fraternity.
2. All forms for on-campus events must be completed and approved by University, a minimum of 10 days prior to the activity/party. For all off- campus parties, sponsored by Greek organizations, where individuals other than members are invited, a guest list with the members and guests who will be attending the activity, must be completed and approved by the Office of Student Life no less than 48 hours in advance. **The only exception to this rule is during Rush Week and at closed parties sponsored by a Greek organization.**
3. All activities must end at **Midnight** during the week. Events planned for weekends will be required to end no later than **1:00 a.m.** Sunday through Thursday, constitutes weekdays, and Friday and Saturday are considered weekends.
4. All music must be turned down and the party moved inside by **Midnight on weekdays and 1:00 a.m. on weekends.** This includes bands and DJ's. Greek organizations violating this policy will be subject to city citations and disciplinary action by the University.
5. All fraternity houses will be closed during summer orientation sessions. Greek organizations are strongly encouraged to participate with the Office of Admissions in support of on-campus orientation activities.
6. Parties held at fraternity houses will be restricted to the fraternity house and their property.
7. Organizations will implement a clean-up program to ensure removal of all trash left on the premises and in the parking lots by 8:00 a.m. the morning following the party.
8. Although alcohol may be present at parties, in accordance with NIC, Panhellenic, and, NPHC no alcohol can be served by any Greek organization. All organizations sponsoring parties are subject to University Policies and Alabama State Laws regarding the sell and distribution of alcoholic beverages.
9. The Office of Student Life will meet at least once a semester with the advisors of each group to discuss their role in making sure that Greek organizations are operating within the guidelines of the University and city ordinances.
10. Options regarding providing safe rides home from parties should be pursued by each fraternity/organization sponsoring a party where alcohol is present.
11. Where alcohol is present, Greek organizations will provide wrist bands that identify underage guests from those who are of the legal drinking age. It is the responsibility of each fraternity/organization to provide wristbands.
12. All organizations are encouraged to have snacks available for guests, to help reduce the effects of alcohol.
13. When complaints are made to the City and University Police Officers regarding violations of these policies and the Fraternity is in fact in violation the Officers will take appropriate action to close the party. In instances where it may be deemed necessary, the City Police/University Police, will contact the Director of Student Life.