

The Interfraternity Council Constitution
THE UNIVERSITY OF SOUTHERN MISSISSIPPI
(REVISED SPRING 2019)_

Mission

We the men of the Interfraternity Council (IFC) in conjunction with the members of the Interfraternity Council community of the University of Southern Mississippi; in order to promote and perpetuate the best interests of the Fraternities recognized by the University of Southern Mississippi IFC; to better the relations between said Fraternities and the University of Southern Mississippi, its faculty, its staff, the surrounding communities, and the national organizations the individual said fraternities recognize; to promote in its highest sense scholarship, philanthropy, chivalry and good nature for and among all member fraternities; to establish a safe and civil environment for scholars to enjoy the bonds of brotherhood that resonate from full membership in a fraternity; and to exercise means to such ends; we the members of the Interfraternity Council do ordain and establish this Constitution as the governing document for the Interfraternity Council of the University of Southern Mississippi, in accordance with the policies and standards established by the North-American Interfraternity Conference (NIC) or any other applicable national governing body.

Article I: Name

This organization shall be known as the Interfraternity Council of the University of Southern Mississippi and herein be referred to as the IFC.

Article II: Purpose of the IFC

The purpose of the IFC shall be to:

- A. provide a sovereign governance structure for its Member Fraternities;
- B. promote the interests of its Member Fraternities;
- C. promote the interests of men's fraternities in general;
- D. discuss questions of mutual interest and present to its Member Fraternities such recommendations as the IFC deems appropriate;
- E. promote the interests of the University of Southern Mississippi;
- F. promote mutual cooperation between its Member Fraternities;
- G. promote mutual cooperation between the IFC, fellow governing councils, and student organizations at the University of Southern Mississippi; and
- H. promote mutual cooperation between the IFC and the University of Southern Mississippi, its students, faculty, staff, and local community.

Article III: Powers and Construction

- A. This constitution shall be construed and enforced in accordance with (1) the laws of the State of Mississippi, (2) the policies of The University of Southern Mississippi, (3) the

advisement by the Office of Fraternity and Sorority Life or other appropriate university officials, and (4) the administration of the Executive and Judicial Boards.

- B. This constitution shall affect all member chapters as defined in Article IV.
- C. All member chapters and this Council shall follow the policies, procedures, rules, regulations, resolutions and edicts of The University of Southern Mississippi and its representative offices or departments.

Article IV: Membership

Section I. Membership Eligibility

Membership in the IFC is open to chapters and colonies of fraternities at the University of Southern Mississippi, as follows:

- A. Any chapter or colony of a North-American Interfraternity Conference (NIC) member organization shall hold membership in the IFC.
- B. Any chapter or colony of a local, state, regional, or inter/national fraternity, which is not a member of the NIC, may hold membership in the IFC.

Section II. Membership Classification for Member Fraternities

The membership classification of Member Fraternities shall be as follows

- A. Full Member: Any fraternity chapter which has obtained its charter from its inter/national organization, or any local fraternity chapter. Full Membership grants the Member Fraternity all rights, privileges and responsibilities under the IFC Constitution, Bylaws, and Judicial Code.
- B. Associate Member: Any fraternity colony of an inter/national organization. Associate Membership grants the Member Fraternity all rights, privileges, and responsibilities under the IFC Constitution, Bylaws, and Judicial Code, except that it cannot hold IFC Executive Board positions nor have an IFC Judicial Committee Justice.

For the purpose of this Constitution and the IFC Bylaws, both Full Members and Associate Members are referred to as Member Fraternities.

Section III. Member Fraternity Minimum Expectations

Each Member Fraternity shall adhere to and abide by the following minimum expectations:

- A. Each Member Fraternity shall comply with all policies set forth by:
 - 1. The IFC Constitution, Bylaws, Code of Conduct, and other policies.
 - 2. The rules and regulations of the University of Southern Mississippi
 - 3. The general values-based conduct of fraternity men.
- B. Each Member Fraternity shall maintain a minimum cumulative GPA of 2.80
- C. Each Member Fraternity shall be current on all IFC dues owed.
- D. Each Member Fraternity shall submit required membership rosters to the IFC President, as follows:

1. Active Member Roster: Active Member Rosters shall be submitted within one week of the beginning of each semester.
 2. New Member Roster: New Member Rosters shall be submitted within one week of the addition of any New Member.
- E. Each Member Fraternity shall comply with the attendance policies for the IFC General Body and the IFC Judicial Board, as outlined within this Constitution.

A Member Fraternity which has failed to meet any of the minimum expectations outlined in this Section shall be referred to the Attorney General for potential judicial review.

Section IV. Membership Status for Member Fraternities

The membership status of Member Fraternities shall be as follows:

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

Section V. Individual Member Definitions

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

- A. Active Member: An Active Member shall be defined as any man who has been initiated into any fraternity at the University of Southern Mississippi.
- B. New Member: A New Member shall be defined as any man who has accepted a bid to join a fraternity at the University of Southern Mississippi, but has not been initiated into that fraternity.
- C. Potential New Member: A Potential New Member shall be defined as any man who has not accepted a bid from any fraternity at the University of Southern Mississippi.

Section VI. IFC Affirmation and Adoption of NIC Standards

The IFC affirms and adopts the NIC Standards, and each Member Fraternity shall be required to meet the following in order to maintain IFC membership:

- A. Each Member Fraternity shall communicate its values through its Ritual at least once annually;
- B. Each Member Fraternity shall communicate to its Active Members and New Members the importance and benefits derived from continuous membership education throughout the undergraduate experience and encourage or require its Active Members and New Members to participate in educational programming, whether conducted by the chapter,

the Interfraternity Council, the University of Southern Mississippi, or independent organizations covering the following topics:

1. Academic Achievement and Student Success
 2. Alcohol and Drug Use and Awareness
 3. Career Preparation
 4. Civic Engagement
 5. Hazing Awareness
 6. Leadership Development
 7. Sexual Assault/Abuse Awareness
 8. Values and Ethics
- C. Each Member Fraternity shall only offer bids to join the fraternity to Potential New Members who meet the following academic requirement:
1. For a Potential New Member who has yet to establish a collegiate grade point average, a minimum high school grade point average of 2.70 is required.
 2. For a Potential New Member who has an established collegiate grade point average, a minimum collegiate grade point average of 2.70 is required.
- D. Each Member Fraternity shall maintain an cumulative grade point average of a 2.80.
- E. Each Member Fraternity shall have New Member education programs lasting no longer than twelve weeks.
- F. Each Member Fraternity shall prohibit women's auxiliary groups, such as "little sisters".
- G. Each Member Fraternity shall have and follow risk management policies covering the following areas:
1. Alcohol and Drugs
 2. Hazing
 3. Sexual Abuse and Harassment
 4. Fire, Health and Safety.
- H. Each Member Fraternity shall support open expansion, which is defined as the unrestricted establishment and recognition of undergraduate chapters of any NIC Member Organization through the adherence to the constitutional right of Freedom of Association.
- I. Each Member Fraternity shall support open recruitment, which is defined as the ability of each Member Fraternity to recruit for membership any male who meets the minimum grade point average requirement for joining, without restrictions on the date, time and place of membership invitation, extension and acceptance.
- J. Each Member Fraternity shall prohibit the use of alcohol and drugs by all Active Members, New Members and Potential New Members during all recruitment activities.
- K. Each Member Fraternity shall prohibit the use of alcohol and drugs by all Active Members and New Members during all New Member educational programming.
- L. Each Member Fraternity shall prohibit hazing, as defined by their inter/national organization, within all aspects of formal and informal chapter operations.

ARTICLE V: IFC General Body

Section I. IFC General Body

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

Section II. IFC General Body Composition

The IFC General Body shall be composed of voting IFC Representatives from each Member Fraternity.

Section III. IFC Representatives

Each Member Fraternity shall have one IFC Representative, chosen by that Member Fraternity, who serves on the IFC General Body.

Section IV. IFC Alternate Representatives

Each Member Fraternity may also choose an IFC Alternate Representative, who shall represent that Member Fraternity in the IFC General Body in the absence of its IFC Representative.

Section V. IFC Representative and Alternate Representative Eligibility

In order to serve as the IFC Representative or Alternate Representative for a Member Fraternity, individuals must meet the following requirements:

- A. Be an Active Member or New Member, in good standing, of a Member Fraternity.
- B. Maintain good academic standing with the University of Southern Mississippi.
- C. Be devoted to the general ideals and principles of fraternity life and conduct himself in a professional manner consistent with the Mission and Purpose of the IFC, as defined within this Constitution.
- D. Have a working knowledge of the IFC Constitution, Bylaws, Judicial Code, the University of Southern Mississippi policies, NIC Standards, and FIPG risk management policies.
- E. Not be a current member of the IFC Executive Board or currently serve as his Member Fraternity's IFC Judicial Committee Justice.

Section VI. Term of Office of IFC Representatives

The term of office for IFC Representatives shall be until their graduation, resignation, or replacement under the procedures determined by each Member Fraternity; or upon his election to serve on the IFC Executive Board or as his Member Fraternity's IFC Justice for the IFC Judicial Board

Section VII. IFC General Body Meeting Polices

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

- A. The most recent edition of Robert's Rules of Order shall be used to run all meetings.
- B. A two-thirds attendance of Member Fraternities present shall constitute a quorum in order to conduct IFC General Body business.
- C. The IFC General Body shall conduct regularly scheduled weekly business meetings during the academic year.

- D. Special meetings may be called by the IFC President at any time or at the request of two Member Fraternities, with notice of the time, location, and purpose of the special meeting provided to all Member Fraternities at least 72 hours in advance.
- E. Each Member Fraternity's IFC Representative, Alternate Representative, or President is required to attend all meetings of the IFC.
 - i. More than two absences per academic year shall result in the Member Fraternity being referred to the IFC Attorney General for potential judicial review.
 - ii. A fine of fifty (50) dollars will be levied if the member chapter has no representation in attendance.

Section VIII. IFC General Body Voting Policies

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

- A. Each Member Fraternity, in good standing, shall have one vote.
- B. Individuals holding IFC Executive Board positions are not entitled to a vote.
- C. In the event of a tie, the IFC President shall cast the deciding vote.
- D. With the exception of the election of IFC Executive Board positions, there shall be no secret ballot votes.
- E. A vote by voice (yea, nay) shall be the standard method of voting on all questions;
- F. If requested by a member chapter, a hand vote, public roll call vote, or secret ballot shall be administered prior to any vote by voice;
- G. A simple majority of voting member chapters is sufficient to pass a question.

Article VI: IFC Executive Board

Section I. IFC Executive Board

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

Section II. IFC Executive Board Compositions

The IFC Executive Board shall be composed of the following positions, listed in order of succession, with duties and responsibilities outlined within the IFC Bylaws:

- A. President
- B. Vice President of Administrative Affairs
- C. Vice President of Recruitment and Retention
- D. Attorney General
- E. Vice President of Community Outreach
- F. Vice President of Scholarship
- G. Vice President of Programming

Section III. IFC Executive Board Eligibility

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

- A. Be an Active Member, in good standing with their inter/national organization and chapter, of a Member Fraternity
- B. Maintain good academic standing with the University of Southern Mississippi

- C. Be devoted to the general ideals and principles of fraternity life and conduct himself in a professional manner consistent with the Mission and Purpose of the IFC, as defined within this Constitution.
- D. Have a working knowledge of the IFC Constitution, Bylaws, Judicial Code, University of Southern Mississippi policies, NIC Standards, and FIPG risk management policies.
- E. Not currently serve as SGA president or his Member Fraternity's President, Chief Recruitment Officer, IFC Representative, Alternate Representative, or IFC Judicial Committee Justice.
- F. Must complete formal judicial policies and procedures training.
- G. No more than two officers shall be from the same fraternity
- H. Only chapters with Full membership on the Council may run or be appointed to office.
- I. The President and Attorney General shall not be from the same fraternity.
- J. The President and the Vice President of Recruitment and Retention shall not be from the same fraternity.
- K. It is required that each officer attend *at least* one of the following activities: Greek Leader Retreat in January hosted by The Office of Fraternity and Sorority Life, or the determined regional/national leadership conference of the Council (e.g. AFLV, SEIFC).

Section IV. IFC Executive Board Meeting Polices

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

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

Section V. Term of Office.

The term of office for all officers shall be one year.

Section VI. Assumption of Office.

Newly elected officers shall take office at the last Council meeting of the fall term, at which they are installed and shall serve through the last Council meeting of the fall in the year their term expires or until their successors are elected.

Section VII. Vacancies.

In the event that any officer resigns, is removed from office, or is unable to complete his term, an immediate election will be called by the President (or Acting President) to elect a new officer to fill the vacant position. If the Office of President becomes vacant, the Acting

President will be determined based on the Order of Succession as outlined in Article VI, Section II of this Constitution.

Section VIII. Member Fraternity Change in Status.

In the event an officer's fraternity's on-campus status is suspended or revoked during his term, a majority vote of the Council at the following meeting would permit the officer to complete his term. The officer must declare his wishes to remain on the executive board to the Council prior to the vote. If the vote fails, the position will become vacant

ARTICLE VII: IFC Judicial Board

Section I. IFC Judicial Board Jurisdiction

The IFC shall be a self-governing organization with an independent Judicial Board which shall have jurisdiction over cases involving alleged Member Fraternity violations, including but not limited to:

- A. The IFC Constitution, Bylaws, Code of Conduct, and other policies.
- B. The rules and regulations of the University of Southern Mississippi
- C. The general values-based conduct of fraternity men.

Section II. IFC Judicial Board Composition

The IFC Judicial Board shall be composed of one IFC Justice from each Member Fraternity, chosen by the Attorney General of the IFC.

Section III. IFC Justice Eligibility

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

- A. Be an Active Member or New Member, in good standing, of an IFC Member Fraternity.
- B. Maintain good academic standing with the institution.
- C. Be devoted to the general ideals and principles of fraternity life and conduct himself in a professional manner consistent with the Mission and Purpose of the IFC, as defined within this Constitution.
- D. Have a working knowledge of the IFC Constitution, Bylaws, Judicial Code, University of Southern Mississippi policies, NIC Standards, and FIPG risk management policies.
- E. Not be a current member of the IFC Executive Board or serve as his Member Fraternity's IFC Representative or Alternate Representative for the IFC General Body.
- F. Must complete formal judicial policies and procedures training prior to serving on an IFC Judicial Board hearing.

Section IV. Term of Office of IFC Justices

The term of office for IFC Justices shall be one (1) year in length. Justices will be selected and appointed by the Attorney General Annually.

- A. Any individual from a member chapter that has previously served on the IFC Judicial Board and would like to serve another term will have precedent over any other applicant of his member chapter.
- B. Individuals shall serve no more than 2 consecutive terms on the Judicial Board.

Section V. IFC Judicial Policy

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

Section VI. IFC Judicial Board Hearing Justice Selection

The IFC Attorney General will select five (5) Judicial Board justices, as predetermined by an alphabetical rotation of the Member Fraternities, to hear a case. In the event the IFC Judicial Committee rotation for service on a Judicial Board hearing falls upon an IFC Justice whose Member Fraternity is involved in the alleged violation, the rotation will skip to the next Member Fraternity in the alphabetical rotation.

Section VII. IFC Judicial Board Hearing Attendance

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

- A. All IFC Justices assigned to an IFC Judicial Board hearing shall be present in order to conduct business on behalf of the IFC Judicial Board.
- B. Each IFC Justice assigned to an IFC Judicial Board hearing is required to attend the hearing. Failure of an IFC Justice to attend an IFC Judicial Board hearing for which he was assigned shall result in his Member Fraternity being referred to the IFC Attorney General for potential judicial review.

Section VIII. IFC Judicial Board Hearing Voting Policies

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

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

Article VIII: Elections and Appointments

Section I. Elections.

The following offices are elected positions: President, Vice President of Recruitment and Retention, Vice President of Administrative Affairs, Vice President of Community Outreach, Vice President of Scholarship, and the Vice President of Programming.

Section II. Appointments.

The President shall appoint the Attorney General.

Section III. Eligibility.

To be eligible for nomination, a candidate must meet all duties, qualifications, and eligibility standards listed for the position he is seeking pursuant to Article VI, Section III.

Section IV. Timetable.

- A. Applications for elected and appointed offices will be available one (1) month prior to the Election of Officers meeting. Those applications will be accepted at the latest by Noon on the day of the Election of Officers meeting.
- B. The Election of Officers meeting will occur at the third to last Council meeting of the fall term;

- C. The Attorney General will be appointed and confirmed at the second to last Council meeting of the fall term;
- D. The sitting Attorney General will administer the *Oath of Office* to all elected and appointed officers at the last Council meeting of the fall term.

Section V. Procedure for Elections.

- A. A vote by secret ballot shall be held for all elected offices;
- B. A simple majority of voting member chapters is sufficient to elect a candidate to an office
- C. If no candidate has a clear majority, then the candidate with the lowest number of votes will be eliminated and the vote recast
- D. If a candidate for office is eliminated, he may drop down to run for any other elected office, however, no candidate may run for more than two offices
- E. In the event of a tie, the President will cast the tie-breaking vote.

Section VI. Procedure for Appointments

- A. The presentation of the appointment and subsequent confirmation meeting will be held immediately following elections
- B. A simple majority of voting member chapters is sufficient to confirm any appointment;
- C. If the Council rejects the appointment, a new appointment and subsequent confirmation meeting will be held at the last meeting of the fall term;
- D. If no appointment is confirmed in the fall term, the President shall reopen applications at the first meeting of the spring term and begin the process from the beginning.

Section VII. Impeachment.

Any member chapter or Executive Board officer of the Council may bring charges of impeachment against an Executive Board officer of the Council.

- A. Any member of the Executive Board can be impeached for failure to carry out their duties as assigned in the Constitution and Bylaws under the following guidelines:
- B. Written notification provided the accused of the charges for their dismissal;
- C. Only one of the following options may be utilized to impeach an officer.
 - i. Option 1: Executive Board Process (used if executive board officer brings charges of impeachment)
 - A hearing at an Executive Board meeting, in closed session, in which the accused is allowed to provide defense against the charge;
 - Discussion and deliberation in the absence of the accused;
A unanimous vote at that Executive Board meeting and in the absence of the accused is required for the removal of an officer.
 - ii. Option 2: Council Process (used if member chapter brings charges of impeachment)
 - A hearing at a Special meeting of the Council, called for the purpose, held in closed session, in which the accused is allowed to provide defense against the charge;
 - Discussion and deliberation in the absence of the accused;
 - A two-thirds vote of member chapters at that Special meeting and in the absence of the accused is required for removal of an officer.
- D. The Office of Fraternity and Sorority Life retains the right to remove an officer pursuant to violations of local, state, or federal law, University policy, or the Student Code of Conduct.

ARTICLE XII: Constitutional Amendments

Section I. Constitutional Amendments

- A. Any member chapter or the Executive Board of the Council may offer amendments.
- B. This Constitution may be amended by a three-fourths ($\frac{3}{4}$) affirmative vote of the IFC General Body provided notice of the proposed amendment has been provided to Member Fraternities at the preceding regularly scheduled business meeting of the IFC General Body.

Section II. Adoption

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

**BYLAWS OF THE INTERFRATERNITY COUNCIL AT
THE UNIVERSITY OF SOUTHERN MISSISSIPPI**

ARTICLE I – ROLE OF THE IFC REPRESENTATIVE

Section I. IFC Representative

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

- A. Serve as a representative and voice for his Member Fraternity's concerns regarding the fraternity community.
- B. Represent the larger fraternity community's interests.
- C. Inform his Member Fraternity of the actions, discussions, and workings of the IFC General Body.
- D. Serve as a liaison between the IFC General Body and his respective Member Fraternity.
- E. Serve as an active member of IFC Standing Committees and Ad Hoc Committees, as necessary.
- F. Represent the highest ideals of fraternity life to the greater campus community.

ARTICLE II – ROLE OF THE IFC EXECUTIVE BOARD OFFICERS

Law I: Requirements to be on IFC Executive Board

- A. To be a member of the IFC executive council, one must be an active member of a chartered member chapter of the IFC, as outlined in the Constitution of the IFC.
 - a. No member of an associate member chapter shall hold a position on the Executive Board.
- B. Individuals must have a 2.8 cumulative GPA at the time of taking office
- C. Only individuals who have previously served as Executive Board members, Judicial Board members, IFC committee members, or Chapter Presidents are eligible to become IFC President.
- D. To be eligible for a position on the IFC Executive board, one must not currently hold that same position in his own chapter.

Section I. IFC President

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

- A. Provide guidance and focus to the efforts of the General Body and Executive Board.
- B. Preside over all meetings of the General Body and Executive Board.
- C. Cast the final vote in the event of a tie.
- D. Build rapport and establish positive working relationships between IFC and Member Fraternity leaders.
- E. Serve as the official spokesperson for the fraternity community.
- F. Establish positive working relationships with campus and local law enforcement agencies.
- G. Regularly interact with the leaders of other governing councils and campus organizations.

- H. Establish a working relationship with key college administrators.
- I. Establish a working relationship with and communicate campus data, issues, and trends in a timely manner to the NIC.

Section II. IFC Attorney General

The duties and responsibilities of the IFC Attorney General are as follows:

- A. Serve as chair of the IFC Judicial Board and serve as the non-voting Chief Justice of all IFC Judicial Board hearings.
- B. Investigate and refer to the IFC Judicial Board alleged violations of IFC policy, including but not limited to:
 - 1. the IFC Constitution, Bylaws, and policies;
 - 2. Federal, state, and local laws;
 - 3. the rules and regulations of the University of Southern Mississippi; and
 - 4. the general values-based conduct of fraternity men.
- C. Ensure proper filing and preparation for all judicial actions.
- D. Ensure compliance with all IFC Judicial Board actions imposed upon a Member Fraternity.
- E. Educate Member Fraternities on the IFC Constitution and Bylaws, judicial processes, and risk management policies.
- F. Conduct judicial policy and procedures training for new IFC Justices.
- G. Assist in conflict mediation between Member Fraternities.
- H. Review all IFC governance documents, at least annually.

Section III. IFC Vice President of Recruitment and Retention

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

- A. Organize and implement IFC Recruitment Procedure
- B. Oversee Rho Alpha Program
- C. Utilize technology (social media, fraternityinfo.com, etc.) in recruitment and marketing efforts.
- D. Produce and distribute promotional materials to all incoming students and unaffiliated students.
- E. Develop recruitment workshops and programs for Member Fraternities.
- F. Uphold the IFC Recruitment Policy and ensure no restrictive policies are placed on new member recruitment.
- G. Maintain an interest list of Potential New Members.
- H. Collect and maintain accurate New Member Rosters for each Member Fraternity.
- I. Provide advice and support to Member Fraternity recruitment officers.

Section IV. IFC Vice President of Administrative Affairs

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

- A. Serve as the secretary for the IFC General Body
- B. Provide agendas at each meeting of the IFC General Body.
- C. Take and disburse minutes for each meeting of the IFC General Body
- D. Supervise the annual budget process.

- E. Collect IFC Member Fraternity dues or other assessments as needed.
- F. Maintain accurate records throughout the year through invoicing and receipts.
- G. Review and approve all IFC Expenditure Request Forms and IFC Reimbursement Request Forms.
- H. Make all disbursements with a cosigner.
- I. Prepare financial statements monthly and at the end of each term for distribution to all Member Fraternities.
- J. Make bank deposits when necessary and in a timely manner.
- K. Provide advice and support to Member Fraternity financial officers.
- L. Maintain current information for accurate Member Fraternity rosters.

Section V. IFC Vice President of Scholarship

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

- A. Coordinate a scholarship chair orientation program for Member Fraternities.
- B. Collect and distribute academic performance rankings.
- C. Publish important academic dates and deadlines.
- D. Collect and distribute information about campus academic services, such as tutors, the writing center, math lab, learning assistance programs, interest tests, career counseling, placement workshops, and library resources.
- E. Work individually with member fraternity scholarship chairs below the IFC grade point average requirement.
- F. Build and maintain relationships with faculty, academic offices, and academic honorary societies.
- G. Provide advice and support to Member Fraternity scholarship officers.

Section VI. IFC Vice President of Programming

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

- A. Organize, develop, and implement a new member orientation program.
- B. Develop opportunities for continuing member education by collaborating with alumni, the University of Southern Mississippi offices and departments, and student organizations to offer educational programming covering the following topics: academic achievement, alcohol consumption, career preparation, civic engagement, hazing, leadership development, sexual assault/abuse, and values and ethics.
- C. Provide advice and support to Member Fraternity member development officers.
- D. Organize community wide programming events
- E. Organize, develop, and implement community wide new member leadership development program

Section VII. IFC Vice President of Community Outreach

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

- A. Develop and execute a public relations and social media strategy.
- B. Collect and disseminate information on the fraternity community to all campus and community media sources.
- C. Keep the media informed on upcoming events or potential news.

- D. Establish a positive working relationship with external constituents.
- E. Assist in the development of various IFC publications and outreach programs.
- F. Provide advice and support to Member Fraternity community service/philanthropy officers.
- G. Develop service projects and philanthropic events for Member Fraternities.
- H. Collect and report Member Fraternity community service hours, philanthropic dollars and activities.
- I. Oversee compliance with accepted philanthropy rules. Partner with Office of Leadership and Student Involvement regarding deadlines, registration form submission

ARTICLE III – ROLE OF THE IFC JUSTICE

Section I. IFC Judicial Board (IFCJB)

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

- A. Serve as an impartial justice, as called, on IFC Judicial Board hearings.
- B. Uphold:
 - 1. the IFC Constitution, Bylaws, Code of Conduct, and policies;
 - 2. the general values-based conduct of fraternity men.
- C. Maintain confidentiality in all judicial hearings, matters, and deliberations.

ARTICLE IV – ROLE OF THE IFC ADVISOR

Section I. IFC Advisor

In accordance with the Standards and Guidelines for Fraternity and Sorority Advising Programs of the Council for the Advancement of Standards in Higher Education (CAS), the duties and responsibilities of the IFC Advisor are as follows:

- A. Advise the IFC and its Member Fraternities.
- B. Advise financial processes.
- C. Coordinate life safety, facility management, and risk management programs in conjunction with local agencies.
- D. Facilitate or provide resources, including potential presenters of campus or national renown to conduct workshops, programs, retreats, and seminars on relevant topics, including the following:
 - 1. Multicultural Competence.
 - 2. Leadership Development
 - 3. Recruitment and Intake
 - 4. Risk Management
- E. Monitor membership and academic retention by Member Fraternity and the entire community for purposes of improving academic support and recommending intervention strategies.
- F. Gather and disseminate information via meetings, websites, newsletters, social media venues, and/or information bulletins to the various entities in fraternity life.
- G. Provide assistance and advice in planning and assessing IFC and Member Fraternity programs.

- H. Organize and facilitate leadership programs, retreats, and workshops.
- I. Connect the Members and New Members of Member Fraternities to leadership opportunities across campus, in the local community, and within their inter/national organizations.
- J. Publish or share documents that focus on current events, leadership opportunities, trends, and other information regarding fraternity life.
- K. Provide for the recording and archiving of information about the fraternal community and encourage Member Fraternity leaders to do the same within their organizations.

Section II. Annual Data Reporting to the NIC

In accordance with the NIC Standards, IFC Advisors shall assist the IFC in providing the following data to the NIC annually:

- A. The all-university, all-men's, all-fraternity, and individual Member Fraternity grade point averages, reported each semester
- B. The total number of men who pledged all Member Fraternities during each academic year.
- C. The total number of men who were initiated in all Member Fraternities during each academic year.
- D. The percentage of fraternity men compared to the total number of all men enrolled at the University of Southern Mississippi during each academic year.
- E. The total number of chapters and colonies opened and closed during each academic year.
- F. The total number of full-time professionals employed by the University of Southern Mississippi who work directly within fraternity and sorority life, during each academic year.
- G. The five-year graduation rate of fraternity men compared to the five-year graduation rate of all men enrolled at the University of Southern Mississippi during each academic year.

ARTICLE V – FINANCIAL MANAGEMENT POLICY

Section I. Fiscal Year

The fiscal year of the Council for the purposes of accounting shall be July 1 through June 30.

Section II. IFC Semester Budget

The Vice President of Administrative Affairs shall propose an annual budget to the IFC Executive Board by the third meeting of each semester. Upon adoption by the IFC Executive Board, the budget shall be presented to the IFC General Body for ratification.

Section III. IFC Contingency Account

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

Section IV. Appropriate Use of IFC Funds

IFC funds are under the jurisdiction of the IFC Executive Board 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 any controlled substance.

Section V. Expenditure Approval

The IFC President and the IFC Vice President of Administrative Affairs shall approve all budgetary expenditures. Requests for budgetary expenditures shall be made utilizing the IFC Expenditure Request Form. All expenditure requests shall be submitted at least two weeks prior to the date of the requested disbursement.

Section VI. Requests for Reimbursement

Individuals or Member Fraternities conducting business on behalf of the IFC may request a reimbursement for their expenses utilizing the IFC Reimbursement Request Form. All reimbursement requests shall be submitted within two weeks of the purchase and are subject to the approval of the IFC President and IFC Vice President of Administrative Affairs.

Section VII. Financial Reporting

Any member chapter may request financial and spending reports of the Council. The IFC Vice President of Administrative Affairs shall also provide a financial report to the IFC General Body on a monthly basis including all income and expenses during the given period of time and in relation to the overall budget for each line item.

Section VIII. Financial Record Keeping

The IFC Vice President of Administrative Affairs 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, actual dues levied, canceled checks, ledgers, and journals.

ARTICLE VI – FINANCIAL OBLIGATIONS

Section I. IFC Member Fraternity Dues

- A. Each member chapter of the IFC will be charged membership dues based on the chapter's GPA from the semester prior.
 - i. For a chapter with a 2.4-2.59 GPA: Active member dues will be \$20 and new member dues will be \$15.
 - ii. For a chapter with a 2.6-2.79 GPA: Active member dues will be \$15 and new member dues will be \$12.
 - iii. For a chapter with a 2.8-2.99 GPA: Active member dues will be \$12 and new member dues will be \$10.
 - iv. For a chapter with a 3.0 or higher GPA: Active member dues will be \$10 and new member dues will be \$5.
- B. All chapter dues charged will be on top of any fine that is given during an academic hearing by the IFC Attorney General and the Judicial Board.

- C. A two-third majority vote of the IFC member body is required to amend the member fraternity dues amount.

Section I. New Member Signing Fee

All new members will pay a signing fee in the amount of \$50.00 thereby processing his membership card. Affiliates from other chapters transferring to USM shall be exempted from this fee. This signing fee shall be paid (1) beforehand and refunded if no bid is signed or (2) paid at Signing Day or upon the signing of a binding bid.

Section III. Fines

The Executive Board has the power collectively or individually levy fines at their discretion to member chapters.

- A. Appeals to any levied fine can be made to the IFC Attorney General and must be completed within one week of the charged fine.
- B. All fines levied to any member chapter must be paid in full within two weeks of the charged date.

Section IV. Delinquent Payments

- A. Any amount unpaid by the due date shall result in a 10% penalty and loss of representation in the IFC General Body until payment has been made.
- B. Any amount unpaid by the due date shall result in the Member Fraternity being placed on Administrative Suspension of Social Privileges until full payment is received
- C. Non-payment of fines and/or dues by the last day of a current semester will result in the member chapter being brought before the IFC Judicial Board in the form of a hearing.

ARTICLE VII- RECRUITMENT POLICY

Section I. IFC / Rho Alpha Involvement.

IFC officers & Rho Alphas are not to wear their chapter letters at IFC-sponsored recruiting activities. They are, however, allowed to represent their chapter on most normal days or at chapter recruitment events. IFC officers & Rho Alphas should not be recruiting directly for their chapter, as this is the job of the chapter's officers and other members, but should be supportive of their own organization, answer questions about recruitment, and promote a positive demeanor of all member organizations to prospective recruits.

Section II. Recruitment Event Definition

Any event that meets one of the following criteria will be designated as a recruitment event

- A. Organized to persuade or encourage a recruit to join your organization.
- B. Where there is a contribution of monetary funds, either;
 - i. Chapter funds, or;
 - ii. The use of a "slush" fund by chapter members
- C. The presence of a recruit and 20% of chapter members or 15 members are present.

Section III. Registered Events

All summer recruitment events must be registered with the IFC

- A. Chapters will "draft" or pick dates during the summer to have registered recruitment events.
 - i. Dates shall be picked before finals week of the spring semester
- B. Multiple events can be the same day, but they must not be during the same time if in proximity to each other.
- C. Draft order shall be decided by GPA
- D. Registration must include: type of event, location, and time of event.
- E. No recruitment event can overlap with university orientation sessions.
 - i. Events may be scheduled before the beginning or at the end of orientation sessions.

Section IV. Fair Dealing.

No chapter's members shall slander, libel or otherwise defame the good name of another member organization.

Section V. Alcohol and Illegal Substances

- A. No chapter or chapter member shall provide alcohol, drugs, or drug paraphernalia of any kind to a recruit.
- B. Drugs and alcohol are not to be present at any chapter recruitment events
- C. Any persons under the influence of alcohol may not be in attendance for a recruiting event.

Section VI. Bidding

Students may only be offered binding membership into a member fraternity as outlined in the recruitment rules. Any offers, verbal or written, to potential members prior to that day are considered non-binding. On the final day of recruitment, that bid becomes binding. If a recruit wishes to join a different fraternity, he must drop and then wait until the next semester to go through the recruitment process.

Section VII. Signing/Bid Day

- A. The IFC will determine the date for Bid Day celebration. The date shall be delayed a number of weeks into the semester and shall occur on a date determined by the members of the IFC executive board and in conjunction with the IFC advisor and or the Fraternity and Sorority Life office.
- B. Signing day will be held at a location to be determined by the Vice President of Recruitment in collaboration with the Assistant Dean of Students for Fraternity and Sorority Life.
- C. Signing/Bid Day is the final day of recruitment, therefore all above policies apply

Section VIII. Violations

- A. Any and all violations of the aforementioned rules shall be adjudicated by the IFC Judicial Board
- B. If a violation is alleged, the fraternity will be notified via email from the Attorney General (or other Executive officer if the Attorney General is recused from hearing the case) within seventy-two (72) hours of a formal notice to the IFC.
- C. Offenses will be determined as minor or severe by the IFC Judicial Board.
- D. The Executive Board, the IFC VP of Recruitment and the IFC Advisor shall have the power to enforce rules and regulations it deems necessary to ensure a fair recruitment.

This power may only be used when it is not possible to convene the Judicial Board (i.e.: summer session and breaks).

- i. Any sanctions shall be voted on by the Judicial Board once it is able to convene.
- ii. Violators may use standard appeal procedures if they feel the sanctions are unjust.

Section IX. Sanctions

Minimum Penalties for a Minor Offense

- A. First minor offense of the recruitment year (ex: starts at beginning of summer academic session and ends at the beginning of the next summer academic session) results in a meeting between chapter leadership, Fraternity and Sorority Life Advisor, and one of the following: IFC President, VP of Recruitment, or Attorney General
- B. Second minor offense of the recruitment year results in a \$50.00 fine (payable to IFC) and a letter sent to the fraternity's chapter advisor, informing them of the offense(s) and action(s) taken by the Judicial Board.
- C. Third offense of the recruitment year results in a \$100.00 fine (payable to IFC) and an additional letter sent to the fraternity's chapter advisor and (inter)national headquarters' office, informing them of the offense(s) and action(s) taken by the Judicial Board.
- D. Punishment for offenses begins during the semester of first offense. (ex: if first offense occurs in spring semester, any other offenses will be counted as subsequent offenses until one "recruitment year" from that semester has expired).

Minimum Penalties for a Severe Offense

- A. First offense of the recruitment year (ex: starts at beginning of summer academic session and ends at the beginning of the next summer academic session) results in a letter sent to the fraternity's chapter advisor and the (inter)national headquarters' office, informing them of the offense(s) and the action(s) taken by the Judicial Board, a minimum \$200.00 fine or \$5.00 per member, whichever is greater, Greek League athletic suspension for one (1) semester and suggested educational programming, if prior actions have not already been taken by the university.
- B. Second offense of the recruitment year results in a letter sent to the fraternity's chapter advisor and the (inter)national headquarters' office, informing them of the offense(s) and the action(s) taken by the Judicial Board; a minimum \$400.00 fine or \$10.00 per member, whichever is greater; social, Greek League athletic, Greek Week and Homecoming suspension for one (1) year; and suggested educational programming, if prior actions have not already been taken by the university.
- C. Third offense of the recruitment year results in a letter sent to the fraternity's chapter advisor and the (inter)national headquarters' office, informing them of the offense(s) and the action(s) taken by the Judicial Board, and a second letter sent to the fraternity's (inter)national headquarters' office, recommending suspension or expulsion of the chapter, if prior actions have not already been taken by the university.

ARTICLE VIII ACADEMIC STANDARDS OF THE IFC

Section I. IFC Good Standing GPA Requirement

- A. Member chapters must secure a 2.80 term GPA to be in good standing with the IFC. Chapters failing to secure a 2.80 term GPA will be subject to IFC disciplinary action as outlined in the bylaws.

Section II. Formal Hearing Procedures for Academic Related Circumstances

- A. Member chapter failing to uphold the academic standards of the IFC will be called to a formal hearing process by the Attorney General. This process is outlined in the Judicial Code of the IFC, Article II Sections I and II.

Section IV. Academic Hearing Appeals

- A. Appeals to Academic related hearings will be heard. This process can be found in the Judicial Code of the IFC, Article II section III.

Section V. Associate/Uninitiated Member GPA

The GPA of any associate or uninitiated member who remain associated with the chapter two weeks prior to the start of final exams will be counted when calculating the overall chapter GPA. The GPA of anyone released prior to this date will not affect the overall chapter GPA.

ARTICLE IX – PUBLICATION AND DISTRIBUTION OF CONSTITUTION AND BYLAWS

Section I. Publication and Distribution of Constitution and Bylaws

The IFC's current Constitution and Bylaws shall be published on the IFC website.

An updated copy of the IFC Constitution and Bylaws will be electronically distributed to each Member Fraternity

ARTICLE X – AMENDMENTS

Section I. Amendments

These Bylaws may be amended by a two-thirds (2/3) affirmative vote of the IFC General Body provided notice of the proposed amendment has provided to Member Fraternities at the preceding regularly scheduled business meeting.

Section II. Adoption

These Bylaws shall become effective and shall supersede all previous Bylaws of the IFC when adopted by a two-thirds (2/3) affirmative vote of the IFC General Body.

Judicial Code of the Interfraternity Council

Article I- Judicial Board Hearings and Due Process

Section I. IFC Judicial Powers and Responsibilities

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

- A. The IFC Constitution, Bylaws, Code of Conduct, and policies;
- B. the rules and regulations of the University of Southern Mississippi; and
- C. the general values-based conduct of fraternity men.

Section II. Due Process

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

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

Section III. Filing of Complaints

Any individual or group may file a complaint against a Member Fraternity, specifying in writing the particular alleged acts of the accused. This must be done by submitting an IFC Judicial Complaint Form to the IFC Attorney General. The IFC Attorney General shall promptly review and investigate the allegation. Upon determination that an allegation has merit, the IFC Attorney General may charge a Member Fraternity with a violation. Charges against any member fraternity must be made within seventy-two (72) hours of notification to the Attorney General.

Section IV. Notification of Charges

Once the IFC Attorney General has determined the filed complaint has merit, the Member Fraternity is to be provided notification either in person or by phone call in tandem with email of the charges at least one week in advance of the hearing. This written notification shall include the following:

- A. Date, time and location of their informal judicial hearing;
- B. Description of the alleged violation; and
- C. Due Process Rights.

Section V. Investigatory Evidence

All evidence related to a complaint shall be compiled and presented to all parties prior to any Informal Judicial Hearing or Formal Judicial Board Hearing. All evidence shall be directly

related to the complaint(s) alleged against the Member Fraternity and shall be approved by the IFC Attorney General prior to circulation.

Section VI. Informal Judicial Hearing

Upon a finding of the IFC Attorney General that a filed complaint has merit, he shall offer the charged Member Fraternity the opportunity to participate in an Informal Judicial Hearing.

In cases in which the charged Member Fraternity accepts an Informal Judicial Hearing, the IFC Attorney General shall meet with a representative of the charged Member Fraternity to discuss the allegations of the complaint. Within three (3) business days of the Informal Judicial Hearing, the IFC Attorney General may dismiss the complaint with a finding of no violations or provide the charged Member Fraternity with his finding of violations and recommendation for a resolution through disciplinary sanctions. The charged Member Fraternity has three (3) business days to accept or reject the terms of resolution. If the charged Member Fraternity accepts the resolution, the charged Member Fraternity waives all rights of appeal and the outcome is final.

If the charged Member Fraternity rejects the resolution, a Formal IFC Judicial Board Hearing will be convened to hear the case.

Section VII. Prohibited Sanctions for Informal Judicial Hearings

The IFC Attorney General shall not recommend probation, suspension or loss of IFC recognition through an Informal Judicial Hearing. Should the IFC Attorney General believe probation, suspension or loss of IFC recognition is warranted, the case shall automatically be referred to a Formal IFC Judicial Board hearing.

Section VIII. Formal IFC Judicial Board Hearing

If:

- A. the charged Member Fraternity rejects having an Informal Judicial Hearing;
- B. the charged Member Fraternity rejects the Informal Judicial Hearing recommendation for resolution; or
- C. the IFC Attorney General determines the allegation is egregious enough to warrant potential suspension or loss of IFC recognition;

the IFC Attorney General shall convene a Formal IFC Judicial Board Hearing.

In accordance with Article VI, Section VI, of the IFC Constitution, the IFC Attorney General will select five (5) Judicial Board justices, as predetermined by an alphabetical rotation of the Member Fraternities, to hear the case. In the event the IFC Judicial Board rotation for service on a Judicial Board hearing falls upon an IFC Justice whose Member Fraternity is involved in the alleged violation, the rotation will skip to the next Member Fraternity in the alphabetical rotation.

The IFC Attorney General shall serve as a non-voting Chief Justice and the procedural officer for all Judicial Board hearings.

Section IX. Formal IFC Judicial Board Hearing Proceedings

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

- A. **Participants:** Attendance at all IFC Judicial Board hearings shall be limited to the Member Fraternities involved, any witnesses, the IFC Justices assigned to serve on the Judicial Board for the hearing, and the IFC Attorney General. Additionally, the charged Member Fraternity may be accompanied by its chapter advisor during any Judicial Board hearing. The chapter advisor must be registered as the official chapter advisor of the Member Fraternity.
- B. **Confidentiality:** All individuals involved in a hearing are required to agree to a statement of confidentiality. Individuals shall not disclose information regarding the following:
 1. Any individuals, Member Fraternities, or IFC Justices involved.
 2. Details of the proceedings
 3. Witness testimony.
- C. **Hearing Process:**
 1. **Initiation of the Hearing:** The IFC Attorney General shall inform all individuals present that the hearing will be conducted in an orderly manner and any person causing disruption will be asked to leave. Additionally, he shall advise the charged Member Fraternity of the formality of the hearing and the necessity of all parties to be truthful.
 2. **Overview of Judicial Hearing Process:** The IFC Attorney General shall outline the process for the remainder of the hearing as follows:
 - a. **Presentation of alleged charges, violations, and investigatory evidence against the charged Member Fraternity shall be presented by the IFC Attorney General:**
 - i. Charged Member Fraternity may ask questions;
 - ii. IFC Justices may ask questions;
 - b. **Presentation of charged Member Fraternity:**
 - i. IFC Justices may ask questions;
 - c. **Calling of Witnesses**
 - i. Charged Member Fraternity may ask questions;
 - ii. IFC Justices may ask questions;
 - d. **Charged Member Fraternity may give final statement;**
 - e. **IFC Justices deliberate in closed session to determine findings of responsibility and if necessary, appropriate sanction(s).**

Section X. Conflicts of Interest

In the event the IFC Attorney General's Member Fraternity is involved in the alleged violation, the highest ranking IFC Executive Board officer, starting with the IFC President, as listed in Article VI, Section II of the IFC Constitution, shall serve in his stead.

Section XI. Prohibition on Recruitment Restrictions as a Sanction

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

Section XII. System Wide Sanctions

The IFC General body may consider and enact a pause on fraternity activities such as social events by a vote of the membership but under no circumstances may it prohibit a Member Fraternity's associational rights such as the ability to recruit, meet, or conduct business.

Section XIII. Non-Status Sanctions

The following are sanctions that may be imposed by the IFC Judicial Board and/or IFC Attorney General (including, but not limited to):

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

Section XV. Duration of Sanctions

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

Section XVI. Notification of Findings

Within three (3) business days of any Informal or Formal Judicial Hearing, the IFC Attorney General shall communicate in person or by phone call in tandem with email to the charged Member Fraternity, its inter/national headquarters, and its chapter advisor, as well as any relevant University of Southern Mississippi administrators, the alleged violation, the findings of the hearing, and any sanction(s) imposed.

The IFC Attorney General shall notify the IFC General Body of any sanctions imposed upon a Member Fraternity through any Informal or Formal Judicial Hearing.

Section XVII. Appeals

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

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

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

Section XVIII. Non-Status Sanctions Appeals

The IFC Executive Board shall hear appeals for Non-Status Sanctions. The IFC Attorney General shall first present the IFC Judicial Board's decision and rationale for its actions. The appealing Member Fraternity shall then be afforded the opportunity to present its reasoning for seeking a reconsideration of the IFC Judicial Board's actions. Any individual from the appealing Member Fraternity serving on the IFC Executive Board shall not participate in the appeal proceedings. The IFC Executive Board may either dismiss the charge(s) with no sanctions or to alter the sanctions imposed by a two-thirds (2/3) vote. The decision of the IFC Executive Board shall be final for Non-Status Sanctions.

Section XIX. Status Sanctions Appeals

The IFC General Body shall hear appeals for Status Sanctions. The IFC Attorney General shall first present the IFC Judicial Board's decision and rationale for its actions. The appealing Member Fraternity shall then be afforded the opportunity to present its reasoning for seeking a reconsideration of the decision. Upon completion of the Member Fraternity appeal presentation, all representatives of the Member Fraternity shall be dismissed from the meeting, including the Member Fraternity's IFC Representative and Alternate Representative.

The IFC General Body shall first vote on whether to uphold the status sanction, which shall require a two-thirds (2/3) vote. In the event the IFC General Body fails to uphold the decision, the IFC General Body shall determine by a two-thirds (2/3) vote to either dismiss the charge(s) with no sanctions or to alter the sanctions imposed.

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

Section V. IFC Judicial Policy

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

Section VI. IFC Judicial Board Hearing Justice Selection

The IFC Attorney General will select five (5) Judicial Board justices, as predetermined by an alphabetical rotation of the Member Fraternities, to hear a case. In the event the IFC Judicial Committee rotation for service on a Judicial Board hearing falls upon an IFC Justice whose Member Fraternity is involved in the alleged violation, the rotation will skip to the next Member Fraternity in the alphabetical rotation.

Section VII. IFC Judicial Board Hearing Attendance

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

- C. All IFC Justices assigned to an IFC Judicial Board hearing shall be present in order to conduct business on behalf of the IFC Judicial Board.

- D. Each IFC Justice assigned to an IFC Judicial Board hearing is required to attend the hearing. Failure of an IFC Justice to attend an IFC Judicial Board hearing for which he was assigned shall result in his Member Fraternity being referred to the IFC Attorney General for potential judicial review.

Section VIII. IFC Judicial Board Hearing Voting Policies

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

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

Article II – Academic Hearing Procedures

Section I – Formal Hearing Procedures for academic related circumstances-first offense

- A. Should an academic hearing be called, the procedures of the hearing shall mirror those of the standard judicial hearing unless otherwise noted in this article.
- B. All academic hearings shall be conducted in the manner as listed in Article I, Section II of the Judicial Code.
- C. Unless mitigating circumstances/evidence can be presented as to why the chapter failed to meet the 2.80 expectation, the following sanction guidelines shall be observed:
 - a. Below a 2.80 (1 semester)—If a member chapter has less than a 2.80 term GPA, the chapter will be given a punishment of three-weeks social probation. The member chapter will not be allowed to host any party in their house or at an off-campus venue for three weeks.
 - b. Below a 2.60 (1 semester)—If a member chapter has less than a 2.60 term GPA, the chapter will be given a punishment of six-weeks social probation (equal to that in section a) and will not be allowed to participate in or host any event on or off campus, including but not limited to philanthropy events or SGA sponsored competitions (ex. Homecoming), while the chapter is on probation.
 - c. Below a 2.40 (1 semester)—If a member chapter has less than a 2.40 term GPA, the chapter will be given a punishment of semester long social probation (equal to that in section a) and will not be allowed to host or participate in any event on or off campus, including but not limited to philanthropy events or SGA sponsored competitions (ex. Homecoming), while the chapter is on probation. The member chapter will also be punished with a fine of \$10 per active member and \$5 per associate or uninitiated member. Chapters below a 2.40 will be required to submit an academic plan of action to the IFC executive council within two weeks of the formal hearing.

Section II – Formal hearing Procedures for academic circumstances-multiple semesters

- A. In the event that a chapter fails to meet the minimum standard multiple consecutive semesters, they will be subject to hearing process as listed in Article I, Section II of the Judicial Code.
- B. Unless mitigating circumstances/evidence can be presented as to why the chapter failed to meet the 2.80 expectation, the following sanction guidelines shall be observed:

- a. Below a 2.80 (multiple semesters) – If a member chapter has less than a 2.80 term GPA for multiple consecutive semesters, the chapter will be given a punishment of six-weeks social probation (equal to that in article VIII, section 2) and will not be allowed to participate in or host any event on or off campus, including but not limited to philanthropy events, SGA sponsored competitions (ex. Homecoming), and intramural sports while the chapter is on probation. Member chapter will also be punished with a fine of \$10 per active member and \$5 per associate or uninitiated member.
- b. Below a 2.60 (multiple semesters) – If a member chapter has less than a 2.60 term GPA for multiple consecutive semesters, the chapter will be given a punishment of semester long social probation (equal to that in article VIII, section 2) and will not be allowed to host or participate in any event on or off campus, including but not limited to philanthropy events, SGA sponsored competitions (ex. Homecoming), and intramural sports while the chapter is on probation. The member chapter will also be punished with a fine of \$10 per active member and \$5 per associate or uninitiated member.
- c. Below a 2.40 (multiple semesters) – If a member chapter has less than a 2.40 term GPA for multiple consecutive semesters, the chapter will be given a punishment of semester long social probation (equal to that of article VIII, section 2), and will not be allowed to host or participate in any events on or off of campus, including but not limited to philanthropy events, SGA sponsored competitions (ex. Homecoming), and intramural sports. The member chapter will be given a fine of \$15 per active member and \$10 per associate or uninitiated member. Chapters below a 2.40 for more than one consecutive semester will be required to submit an academic plan of action to the IFC executive council within two weeks of the formal hearing.

Section III – Academic Hearing Appeals

- A. Member chapters that have been called to an academic hearing may appeal the ruling of the board to the Executive Officers of the IFC. All appeals to academic hearings must be filed within three days (in writing and or electronically) of the hearing and the appeal will be heard within eight business days of the filing. Appeals shall be addressed to the IFC President and can be made on the following grounds:
 - a. Error in the charge and/or Judicial Board Hearing process that materially affected the outcome.
 - b. The severity of the sanction did not match the severity of the violation.
 - c. New information that could not have been discovered prior to the IFC Judicial Board Hearing through the exercise of reasonable diligence.

Article III -Elections and Appointments

Section I. Elections.

The following offices are elected positions: President, Vice President of Recruitment and Retention, Vice President of Administrative Affairs, Vice President of Community Outreach, Vice President of Scholarship, and the Vice President of Programming.

Section II. Appointments.

The President shall appoint the Attorney General.

Section III. Eligibility.

To be eligible for nomination, a candidate must meet all duties, qualifications, and eligibility standards listed for the position he is seeking pursuant to Article VI, Section III.

Section IV. Timetable.

- E. Applications for elected and appointed offices will be available one (1) month prior to the Election of Officers meeting. Those applications will be accepted at the latest by Noon on the day of the Election of Officers meeting.
- F. The Election of Officers meeting will occur at the third to last Council meeting of the fall term;
- G. The Attorney General will be appointed and confirmed at the second to last Council meeting of the fall term;
- H. The sitting Attorney General will administer the *Oath of Office* to all elected and appointed officers at the last Council meeting of the fall term.

Section V. Procedure for Elections.

- F. A vote by secret ballot shall be held for all elected offices;
- G. A simple majority of voting member chapters is sufficient to elect a candidate to an office
- H. If no candidate has a clear majority, then the candidate with the lowest number of votes will be eliminated and the vote recast
- I. If a candidate for office is eliminated, he may drop down to run for any other elected office, however, no candidate may run for more than two offices
- J. In the event of a tie, the President will cast the tie-breaking vote.

Section VI. Procedure for Appointments

- E. The presentation of the appointment and subsequent confirmation meeting will be held immediately following elections
- F. A simple majority of voting member chapters is sufficient to confirm any appointment;
- G. If the Council rejects the appointment, a new appointment and subsequent confirmation meeting will be held at the last meeting of the fall term;
- H. If no appointment is confirmed in the fall term, the President shall reopen applications at the first meeting of the spring term and begin the process from the beginning.

Section VII. Impeachment.

Any member chapter or Executive Board officer of the Council may bring charges of impeachment against an Executive Board officer of the Council.

- A. Any member of the Executive Board can be impeached for failure to carry out their duties as assigned in the Constitution and Bylaws under the following guidelines:
- B. Written notification provided the accused of the charges for their dismissal;
- C. Only one of the following options may be utilized to impeach an officer.
 - i. Option 1: Executive Board Process (used if executive board officer brings charges of impeachment)
 - 1. A hearing at an Executive Board meeting, in closed session, in which the accused is allowed to provide defense against the charge;
 - 2. Discussion and deliberation in the absence of the accused; a unanimous vote at that Executive Board meeting and in the absence of the accused is required for the removal of an officer.
 - ii. Option 2: Council Process (used if member chapter brings charges of impeachment)
 - 1. A hearing at a Special meeting of the Council, called for the purpose, held in closed session, in which the accused is allowed to provide defense against the charge;
 - 2. Discussion and deliberation in the absence of the accused;
 - 3. A two-thirds vote of member chapters at that Special meeting and in the absence of the accused is required for removal of an officer.
- D. The Office of Fraternity and Sorority Life retains the right to remove an officer pursuant to violations of local, state, or federal law, University policy, or the Student Code of Conduct.

Article IV – Amendments

Section I. Amendments

These Judicial Policies may be amended by a two-thirds (2/3) affirmative vote of the IFC General Body provided notice of the proposed amendment has provided to Member Fraternities at the preceding regularly scheduled business meeting.

Section II. Adoption

These policies and procedures shall become effective and shall supersede all previous Judicial Policies of the IFC when adopted by a two-thirds (2/3) affirmative vote of the IFC General Body.

Policies and Procedures of the Interfraternity Council

Article I – Council Meetings

Section I – Frequency

- A. The general body of the IFC shall meet for a general council meeting at least biweekly (once every other week).

Section II – Procedure

- A. The meeting shall be brought to session by the IFC President.
- B. Each meeting, roll call shall be taken to account for every member chapter and representative present.
- C. Any guest speakers shall be given the floor to share information of his/her organization or campus office.
- D. Members of the IFC Executive Board shall give reports to the general body of the IFC.
 - a. The order of reports shall be:
 - i. Vice President of Scholarship
 - ii. Vice President of Community Outreach
 - iii. Vice President of Programming
 - iv. Attorney General
 - v. Vice President of Administrative Affairs
 - vi. Vice President of Recruitment
 - vii. President
 - viii. IFC Advisor
 - b. Reports shall be information including but not limited to:
 - i. Round tables or informational sessions
 - ii. New business concerning his own position within the IFC
 - iii. Campus news or information of campus resources
 - iv. Any other information pertaining to the IFC at that time
- E. Old Business shall be discussed and deliberated after the presentation of officer reports.
- F. New Business shall be presented to the general body of the IFC after the deliberation and closing of old business
 - a. If the Executive board has no new business, the floor is opened to the general body of the IFC
- G. Prior to closing the meeting, all member chapters represented are given the opportunity to report any events or business of each fraternity. The order for announcements will be the same as the roll call order.

Article II – Recruitment Policies

Section I – Recruitment Policies

- A. Formal Recruitment
 - a. The days designated for formal recruitment and house visits shall be to the discretion of the Office of Fraternity and Sorority Life staff, the Vice President of Recruitment for the IFC, and the IFC Executive Board.
 - b. These days shall be organized and planned by the Vice President of Recruitment for the IFC and approved by the IFC advisor or Fraternity and Sorority Life staff.

B. Bid Day

- a. There shall be no alcohol permitted in/on any university property or present at any event in celebration of Bid Signing Day.
- b. No inflatable/blowup or mechanical ride of any sort shall be permitted for Bid Day celebrations on university property, regardless of any waiver or liability release that is signed.

C. Violations

- a. Any member chapter that is in violation of these policies will be called for Judicial Review and follow the policies of recruitment violations as listed in the IFC Bylaws Article VIII, Section VIII.
- b. Any sanctions given will follow those as listed in Article VIII, Section VII

Section II – Grade Appeals

- A. A new member wishing to sign a bid card must have a core high school GPA of 2.7 or higher. IF a new member has less than a 2.7 core GPA, he will be required to fill out a grade appeal form and appear before the IFC Executive council for a hearing.
- B. There will be a maximum of 4 appeals granted to each chapter in the fall recruitment season and a maximum of 2 appeals granted in the spring recruitment season.
- C. Chapters will be granted grade appeals based on the overall GPA from the semester prior to the recruitment season. A chapter with a GPA of 3.0 or higher will be granted the maximum number of grade appeals. Chapters with less than a 3.0 will be granted a number of appeals based on the discretion of the IFC Executive council

All other policies regarding Recruitment can be found in the bylaws of the IFC, Article VII.

Article III – Member Chapter Involvement

- A. Member chapters must hold to the minimum standards as follows:
 - a. IFC and NPHC organizations must submit a preliminary roster by the second Friday of the fall or spring semester.
 - b. Updating rosters by November 1 and April 1 of each semester for accurate grade reporting as referenced in the academic standards section of this document.
 - c. Pieces needed for Fraternity and Sorority Life promotional materials and sessions including but not limited to pictures, chapter specific data, etc.
 - d. Philanthropic fundraising dollars raised reported on the Fraternity and Sorority Life office website submission form, by Dec 31.
 - e. Community Service hours submission by Dec 31.
 - f. Submission of their official Fraternity and Sorority Life Membership cards within one week of bid distribution.
 - g. Meeting the required attendance percentage (to be communicated no fewer than 3 weeks in advance) for Fraternity and Sorority Life mandated events such as convocations, speakers, community service, etc.
- B. Philanthropy Events
 - a. Each member chapter must participate in philanthropic events hosted by chapters in other councils.
 - i. Failure to participate in these events will result in a \$50 fee to be used for the philanthropy being supported.

- ii. Events requiring participation are large scale, team events, not profit shares or small house events. (Ex. Dance competitions, sports competitions, etc.)

Article V – General Policies

Section I – Auxiliary Groups

- A. Member chapters of the IFC shall not have any form of auxiliary groups within the organization
 - a. These groups include but are not limited to little sister programs
- B. Member chapters are permitted to have a court or honorary group
 - a. An elected group of women who will represent the chapter for a single year, voted on by the chapter once a year.

Article VI – Amendments

Section I. Amendments

These policies and procedures may be amended by a majority affirmative vote of the IFC General Body provided notice of the proposed amendment has provided to Member Fraternities at the preceding regularly scheduled business meeting.

Section II. Adoption

These policies and procedures shall become effective and shall supersede all previous policies and procedures of the IFC when adopted by a majority affirmative vote of the IFC General Body.