

# IOWA

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## Fraternity and Sorority Life Interfraternity Council

# Bylaws

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## **MISSION**

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

### **Article I: Enactment Clause**

Be it enacted by the Interfraternity Council upon the signature

**Mason Miller, Interfraternity President**

APPROVED on 3/23/2022

*I hereby attest and certify that these Bylaws were approved by the 2021-2022 Interfraternity Council Executive Board and voted on by the 2021-2022 Interfraternity Council Legislative Body.*

**Austin Olberding, Interfraternity Chief Justice**

### **Article II: Chapter Membership**

#### **Section 1: General**

A. Voting members shall be those outlined as accepted through the guidelines of the IFC Constitution.

#### **Section 2: Attendance Policy**

A. There shall be at least one member from each member chapter required to serve on the Legislative Council and attend each meeting. This member must be the current president from that chapter. If the president cannot attend, that chapter must arrange accommodations with the IFC President.

B. There is only to be two absences per chapter per semester. If a chapter misses more than two meetings, that chapter shall pay a fine of \$250 for each subsequent absence. If a chapter misses for a fourth time, that chapter shall lose voting privileges.

o See Article XIII, Section 1-B for more information.

C. Exceptions to the attendance policy will be granted by the IFC Judicial Board.

#### **Section 3: Loss of Voting Member Status**

By a majority vote of the Executive council or by a decision of the IFC Judicial Board, a member chapter may lose its voting status as a result of being placed on:

A. Disciplinary probation violation of the bylaws or constitution, specified by the Judicial Board, or University Office of Student Accountability.

B. Financial probation failure to meet the financial obligations as set forth in Article IX of these bylaws.

#### **Clause 1: Reinstatement of Voting Member Status**

1. Disciplinary probation the period of conduct probation shall be determined by the Judicial Board. Voting member status shall resume upon the termination of the specified probationary period.
2. Financial probation voting member status shall resume when the chapter has proven it can meet the guidelines in Article IX of these bylaws.

#### **Section 4: Colony Status**

To apply for recognition as a Colony Social Fraternity group, the following criterion must be met and submitted to the Executive body of the IFC and Office of Fraternity and Sorority Life Programs.

- A. Must submit a letter of intent for chartering at The University of Iowa. This letter should be endorsed by the National Organization and should include some timeline for colony progress towards chartering.
- B. The names of all members must be submitted to a staff member from the Center for Student and Involvement and Leadership and the President of the IFC.
- C. An established set of by-laws must be submitted to the above people.
- D. Group must have a regularly scheduled meeting time and place.
- E. Must submit the name and phone number of at least one active alumnus in the local area.
- F. Must schedule a minimum of one meeting with a member from the Office of Fraternity and Sorority Life Programs for group orientation/introduction to the Fraternity and Sorority Community at The University of Iowa.
- G. Colony status allows full participation in IFC/Panhellenic sponsored events, workshops, legislative meetings, and voting privileges.
- H. Colony status allows for application for Chapter status with the IFC.

#### **Section 5: Chapter Status**

- A. A Colony will be recognized as a chapter when the National Fraternity has granted a charter.

### **Article III: Executive Council**

#### **Section 1: Executive Members Limits to Authority**

- A. Each officer of the Executive Council has one vote in the Executive Council meeting and no vote during the Legislative Council meeting.
- B. Each Officer is bound to serve the overall Fraternity and Sorority Community first and their individual chapter second while in office.
- C. Executive Council members cannot vote for their individual chapters if the regular delegate is absent from any legislative meeting and they cannot be counted as part of the quorum for any legislative meeting.
- D. No chapter president will be allowed to serve as an officer of the IFC Executive Council at a coinciding time.
- E. The IFC Executive Council shall have the authority to exercise Executive Orders. If the IFC Executive Council exercises an Executive Order amending the Constitution or Bylaws, the Legislative Council may overturn the Executive Order with a 2/3<sup>rd</sup> majority vote.
  - o Clause 1: Executive Orders shall only be granted if 90% of the IFC Executive Council has agreed on a matter.
  - o Clause 2: No one Executive Officer has the privilege or authority to exercise Executive Orders.
  - o Clause 3: Once an Executive Order has been exercised the IFC President shall inform the Legislative Council of what actions were taken and why. The IFC President shall also inform the Chapter Presidents through email.

### **Article IV : Election Code**

#### **Section 1 :**

- A. A simple majority (50% +1) is required for the IFC Executive Council to be elected.

If more than three candidates run for a position the two top vote receivers from the preliminary vote will be the finalists and a second vote will be taken to determine the winner.

**Section 2:**

- A. To be eligible for election or selection to an Executive or Judicial position, or to remain on the council, one must be a member of a member chapter or colony in good standing of the IFC and/or University.
  - a. All candidates personal standing with the University shall be checked through the Dean of Students office.

**Section 3:**

- A. In case of a tie, members of the outgoing Executive Council shall decide the election by a private ballot. Only the members of the outgoing Executive Council who are not candidates for office may vote in breaking the tie. If any Executive Council Officer is in the same chapter as a candidate running, they are not eligible to vote in breaking the tie. This process shall be supervised by FSL Staff or council advisor.

**Section 4:**

- A. Applications for Executive positions must be submitted at least one week in advance of the election day or when the executive council deem it necessary.
- B. In case of a vacant or non-contested position, applicants may run off the floor. All applicants must meet the criteria of eligibility for an IFC Executive officer.

**Section 5:**

- A. Terms of office shall be for one year unless otherwise stipulated or until elections may be held.

**Section 6:**

- A. Candidates for the IFC Executive Council must have previously served on their chapters executive board or have equivalent experience in their chapter.
  - 1. **Clause 1:** If a candidate is using their equivalent experience to meet this requirement, they must present a reference letter from a representative on their chapter's Executive Board or another student organization leader/advisor.

**Section 7:**

- A. Candidates for the IFC Executive Board must have a cumulative or semester grade point average, whichever is higher, at or above a 2.75. Officers will be required to maintain that minimum GPA throughout their time in office.

**Section 8:**

- A. Any candidate may run for more than one office but must designate this prior to the day of elections on his letter of intent.
- B. On the day of elections, the floor will be opened to the delegates to make further nominations for candidates for all vacant or non-contested positions. If a position is vacant or non-contested, nominations by the IFC delegation will be taken and that person(s) may run from the floor against the other candidate. Nominees must be present to accept and must meet the criteria of eligibility for an IFC Executive officer.

**Section 9:**

- A. In the event that only one person applies for a given position, a vote of confidence, consisting of a simple majority (50% +1) is still required. If this is not attained, the office is then subject to special election procedures.

**Section 10:**

- A. Any candidate must present a speech lasting a minimum of three minutes and a maximum of 5 minutes at the election to the voting body.

**Section 11:**

- A. **Special Elections:** If no viable candidates are available at the election date, applications will be accepted until the Executive Council deems fit. The IFC Executive Council will then review applications whereupon they will select two (2) candidates. The runoff election will occur at the next regular legislative meeting following the decision of the IFC Executive Council. Candidates will be given the opportunity to speak, and voting will occur.
- B. After two special elections have occurred in the same semester for the same position, the IFC Executive Council has the right to appoint a new leader for the position through an application and then a simple majority by the IFC Executive Council.

**Section 12:**

- A. If a candidate does not meet the academic requirements prior to elections, they must petition to the IFC Executive Board for further review in order to run for a position.

**Section 13:**

- A. Only three (3) members, per member chapter, can serve on the IFC Executive Council each term (Spring to Fall Semester). This shall ensure no chapter monopolizes the IFC Executive Council and that the Fraternity and Sorority Life Community is equally represented.

**Section 14: Removal of an Officer**

- A. All elected officers may be subjected to impeachment consistent with violation of any article of the IFC Constitution and Bylaws.
- B. Cause for removal may include:
  - 1. Falling below the required cumulative GPA
  - 2. Receiving an arrest or citation from the University or City of Iowa City
  - 3. Any action that disgraces the reputation of the Council and/or the member organizations
  - 4. Any violation of the University Student Code of Conduct
- C. Impeachment of an executive officer:
  - 1. An executive officer shall be impeached for a violation of the Bylaws, Constitution, Student Code of Life, or an egregious abuse of trust of the executive board and the Council.
  - 2. Removal shall occur through a 2/3 vote of the executive board and a 3/4 vote of the legislative body comprised of an executive officer of their respective chapter.
  - 3. If the legislative body has cause for impeachment, they must take it to the Chief Justice, and if the Chief Justice is the officer in question, they must take it to the President. The cause must be supported by at least 5 member chapters who possess their voting rights to be brought before the floor.
  - 4. There shall be an election where both sides are presented, and the legislative body will act as the jury. The Chief Justice shall oversee the impeachment election, and if the Chief Justice is being impeached, the President shall oversee.

5. The vote shall occur at the next regularly scheduled legislative meeting unless a special session is called per the Constitution.

### **Section 15: Replacement of an Officer**

- A. Officers will be replaced using an Engage application submitted to the IFC Executive Board, who will appoint the new officers by a majority vote, with ties decided by the IFC advisor.

## **Article V: Recruitment Rules**

### **Section 1: Definitions & General Policies**

- A. A Recruitment Event is defined as one or more meetings together with prospective recruitment guest to encourage interest in a particular fraternity which satisfies one or more of the following characteristics:
  1. The event is pre-planned.
  2. The event is discussed during chapter or executive committee meetings.
  3. A third party would reasonably construe that event as a chapter sponsored recruitment event.
- B. All recruitment events must be registered and approved by the Vice President of Recruitment via Fraternity and Sorority Life – Form R.
- C. IFC Fall Recruitment is the recruitment process coordinated and sponsored by IFC during the fall semester. See Article V, Section 3 for specific policies regarding IFC Fall Recruitment.
- D. IFC Spring Recruitment is the recruitment process coordinated and sponsored by IFC during the spring semester. See Article V Section 4 for specific policies regarding IFC Spring Recruitment.
- E. Informal Recruitment is any recruitment event outside of the IFC Spring and Fall Recruitment events. Informal Recruitment is open and left up to the judgment of the individual chapters. Specific policies regarding Summer Recruitment can be found in Article V Section 5.
- F. Under no circumstance shall alcoholic beverages or controlled substances be present at any recruitment event.
- G. Women should not be present at any recruitment event and may not recruit on behalf of a chapter. This includes, but is not limited to, advertising on behalf of a specific chapter.
- H. Only the following people may be a recruiter unless otherwise approved by the Interfraternity Council Executive Board:
  1. An initiated or New Member currently enrolled as a student at The University of Iowa.
  2. Any transfer student currently enrolled at The University of Iowa may be invited by his fraternity to participate in recruitment.
  3. Chapter Advisor(s), National Office Representative, and Alumni. These parties must be clearly identified to recruitment guest.
  4. No live-in non-member may recruit.
  5. IFC Executive Officers shall not recruit for their individual chapters.
- I. IFC member fraternities may issue invitations to membership throughout the year, except for the week of IFC Fall Recruitment, until bid matching is complete. These dates will be determined by the IFC Executive Board and provided to chapters in a timely manner.
- J. Every chapter and chapter member are always expected to act in accordance with their founding ideals and under all circumstances.

### **Section 2: General Recruitment Guest Policies**

- A. A recruitment guest is defined as any male student enrolled at the University of Iowa participating in any recruitment process.
- B. A recruitment guest shall not be, or not have been, an initiated member of another fraternity, without proper termination from the previous chapter.
- C. If a man decides to accept a bid from a member chapter and he does not wish to remain with that chapter, he may follow the procedure outlined in Article VII Section 2 in this document.

D. Recruitment guest should follow all recruitment rules and policies during any recruitment event. These include, but are not limited to, the following:

1. Only controlled, responsible and safe social conduct between guests and fraternity members will be allowed during any recruitment event.
2. Recruitment guests should follow all residence halls and University polices while living in or meeting on any University property.
3. Any violation of recruitment rules shall be reported to an IFC Executive Officer or the Fraternity and Sorority life Advisor.

### **Section 3: IFC Fall Recruitment**

#### **A. Recruitment Guest**

1. During IFC Fall Recruitment, recruitment guest shall respect the recruitment process and not attend any public or private functions held by fraternity or sorority members, outside of the IFC Fall Recruitment schedule.
2. All recruitment guests are expected to behave in a mature manner throughout IFC Fall Recruitment. Inappropriate conduct or comments about sororities, fraternities, or fellow recruitment guests will not be tolerated.
3. All applicable recruitment information will be provided to recruitment guests during the orientation session, prior to the start of IFC Fall Recruitment.

#### **B. Chapter Responsibilities**

1. Chapter shall follow all local, state, and federal laws.
2. Zero-tolerance clause: Any chapter found to be providing alcohol or controlled substance to a recruitment guests during IFC Fall Recruitment anywhere (including, but not limited to, chapter property, drinking establishments, or off-campus residences) shall be immediately suspended or removed from IFC Fall Recruitment. The chapter must meet immediately with the IFC President, Vice President of Recruitment, and Fraternity and Sorority Advisor(s) prior to a suspension being lifted. All violations will be reported to the Vice President for Standards and Accountability.
  - a. Any chapter removed from IFC Fall Recruitment will be unable to offer bids through IFC Fall Recruitment.
3. All materials to be distributed to recruitment guests during IFC Fall Recruitment must be approval from the Vice President of Recruitment by the deadline established by the IFC Executive Board.
4. Absolutely no recruitment guest will be allowed in any chapter house (both official or unofficial) during IFC Fall Recruitment, except in accordance with the IFC Fall Recruitment Schedule.
5. The IFC Executive Board and Fraternity and Sorority Life Advisors have the authority to open and search any room that is accessible to recruitment guest in order to prevent illegal recruitment.

#### **C. Contact Period**

1. Limited Contact
  - a. Limited contact begins at the beginning of IFC Fall Recruitment and ends with the IFC Commencement Ceremony on Bid Day.

- b. Limited contact allows normal day-to-day contact between fraternity members and recruitment guests. This includes any contact regarding the chapter's scheduled events. Prohibited communications include, but not limited to, phone calls, extended public conversations, electronic communication, and social media conversations.
- c. Email, phone call, or hand-written invitations to invite only events are acceptable.

#### D. Events

1. Events begin when the first recruitment guest enters and ends when the last recruitment guest leaves.
2. There can be no gifts or favors given to recruitment guest until they accept a bid. Food is acceptable at events and not considered a gift.
3. No recruitment guest may be taken away from the designated recruitment area.
4. Events must be located in Iowa City.

#### E. Invitations & Bids

1. Bid Day is the final day of IFC Fall Recruitment when recruitment guest can accept a bid from a chapter.
2. All bidding and notification of new membership during IFC Fall Recruitment shall be conducted according to the rules and processes adopted by the IFC Executive Board.
3. There shall be no direct and/or indirect promising of a bid by any member, new member, or alumni during the IFC Fall Recruitment Process.
4. Chapters may not discourage any recruitment guest from attending any other chapters' events during IFC Fall Recruitment.
5. Any man who was invited to and attends an invitation only Final Viewing Night must be listed on the chapter's final bid list unless there are extenuating circumstances.
  - a. Chapter must provide documentation of the extenuating circumstance when they submit their final bid list.
6. Chapters must turn in all forms and lists to the Vice President of Recruitment by the deadline established by the IFC Executive Board. This includes, but is not limited to, the following:
  - a. The list of recruitment guest that they wish to invite to their invite only Final Viewing Night
  - b. The final bid lists

### **Section 4: IFC Spring Recruitment**

- A. All materials to be distributed to recruitment guests during IFC Spring Recruitment must have approval from the Vice President of Recruitment by the deadline established by the IFC Executive Board.
- B. Chapters are expected to come prepared and on time to IFC Spring Recruitment. This includes, but is not limited to:
  1. Showing up at designated "set up" time and staying until the fair is over. If a chapter must leave early, they must notify the Vice President of Recruitment, prior to IFC Spring Recruitment.
  2. Chapters are encouraged to bring any materials that they deem necessary to promote their chapter. Some examples of materials are composite, banner, flag, paddle, pictures, and slideshow. All materials must be appropriate.
  3. Chapter members must be dressed in a respectful and distinguishable fashion.

- C. All recruitment guests are expected to behave in a mature manner throughout IFC Spring Recruitment. Inappropriate conduct or comments about sororities, fraternities, or fellow recruitment guests will not be tolerated.
- D. All applicable Recruitment information will be provided to recruitment guests during check in, prior to the start of IFC Spring Recruitment.

#### **Section 5: Summer Recruitment Events**

- A. Summer Recruitment starts at the end of the spring semester until the Friday prior to IFC Fall Recruitment.
- B. All the policies established in Article V Section 1, Section 2, and Section 6 must be followed at all times.
- C. Only during Summer Recruitment, are chapters able to hold events that occur outside of Iowa City.
- D. Chapters are not allowed to host any events on campus during regularly scheduled Orientation programs. The Vice President of Recruitment will provide these dates and times to chapters.

#### **Section 6: Ethics & Infraction Procedures**

- A. All IFC and NIC Policies and Standards shall always be upheld.
- B. Degrading, suggestive, or biased comments by chapter members concerning other fraternities or sororities will not be tolerated. Recruitment guests will be advised to report any such comments to the Vice President of Recruitment, Fraternity and Sorority Advisors, Recruitment Assistants, or any member of the IFC Executive Board.
- C. An infraction is any violation of the above set of rules or NIC Standards.
- D. The reporting of infractions will be in accordance with the policy developed by the IFC Executive Board including allegation forms or any other method deemed appropriate.
- E. The Judicial Board will handle all allegations and disciplinary actions. These procedures will be consistent with those in Article XIII Judicial Procedures.

### **Article VI: Statement on Membership Selections: Policy of Member Chapter**

#### **Section 1:**

- A. It shall be the policy of The University of Iowa IFC that every member chapter shall be able to exercise free choice in the selection of its own membership. This means that any member chapter whose choice of members is subject to review by national or other non-university persons shall be ineligible for recognition by the IFC. This shall not be interpreted to mean that member chapters cannot affiliate with non-university organizations that have such requirements for membership, but only that local member chapters must be free to decide in the final analysis whether the candidate for membership satisfies those requirements and whether or not he shall become a member. In addition, no recognized member chapter may affiliate with any national organization that has restrictive requirements with respect to race, color, creed, national origin, age, disability, sexual orientation, gender identity, veteran status, or other classifications that would deprive a person of their individuality, safety, and/or personal happiness. Any member chapter unable to document its ability to exercise such free choice shall be subject to a revocation of its recognition by the IFC.

### **Article VII: New Membership**

#### **Section 1:**

- A. All new members shall be defined as members who have not gone through the initiation process in their chapter, and initiated members are those who have gone through the initiation process of their chapter and shall be registered with the University of Iowa and registered as such with the national fraternity of which he is a member.

**Section 2:**

- A. A student may not bid or pledge more than one fraternity during any one semester unless the fraternity, which an individual wishes to join, secures a written release signed by the president of the former fraternity of which the student was a member, with the final report to the Fraternity and Sorority Advisor.

**Section 3:**

- A. Initiates shall emphasize to new members good scholarship, chapter history and social graces.

**Section 4:**

- A. The length of the new member program shall be determined by each member chapter and in accordance with their national policies.

**Section 5:**

- A. All practices involving hazing, paddling, personal indignities, or any acts that interfere with class attendance or class preparation are hereby outlawed.

**Section 6:**

- A. The University of Iowa anti-hazing policy and the North American Interfraternity Conference (NIC) resolution on hazing shall be followed by the IFC Executive Council and member chapters (see addendum 1).

**Article VIII: Initiates**

**Section 1:**

- A. In order to remain on the chapter roster, a member must meet all scholastic and financial obligations of his member chapter or as defined by individual member chapters.

**Article IX: Finances of Member Chapters and The Interfraternity Council**

**Section 1:** IFC Judicial Board will determine whether a chapter shall be placed on financial probation upon a recommendation from the IFC VP of Finance and Operations and the Fraternity and Sorority Life Office:

- A. A member chapter fails to pay all dues and assessments set by the IFC.
- B. A member chapter's collection of chapter special assessments is lagging the payment of those expenses.
- C. A member chapter is failing to collect amounts due to it as a result of the failure of individual members to pay chapter room, board, and dues.
- D. A member chapter's funds are being mismanaged. A chapter spending beyond what current income budgeted expenses demonstrates such mismanagement or net worth would dictate. Special consideration will be given to large projects such as unexpected maintenance, which are unpredictable and emergencies in nature.
- E. A member chapter's elected Executive Officers are negligent in performing the duties of fiscal responsibility. Such negligence is indicated by one or more of the following:
  1. Failure to pay chapter bills in a timely fashion.
  2. Failure to turn in all required materials such as budgets and contract cards by the stated deadlines.
  3. Failure to exercise good judgment concerning the finances of the chapter. Good judgment requires that the financial health of the chapter take precedence over the individual financial needs of the

chapter members and therefore, is exhibited by the aggressive and vigorous pursuit of financial restraint by the treasurer.

4. Any financial crimes committed by chapters or individuals within a chapter will be sent to the proper law enforcement agency and the Office of Student Accountability.

**Section 2:** Sanctions against a chapter found to be in violation of the above criteria and thereby placed on financial probation by the IFC Judicial Board may include any and all the following actions which are deemed to be appropriate in addition to those listed in Article XII Judicial Procedures:

- A. Loss of voting privileges in Legislative Body.
- B. Loss of social privileges such as exchanges and formals.
- C. Required attendance at educational programming functions sponsored by campus partners.
- D. Notification to the chapter's General Headquarters and local corporation board concerning the nature and extent of the chapter's financial violations.
- E. Loss of use of the vouchering system through Fraternity Business Service.
- F. Vendor letters may be sent out to inform vendors of problems.
- G. Any other sanction which is appropriate to provide stability to the chapter's finances.

**Section 3:** Chapter dues and assessments shall be collected as determined by the IFC.

- A. Chapters will be assessed membership dues each semester by the IFC Executive Council. The IFC Executive Council will determine the amount per member and new member, and upon 2/3 approval of the fraternity legislative body. Currently the dues are \$17 per active member per semester and \$25 per new member per semester.

#### **Section 4: Fiscal Year**

- A. The IFC Fiscal Year shall be from January 1<sup>st</sup> to December 31<sup>st</sup>.

#### **Section 5: IFC Annual Budget**

- A. The Vice President of Finance and Operations shall propose an annual budget to the IFC Executive Board by the second meeting of each semester. Upon adoption by the IFC Executive Board, the budget shall be presented to the IFC Legislative body for ratification.

#### **Section 6: IFC Contingency Account**

- A. The IFC Budget shall include a contingency account that equals 10-15% of the overall revenues. The contingency account shall be utilized for cost overruns in budgeted areas and/or unanticipated, unbudgeted items, such as new IFC programs developed after the budget was finalized. At the end of the fiscal year, any amount remaining in the IFC Contingency Account shall be carried over to the next fiscal year.
- B. The ceiling on this will be \$50,000 with a floor of \$2,000.
- C. Balances in the Contingency Reserve Account will be reviewed quarterly with the IFC Officers, Student Organization Business Office (SOBO), and IFC Advisor. Should the balance in the Contingency line item exceed \$50,000, the Vice President of Finance and Operations and President shall endeavor to use available funds to either support IFC initiatives or revert to the Fixed Cost Account (overall operating budget).

#### **Section 7: Appropriate Use of IFC Funds**

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

#### **Section 8: Signature Requirements for Financial Accounts and Transactions**

- A. The signature of either the IFC President or IFC Vice President of Finance as well as the IFC Advisor shall be required on all IFC financial accounts and transactions.

### **Section 9: Financial Record Keeping**

- A. The IFC Vice President of Finance and Operations shall maintain accurate and organized financial records consisting of all receipts and invoices, copies of all monetary disbursements and deposits, IFC financial forms and reports, ledgers, and journals.

### **Section 10: Overall Spending**

- A. The IFC shall be transparent with all finance operations. Each time the IFC Executive Council wants to spend funds greater than \$15,000, the IFC Vice President of Finance and Operations must present a proposal to the Legislative body outlining the intent, purpose, and goal of what those funds are being spent on.
- B. The Legislative Body must approve for the funds to be allocated or spent through two-thirds vote. If the proposal is not approved the Vice President of Finance and Operations must reconvene with the rest of the Executives to reconsider the specificities of the proposal, and then represent until approved.

## **Article X: House Directors/Advisors**

**Section 1:** All fraternities that have a housing structure are always required to have in residence a house director or other resident advisor.

## **Article XI: Academics**

**Section 1:** Chapters must meet or be higher than a 2.7 semester grade point average. A grade report will be calculated and formed at the end of each fall and spring semester. The report will be drafted from all grades of all members, after final grades have been fully reported and before the start of the following semester. All members from all chapters should aim to exceed the average semester GPA for both the Fraternity and Sorority Life community, and the entirety of the University. This academic policy is in addition to any national guidelines set by your organization, which should set a minimum GPA for both new and active members.

### **Academic Statuses**

Academic Excellence (3.0 + semester GPA)

Academic Progress (2.7 - 2.99 semester GPA)

Academic Transition Period (first semester after academic support)

Academic Support (first semester below 2.7 GPA)

Academic Probation (second semester below 2.7 GPA)

Academic Suspension (3 + semesters below 2.7 GPA)

### **Academic Excellence (3.0 + semester GPA)**

Chapters under academic excellence have followed and executed academic plans that best fit their members, and they will get:

1. FSL Awards: the chapter with the highest GPA is recognized.
2. FSL staff will contact your headquarters to inform them on your academic success.
3. Chapters may speak and help lead other chapters on academics.
4. Work with and improve individual GPA's under 2.7.
5. The chapter must be represented at all IFC academic meetings and/or roundtables.

#### **Academic Progress (2.7 - 2.99 semester GPA)**

All chapters that fall in academic progress will have to:

1. Create a [performance improvement plan \(PIP\)](#)
2. Meet with the IFC advisor and IFC Vice President of Academic Achievement to discuss PIP within first six (6) weeks of the following semester, chapter must schedule this meeting.
3. Work with and improve individual GPA's under 2.7.
4. The chapter must be represented at all IFC academic meetings and/or roundtables.

#### **Academic Transition Period (first semester after academic support)**

In order to support and ensure a chapter does not fall below a 2.7 GPA again, the academic transition stage comes after the first semester a chapter is above a 2.7, and these chapters must:

1. Make changes to their [performance improvement plan \(PIP\)](#)
2. Meet with the IFC advisor and Vice President of Academic Achievement to discuss PIP within first four (4) weeks of the following semester, chapter must schedule this meeting.
3. Work with and improve individual GPA's under 2.7.
4. The chapter must be represented at all IFC academic meetings and/or roundtables.

#### **Academic Support (first semester below 2.7 GPA)**

Each chapter will be given a notice from the Fraternity and Sorority Life staff or the IFC Vice President of Academic Achievement, the chapters must:

1. Create a [performance improvement plan \(PIP\)](#)
2. Meet with the IFC advisor and Vice President of Academic Achievement to discuss PIP within first three (3) weeks of the following semester, chapter must schedule this meeting.
3. The chapter must be represented at all IFC academic meetings and/or roundtables.
4. Work with and improve individual GPA's under 2.7.
5. Two meetings will be held between the academic chairperson, the IFC Vice President of Academic Achievement and the Fraternity and Sorority Life Advisor at the start of the semester and after midterm grade reports are reported by the university. Member chapters shall present their performance improvement plan.
6. If a chapter's grades fall below a 2.7 GPA for the second consecutive semester, that organization will be placed on Academic Probation

#### **Academic Probation (second semester below 2.7 GPA)**

Each chapter will be given a notice from the Fraternity and Sorority Life staff or the Vice President of Academic Achievement, the chapters must:

1. Create a [performance improvement plan \(PIP\)](#)
2. Meet with the IFC advisor and Vice President of Academic Achievement to discuss PIP within first two (2) weeks of the following semester, chapter must schedule this meeting.

3. The chapter must be represented at all IFC academic meetings and/or roundtables.
4. Work with and improve individual GPA's under 2.7.
5. Two meetings will be held between the academic chairperson, the Vice President of Academic Achievement and the Fraternity and Sorority Advisor at the start of the semester and after midterm grade reports are reported by the university. Member chapters shall present their performance improvement plan with plans on improvement.
6. The IFC Executive Council will offer an academic workshop for those chapters placed on probation during the probationary period that chapters are required to attend. The workshop will be determined based on the needs of the chapter.
7. If a chapter's grades fall below a 2.7 for a third consecutive semester, that organization will be placed on Academic Suspension.

### **Academic Suspension (3 + semesters below 2.7 GPA)**

Each chapter will be given a notice from the Fraternity and Sorority Life staff or the Vice President of Academic Achievement, the chapters must:

1. Create a [performance improvement plan \(PIP\)](#)
2. Meet with the IFC advisor and Vice President of Academic Achievement to discuss PIP within first two (2) weeks of the following semester, chapter must schedule this meeting.
3. The chapter must be represented at all IFC academic meetings and/or roundtables.
4. Work with and improve individual GPA's under 2.7.
5. Two meetings will be held between the academic chairperson, the Vice President of Academic Achievement and the Fraternity and Sorority Advisor at the start of the semester and after midterm grade reports are reported by the university. Member chapters shall present their performance improvement plan with plans on improvement.
6. The IFC Executive Council will offer an academic workshop for those chapters placed on probation during the probationary period that chapters are required to attend. The workshop will be determined based on the needs of the chapter.
7. Before an Academic Suspension is lifted, the chapter must present a plan for academic success in the future for continuing as a chapter.
8. If a chapter is on suspension for two or more consecutive semesters, they will be subject to greater sanctions, at the discretion of the Judicial Board.

### **GPA Appeals**

Any chapter, which feels its reported composite GPA is inaccurate, may appeal that GPA to the IFC Judicial Board. These appeals must be made in writing within three weeks of the distribution of GPA rankings from the university. A formal written appeal must be electronically sent to the IFC Chief Justice.

## **Article XII: Social Events Policy**

### **Section 1:**

- A. All IFC member chapters must act in accordance with the FSL Social and Events Policy. This policy can be found at <https://fsl.uiowa.edu/assets/Social-and-Events-Policy-2020-2021-v3.pdf>.

## **Article XIII : Judicial Procedures**

### **Section 1 :**

- A. Judicial procedures are outlined in the University of Iowa Fraternity and Sorority Judicial Manual. A document that shall remain separate from the IFC Constitution and Bylaws. This document does not require legislative approval to be amended but shall serve in conjunction with the IFC Constitution and Bylaws. If a member chapter shall have any request of the FSL Judicial Manual they shall contact the IFC Chief Justice or any other member of the IFC Executive Council.
- B. Automatic Sanctions: Chapter shall be given automations sanctions for the following violations.
  - a. Roundtables:
    - i. For missing 3 or more:
      - 1. Chapters will receive a fine of five percent of the chapter's IFC dues for the third roundtable missed in a semester. Fines would then increase by 5% of the chapter's IFC dues for each additional miss after that.
      - 2. If a Chapter misses 5 roundtables during the semester that chapter is subject to an IFC Judicial Hearing.
  - b. Legislative Attendance:
    - i. For missing 3 or more:
      - 1. Chapters will receive a fine of five percent of the chapter's IFC dues for the third legislative body meeting missed in a semester. Fines would then increase by 5% of the chapter's IFC dues for each additional miss after that.
      - 2. If a chapter misses 4 legislatives during the semester that chapter shall lose voting privileges within the legislative body.
      - 3. If a chapter misses 5 legislatives during the semester that chapter is subject to an IFC Judicial Hearing.
  - c. When a chapter is fined for missing IFC sanctioned mandatory events, the chapters will have the options of:
    - i. Paying the fine
    - ii. Appealing to the IFC VP of Philanthropy and Community Service to be issued a chapter community service option in addition to the required community service hours.
  - d. Academics:
    - i. Any chapter that falls below the GPA requirement will go to the Judicial Board and have to meet with the IFC VP of Academic Achievement.
    - ii. Refer to Article XI of the IFC Bylaws above.

## **Article XIV: Philanthropy and Community Service Policy**

### **Section 1: Definitions**

- A. A philanthropic event subject to the following regulations will include all events where, an activity or series of activities are designated to raise money for a non-profit organization.
- B. Community service shall be defined as service that a member performs for the benefit of the Iowa City, larger Iowa, and/or national community. The definition of service shall also include work performed by volunteers not paid for their time, services performed by individuals to benefit an organization or community, time spent working directly with the benefiting community member or organization, and/or participation in events not defined as philanthropic.
- C. Event activities for a philanthropy consist of events that satisfy the following criteria.

1. A specified location is designated.
  2. A date is set.
  3. Members and non-members are invited to attend, and/or participate in the activity.
  4. The activity in some way serves to raise money for a designated non-profit organization (i.e. t-shirt sales).
  5. T-shirt or other sold materials can hold a value of no more than one-fourth the total amount of points available in the philanthropy event. Points given from the sale of T-shirts or other materials must depend on the percentage of the chapter that buys the items, not the actual number of items sold.
- D. Events subject to regulation will include all philanthropic events sponsored by a chapter where more than one organization is invited to participate in one or more of the activities of the event, (Hereafter referred to as participatory philanthropies).
- E. Each member chapter will refer to any organization recognized as belonging to the Interfraternity Council (IFC), the Panhellenic Councils (PHC), the Multicultural Greek Council (MGC), and the National Pan-Hellenic Council (NPHC).

### **Section 2: Event Regulation**

- A. All revenue generated by the event, above costs incurred by the sponsoring chapter, must be donated to a non-profit organization specified in the preliminary budget submitted in the registration form.
- B. Each chapter is required to host one philanthropic event per academic year, but no more than three within the academic year.
- C. All philanthropic event registration forms must be signed by the Fraternity and Sorority advisor and the Vice President for Philanthropy and Community Service to be considered valid.
- D. Each member chapter must submit final philanthropy/event details two weeks prior to the approved date of the philanthropy. This form will include more specifics than the original registration form, including the t-shirt designs, rentals, contractors, and other paid services (if not provided on original P-form).
- E. A maximum of two (2) philanthropic events can be held within the Greek Community on the same day as long as the two (2) events do not overlap for more than one hour of time. Philanthropic events taking place over multiple consecutive days are exempt for this rule.
- F. A philanthropic event evaluation form, proof of donation, and other documentation as determined by Vice President of Philanthropy and Community Service in a meeting prior to the chapter's philanthropy event must be submitted to the Vice President of Philanthropy and Community Service within 30 days after the event (P-2 Form).

### **Section 3: Community Service**

- A. Chapters are expected to record, on average at least 4 hours of community service per member and report membership hours by the deadline set at the beginning of the semester to the Vice President of Philanthropy and Community Service.
- B. All community service documentation forms must be approved by the Fraternity and Sorority advisor and the Vice President of Philanthropy and Community Service to be considered valid.
- C. See Community Service Doctrine in Addendum 2 for additional regulation and guidelines.

### **Section 4: Enforcement Procedures**

- A. The Vice President for Philanthropy and Community Service shall be responsible for monitoring the event policy.
  - a. Violations shall be handled in a manner consistent with Article XII Judicial Procedures.
  - b. Sanctions will be one of those listed in the Judicial Board Manual.
- B. Incomplete Community Service Hours:
  - a. Chapters that do not complete the required community service must have a one-on-one coaching meeting with the IFC Vice President of Philanthropy & Community Service. If chapters fail to

attend this coaching meeting, they may be subject to an IFC Judicial Board Hearing. (Effective Spring 2019)

## **Article XV: Educational Policy**

### **Section 1:**

- A. 75% of all chapter's general membership must go through the education each semester and 100% of the new member class of each UI member chapter must attend at least one Sexual Violence Awareness community educational per semester. These educationals are to be scheduled with a representative of UI Violence Prevention every semester. Attendance will be recorded by the chapters at each of these events and will be reported to the Vice President of Leadership and Education via Engage.

### **Section 2:**

- A. Each chapter must organize one Diversity, Equity, and Inclusion educational program over the course of the semester that have 75% of all chapter's general member population and 100% of their new member population present. This educational is to be scheduled with a representative of UI Diversity, Equity, and Inclusion Staff, the IFC Vice President of Diversity and Inclusion, or as approved by the IFC Vice President of Diversity and Inclusion. For an educational to be approved the proper forms must be submitted within 14 days of completion of the event via Engage.

### **Section 3:**

- A. Each chapter must organize one additional educational each semester that has 50% of all chapter's general member population and 75% of their new member population present. The contents of this educational are up to the chapter's discretion to focus on whatever each individual chapter deems necessary. This educational must be submitted for approval from the IFC VP of Leadership and Education via the "Education Approval Form" via Engage. Following completion of the educational, the "Educational Completion Form" must be submitted via Engage within 14 days completion of the event.
- B. Failure to uphold these requirements outlined in Sections 1, 2, and 3 will result in an IFC Judicial Board Hearing

### **Section 4:**

- A. Each chapter must be Alcohol Skill Training Program (ASTP) certified and follow appropriate regulations with ASTP.

### **Section 5:**

- A. Each chapter must utilize a member attendance tracker such as the Swipe system or a system where the agency hosting the educational tracks attendance.

## **Article XVI: Rules of Order**

**Section 1:** The IFC shall be governed by parliamentary procedure, except in matters specifically provided for in these Constitution and By-Laws. The IFC Chief Justice and the Fraternity and Sorority Advisor shall be the final authority on such matters.

**Section 2:** The IFC shall have a presentation over the parliamentary procedures pertaining to legislative meetings once per semester.

## **Article XVII: Student Code Violations**

**Section 1:** “All Interfraternity Council chapters at the University of Iowa are expected to uphold all the rules and policies set forth by the University Code of Student Life. Any student code violations involving an Interfraternity Council chapter and its members, as decided by the University of Iowa, maybe referred to an Interfraternity Council Judicial Board hearing. The code of student conduct is available online at <http://student-services.uiowa.edu/students/policies/index.php>”

## **Article XVIII: Pranking, Stealing, Vandalism**

**Section 1:** “Pranking, stealing, or vandalism of any sort will not be tolerated by members of the Interfraternity Council chapters. Any active pranking, stealing, or vandalism maybe be referred to an Interfraternity Council Judicial Board hearing or mediation.”

## **Article XIX: Anti-Discrimination Policy**

**Section 1:** The University of Iowa IFC and its associated member chapters believe in the creation and cultivation of a community of men from all walks of life, brought together in the spirit of fraternity. It is the policy of the University of Iowa IFC that no potential new member, new member, fully-initiated member or alumnus shall be the recipient of discrimination on behalf of the fraternity community or its individual membership. No aspect of fraternal programming, color, national origin, age, disability, sexual orientation, gender identity, veteran status, or other classifications that would deprive a person of their individuality, safety, and/or personal happiness. Any questions or grievances should be directed toward the IFC Chief Justice, as well as the Assistant Director for Fraternity & Sorority Life.

**Section 2:** All federal, state and local laws supersede the IFC bylaws on anti-discrimination. Only legally exempt portions shall not apply.

## **Article XX: Annual Reports**

- A. All member chapters are required to submit the Fraternity and Sorority Life Annual Report to the Center for Student Involvement and Leadership (CSIL), at the end of each Fall Semester. This form will also be used to determine FSL awards. Failure to complete and submit this form will result in, but is not limited to, an IFC Judicial Board Hearing.

## **Article XXI: Expansion**

**Section 1:** To determine if we are open for expansion, the IFC will complete the readiness assessment. If it is determined that the IFC is open for expansion, the process afterward will follow the office of the FSL panels guidelines. The readiness assessment is as follows:

- A. Provide a community report for each of the past five years (or 10 semesters) that lists the size of each chapter, size of new member class, and community academic performance.
- B. Provide a listing of undergraduate men’s enrollment for each of the past five years.
- C. How many men participated in fall and spring recruitment for each of the past years?
- D. How many men registered for recruitment, yet did not receive a bid in each of the past 5 years?
- E. What is the campus staff/office structure (stand-alone office, staff within student activities/leadership)?

- F. How many full time and part time staff members support the fraternity community?
- G. List all expansions in the past five years, time to charter, size at time of chartering, and current size of chapter.
- H. List all fraternity chapter closures and reason for closure within past five years.
- I. Does the institution offer return agreements to closed chapters? If so, identify any planned organizational returns within the next five years.
- J. Identify any planned expansions within the next five years.
- K. What is the housing model? Are there any facilities available?
- L. What is the college/university residency requirement and is there an exemption process?
- M. Are there any men's organizations existing on your campus not recognized by the IFC or institution but are supported by their national headquarters? If so, which group(s)?
- N. Is there an established alumni support system (Alumni IFC, Greek Unity Council, etc.) already in place on your campus?

## **Addendum 1**

“The Code of Student Life and the Policy on Violence prohibit harassment, assault, and other forms of threatening behavior. When threatening behavior takes place within the context of a student organization or club and is directed at a student interested in participating in group activities, sanctions will be imposed upon the group or club as well as the students. Sanctions up to and including de-recognition from the University are imposed upon a group or club when one or more members or associates of the group or club commit an act of hazing.

In addition to institutional sanctions, a person who commits an act of hazing may be subject to criminal sanctions under section 708.10 of the Code of Iowa. The University defines hazing more broadly than the Code of Iowa criminal definition. In applying the anti-hazing policy to individual cases, the following standards will be utilized during the administrative process to determine whether a hazing violation did occur as alleged.

Hazing is any intentional or unintentional reckless action or situation – with or without consent – that endangers a student or creates risk of injury, mental or physical discomfort, harassment, embarrassment, and/or ridicule – whether on campus or off campus – for the purpose of initiation into, affiliation with, or as a condition for continued membership in any student organization or team recognized by the University of Iowa Student Government or by any other University sponsor.

Acts of hazing include but are not limited to: compulsory alcohol or drug consumption; physical brutality; psychological cruelty; public humiliation; morally degrading activities; forced confinement; creation of excessive fatigue; required removal or destruction of public or private property; or any other activity that endangers the physical, mental, psychological, or academic wellbeing and/or safety of an individual. Any requirement imposed upon prospective, new, or

current members which is not related to the organization's purpose is discouraged and will become the subject of a University investigation once the practice is brought to the attention of the Center for Student Involvement and Leadership.

This policy applies to all UI students and all UI student organizations and clubs. Some University programs promulgate anti-hazing policies specifically for students participating in their programs. The Department of Athletics enforces a hazing policy, as does the UI Interfraternity Council and Panhellenic Council. Copies are available at the respective department offices.”

This policy can be found online at: <http://dos.uiowa.edu/policy-list/current/student-organizations-6/regulation-of-student-organizations-6/>

## **Addendum 2**

The purpose of this document is to act as a Community Service doctrine for the University of Iowa Fraternity and Sorority life. Its goal is to help inform both chapter leadership and general membership of general policies and guidelines that are taken into consideration when council leadership are approving/denying hours submitted for review.

This document is not meant to be comprehensive, and it should be noted the final decision on if hours are to be counted or not is up to the council officer who oversees Community Service for each respective council (IFC, MGC, NPHC, PHC). Additionally, this is meant to be an appendix to the respective council's by-laws which still are what chapters are expected to abide by:

[Community Service Doctrine](#)