

UC DAVIS

STUDENT HOUSING

Sorority and Fraternity Life

Community Policies

Updated: 9/12/2016

OFFICE OF SORORITY & FRATERNITY LIFE COMMUNITY POLICIES

- I. **PURPOSE** - The Office of Sorority & Fraternity Life Community Policies are designed to provide a framework for accountability and success, and to uphold the Standards and Values of the Sorority and Fraternity Life community. All fraternal organizations recognized by the institution will be held to all conditions of the Recognition & Accreditation Program and policies herein.
- II. **FRATERNAL ORGANIZATION DEFINED** - Any Registered Student Organization recognized as a sorority or fraternity at UC Davis by the Center for Student Involvement and the Office of Sorority and Fraternity Life.
 1. Student organizations will be considered a sorority or fraternity and adhere to the RAP and OSFL Community Policies if they meet one or more of the conditions below:
 - a. Single-gender Registered Student Organization.
 - b. Affiliated with a Regional, National, or International parent organization that advertises itself as a sorority or fraternity AND is not an honor society.
 - c. Affiliated with a Regional, National, or International parent organization that is a member of a national/international council (e.g. National APIA Panhellenic Association; National Association of Latino Fraternal Organizations; National Panhellenic Conference; National Pan-Hellenic Council; National Multicultural Greek Council; North American Interfraternity Council; etc.).
 - d. Participate in multiple activities commonly associated with sororities and fraternities, such as:
 - a) New member intake process
 - b) New member education process
 - c) Rush/recruitment period
 - d) Numerous large-scale social and/or philanthropic events
- III. **ACCREDITATION STATUS** - Through the annual RAP, and compliance with these policies, Chapters can receive the following accreditation statuses:
 1. *Accredited* - Accredited Chapters have completed all requirements to receive all privileges of a Recognized Student Organization (RSO) as outlined by the Center for Student Involvement. These requirements include:
 - a. Earn a RAP Score above 100 points through quality submissions in areas of Scholarship, Leadership, Service, and Community.
 - b. Complete all four (4) Community Education Program requirements with at least 70% attendance annually.
 - c. Have no outstanding/unresolved Group Conduct violations.
 - d. Be in good financial and judicial standing with respective governing council.
 - e. Submit all Quarterly Reports completely and on time.
 - f. Meet other Requirements of a Fraternal Organization listed below.

2. *Provisional* - Provisional accreditation is a temporary status for Chapters that have not met all minimum requirements of the Registration & Accreditation Program to be accredited. During this time the Chapter will still be a Recognized Student Organization by the institution and the Office of Sorority and Fraternity Life, but will be assigned 'Provisional' accreditation status and will be required to complete Provisional Assignments determined by the Office of Sorority and Fraternity Life within one quarter (end of Fall) to earn 'Accredited' status. Failure to complete all Provisional Assignments within one quarter will result in the Chapter being placed on 'Not Accredited Level 1' status. A Chapter can be placed on 'Provisional' accreditation for the following:
 - a. RAP Score below 100 points
 - b. Have not completed all four (4) Community Education Program requirements within the allotted time or at the required percentages.
 - c. Chapter has outstanding conduct violations and has not resolved outstanding sanctions.
 - d. Chapter is inactive, or in poor financial or judicial standing with respective governing council.
 - e. Chapter has not met the other Requirements of a Fraternal Organization.
3. *Not Accredited* - Chapters that do not complete their Provisional Assignments within the allotted time will be placed a 'Not Accredited' status. There are two levels that Not Accredited Chapters can be placed on:
 - a. Not Accredited Level 1: Probation - for the first year as a Not Accredited Chapter, the Chapter will be on a Level 1 Probation status. During this time the Chapter will still be a Recognized Student Organization by the institution and the Office of Sorority and Fraternity Life, and will have until the end of the next RAP Term (one year) to complete all Provisional Assignments and earn Accredited status.
 - a) Level 1 Sanction: Probation - Chapters on probation will be required to have mandatory bi-weekly advising meetings with their OSFL Coordinator to monitor progress and develop plans to complete Provisional Assignments.
 - b. Not Accredited Level 2: Suspension or Removal - after the first year as a Not Accredited Chapter, if the Provisional Assignments are still incomplete and the Chapter has continued to not be compliant, their probation status will advance to Level 2: Suspension or Removal. The extent of the unmet Provisional Assignments and/or conduct violations will determine which sanction is assigned:
 - a) Level 2 Sanction: Suspension - Suspended Chapters will have their status and privileges as a Registered Student Organization revoked for one year. The Chapter will still be recognized by the Office of Sorority and Fraternity Life if they commit to working with the staff to develop and implement a Chapter Accreditation Plan to get the organization Accredited. Progress toward Chapter Accreditation Plan will determine if the gains Accredited status or will face Not Accredited Level 2 Sanction.

- b) Level 2 Sanction: Removal - Chapters that continue to not be compliant with the RAP, have incomplete Provisional Assignments, and/or severe conduct violations will have their status a Registered Student Organization at UC Davis **removed indefinitely** with no guarantee of approved return.

IV. DORMANT STATUS - A Chapter whose membership has fallen below five members, the minimum requirement for Registered Student Organizations, may request Dormant Status with the Office of Sorority and Fraternity Life. Chapters in this status may still receive the privileges of a Registered Student Organization as outlined by the Center for Student Involvement. To maintain these privileges, the Chapter/organization must adhere to the following expectations:

1. Uphold the expectations and standards set for all organizations as outlined in Office of Sorority and Fraternity Life policies, the respective council's governing documents, and university policy and procedures.
2. Must maintain an official point of contact with the Office of Sorority and Fraternity Life staff that is updated at the start of each Quarter.
3. Publicity and use of campus facilities is limited to the recruitment of new members and educational programming. All publicity and programming must be done in co-sponsorship with the Chapter's respective governing council.
4. An organization can maintain dormant status for **up to two academic years**. If the organization has not met the requirements to be a UC Davis Registered Student Organization within that time period, the organization may face Not Accredited Level 2 Sanction: Removal, and asked to go through the expansion process if they wish to return to campus.
5. Until the organization meets the requirements of a UC Davis Registered Student Organization (<http://csi.ucdavis.edu/student-organizations/orientation/>), the organization will not be recognized by the institution as an official student organization.

V. REQUIREMENTS OF FRATERNAL ORGANIZATIONS -

1. Must meet requirements set by Center for Student Involvement to be a Registered Student Organization (<http://csi.ucdavis.edu/student-organizations/orientation/>).
2. Must meet all annual deadlines, expectations and requirements set in the RAP.
3. Must have an on-campus advisor or local Chapter advisor.
4. Must complete/submit all quarterly reports (further details and deadlines in appendices):
 - a. Chapter Reporting
 - a) Officers and Advisor Update
 - b) Officer Anti-Hazing Compliance Form
 - c) Notice to Conduct Intake/NM Education
 - d) Member Roster Update
 - e) Certificate of Insurance
 - b. New Member Reporting
 - a) New Member Roster (within 2 days of accepted bid)
 - b) NM Anti-Hazing/Grade Release Form (within 2 days of MIP/NME process)

c. New Initiate Reporting

a) New Initiate Roster (within 1 week of initiation)

5. Must maintain quarter and cumulative grade point average (GPA) as an organization above the community minimum of 2.5.
6. Only students with at least a 2.0 cumulative GPA are allowed to affiliate with a fraternal organization. Chapters are encouraged to work with the Office of Sorority and Fraternity Life to verify an individual's academic standing before offering invitations for membership.
7. Must have a Risk Management Plan submitted annually through the RAP. The plan should meet or exceed the standards and procedures outlined in Risk Management Policy section below.
8. Must be a member of a recognized OSFL governing council: Asian Sorority and Fraternity Council, Davis Collegiate Panhellenic Association, Interfraternity Council, National Pan-Hellenic Council, Professional Sorority and Fraternity Council, or United Sorority and Fraternity Council.
9. Must support and follow OSFL's Expansion/Extension Procedures/Policy listed below.
10. Must have at least 70% of Chapter membership participate in educational programs on: anti-hazing, alcohol safety, sexual violence prevention, and social justice education every 12 months.
11. Must maintain a valid Certificate of Insurance (COI) on file by providing a new copy upon expiration or the start of the academic term / or by securing UC-provided insurance - further details in Organization Insurance section below.

VI. RISK MANAGEMENT POLICY - The following policies, adopted from FIPG and the University of California, Davis, shall apply to all sorority and fraternity Chapters and members at UC Davis.

1. Alcohol and Drugs:

- a. The possession, sale, use or consumption of alcoholic beverages, during an event sponsored or endorsed by the Chapter, or at any event an observer would associate with the Chapter, must be in compliance with any and all applicable laws of the state, province, county, city and institution.
- b. No alcoholic beverages may be purchased through or with Chapter funds.
- c. The purchase or use of a bulk quantity or common source(s) of alcoholic beverage, for example, kegs or large beverage coolers, is prohibited.
- d. OPEN PARTIES, meaning those with unrestricted access by non-members of the Chapter, without specific invitation, where alcohol is present, are prohibited.
- e. No members, collectively or individually, shall purchase for, serve to, or sell alcoholic beverages to those under legal drinking age.
- f. The possession, sale or use of any ILLEGAL DRUGS or CONTROLLED SUBSTANCES while on chapter premises or during a fraternity event or at any event that an observer would associate with the fraternity is strictly prohibited.
- g. No chapter may co-sponsor an event with an alcohol distributor or tavern (tavern defined as an establishment generating more than half of annual gross sales

from alcohol) at which alcohol is given away, sold or otherwise provided to those present. This includes any event held in, at or on the property of a tavern as defined above for purposes of fundraising. However, a chapter may rent or use a room or area in a tavern as defined above for a closed event held within the provisions of this policy, including the use of a third party vendor and guest list. An event at which alcohol is present may be conducted or co-sponsored with a charitable organization if the event is held within the provisions of this policy.

- h. Alcohol is prohibited at all RECRUITMENT or rush activities or events where potential new members are present.
- i. No member or pledge, associate/new member or novice shall permit, tolerate, encourage or participate in "drinking games." The definition of drinking games includes but is not limited to the consumption of shots of alcohol, liquor or alcoholic beverages, the practice of consuming shots equating to one's age, "beer pong," or any other activity involving the consumption of alcohol which involves duress or encouragement related to the consumption of alcohol.
- j. No alcohol shall be present at any pledge/associate member/new member/novice program, activity or ritual of the Chapter. This includes but is not limited to activities associated with "bid night," "big brother – little brother" events or activities, / "big sister - little sister" events or activities, "family" events or activities and initiation.

2. Hazing:

- a. No chapter, colony, student or alumnus shall conduct nor condone hazing activities. Permission or approval by a person being hazed is not a defense. Hazing activities are defined as:
 - a) "Any action taken or situation created, intentionally, whether on or off fraternity premises, to produce mental or physical discomfort, embarrassment, harassment, or ridicule. Such activities may include but are not limited to the following: use of alcohol, paddling in any form, creation of excessive fatigue, physical and psychological shocks, quests, treasure hunts, scavenger hunts, road trips or any other such activities carried on outside or inside of the confines of the chapter house; wearing of public apparel which is conspicuous and not normally in good taste, engaging in public stunts and buffoonery, morally degrading or humiliating games and activities, and any other activities which are not consistent with academic achievement, fraternal law, ritual or policy or the regulations and policies of the educational institution or applicable state law."
- b. UC Davis definition of hazing:
 - a) It is against the law for student organizations to conduct any activities which involve "hazing." Violations may result in loss of registration as a student organization, action by the Office of Student Judicial Affairs, or referral to local law enforcement agencies.

- b) Action and activities which may constitute Hazing include, but are not limited to, the following*:
- (1) Forms of physical activity not part of an organized, voluntary athletic contest or not specifically directed toward constructive work.
 - (2) Any activity that might reasonably bring physical harm to the individual.
 - (3) Paddling, beating, or otherwise permitting someone to hit another individual.
 - (4) Requiring one to wear any degrading or uncomfortable garments.
 - (5) Depriving one of the opportunity for sufficient sleep (6 hours per day minimum), decent and edible meals, or access to means of maintaining body cleanliness.
 - (6) Activities interfering with one's academic efforts by causing exhaustion, loss of sleep, or reasonable study time.
 - (7) Requiring one to consume large amounts of alcohol.
 - (8) Forcing, coercing, or permitting one to eat or drink foreign or unusual substances such as raw meat, raw eggs, salt water, onions, etc.
 - (9) Having substances such as eggs, paint, honey, etc. thrown at, poured on, or otherwise applied to the bodies of individuals.
 - (10) Morally degrading or humiliating games or any other activities that make an individual the object of amusement, ridicule, or intimidation.
 - (11) Kidnaps, road trips, etc., which are conducted in a manner that endangers the health or safety of an individual.
 - (12) Subjecting one to cruel or unusual psychological conditions for any reason.
 - (13) Any requirement which compels someone to participate in any activity which is illegal, perverse, publicly indecent, contrary to the individual's genuine moral and/or religious beliefs, or contrary to the rules, policies and regulations of the University.
 - (a) These rules apply to undergraduate, graduate, alumni, potential or active members.

3. Sexual Abuse and Harassment:

- a. Chapters will not tolerate or condone any form of sexist or sexually abusive behavior on the part of its members, whether physical, mental or emotional.
- b. This is to include any actions, activities or events, whether on chapter premises or an off-site location, which are demeaning to women or men, including but not limited to: verbal harassment, sexual assault by individuals or members acting together, the employment or use of strippers, exotic dancers or similar, whether professional or amateur, at a fraternity event as defined in this policy, is prohibited.

- c. UC Davis Definition of Sexual Harassment - Sexual harassment is unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature, when submission to or rejection of this conduct explicitly or implicitly affects a person's employment or education, unreasonably interferes with a person's work or educational performance, or creates an intimidating, hostile or offensive working or learning environment.
4. Discrimination and Harassment:
 - a. Harassment by a student of any person by a) using, displaying, or making other demonstrations of words, gestures, imagery, or physical materials, or engaging in any form of bodily conduct, on the basis of race, color, national or ethnic origin, alienage, sex, religion, age, sexual orientation, or physical or mental disability, that has the effect of creating a hostile and intimidating environment is prohibited.
 - b. Hate and Bias - A hate or bias incident includes non-criminal conduct that is motivated by hatred or bigotry and directed at any individual, residence, house of worship, institution, or business expressly because of the target's real or perceived race, color, national origin, religion, sex, gender identity, pregnancy, physical or mental disability, medical condition (cancer-related or genetic characteristics), ancestry, marital status, age, sexual orientation, citizenship, or service in the uniformed services. Such incidents also include conduct directed against an individual or group because of their association with or advocacy on behalf of a member or members of a legally protected class.
 5. Fire Safety - Fire and safety regulations require persons, groups or organizations that are responsible for meetings, programs or performances in any University classroom or auditorium to adhere strictly to the following:
 - a. Except when entering or leaving the room, no person or persons shall be allowed to sit or stand in any doorway, aisle or passageway that is meant to serve as a means of emergency exit from the room.
 - b. The number of persons admitted to any classroom or auditorium shall not exceed the posted number.
 - c. No seats shall be added to any classroom or auditorium without first obtaining written permission from the Campus Fire Chief or his/her authorized representative.
 - d. In areas in which row seating is set up from time to time (i.e., meetings, theater productions, concerts) a minimum of twelve inches (front to back) must be left open between each row of seats.
 - e. The Campus Fire Department will conduct periodic inspections to insure strict compliance by all persons concerned.

VII. ORGANIZATION INSURANCE - Chapter must maintain a valid/current insurance policy.

1. *Certificate of Insurance* - Chapter's must have a current Certificate of Insurance on file with the Sorority and Fraternity Life Office that meets the following criteria:

- a. The registered student organization at UC Davis must be listed as the Insured or Additional Insured.
 - b. The REGENTS OF THE UNIVERSITY OF CALIFORNIA must also be listed as Additional Insured.
 - c. The Insurer/Producer name and contact information must be on the certificate.
 - d. The policy start and end date must encompass the entire length of the event/year.
 - e. The policy must include General Liability coverage of at least \$1,000,000 per occurrence.
 - f. The Chapter must provide 30 days advance written notice to the University of any modification, change, or cancellation of any component of the insurance coverage.
2. *UC-Provided Insurance* - Organizations without an insurance policy must seek insurance coverage through the University of California's Registered Student Organization insurance policy (CampusConnexions) and satisfy the following criteria:
- a. Submit to the Sorority and Fraternity Life Office an annual letter from a national officer/or Chapter President stating that the organization does not carry an insurance policy for the organization or its affiliates.
 - b. Once the letter is submitted to the Sorority and Fraternity Life Office, the Center for Student Involvement will assist Chapter in applying for CampusConnexions insurance coverage.
 - c. Organizations without insurance coverage from their respective headquarters or elsewhere will not be allowed to reserve space or hold events on campus unless covered by CampusConnexions and a signed insurance acknowledgement is on file with Sorority and Fraternity Life.

VIII. MEMBERSHIP INTAKE/NEW MEMBER EDUCATION - Documentation related to incoming new and initiated members must be completed quarterly.

- 1. *Notice to Conduct Intake/NM Education*
 - a. Chapter must submit intent to conduct or abstain from intake or new member education for the upcoming quarter - due the quarter before.
 - b. Report should include dates for Interest Meetings/Recruitment Events, Selection/Bidding, Start of New Member Education, and Initiation.
 - a) If applicable, the date, time and location for presenting new member (i.e. probate, rollout, revealing, neophyte show).
 - c. In the event that any dates and times need to be changed, the Chapter must notify the Sorority and Fraternity Life Office no less than five business days prior to the new event time.
- 2. *Intake and New Member Education Process* - Chapter must meet all of the following parameters:
 - a. Process must begin and end in the same academic year - process may NOT encompass more than two consecutive quarters.

- b. Activities can only take place during the first through ninth weeks of Fall, Winter, and Spring Quarters. Intake or New Member Education activities may not take place during Winter Break, Spring Break, Summer Break, Exam Week.
 - c. Exceptions to the above will only be granted if Chapter submits a petition in writing explaining the need for an altered plan.
3. *New Member Reporting and New Initiate Reporting*
- a. Chapter must submit a roster to the Office of Sorority and Fraternity Life with each new member's full name and UC Davis email within 2 business days of accepted bid/invitation to join (final deadlines listed in appendices).
 - b. Each new member will be contacted and then must submit the Grade Release and Anti-Hazing Forms via OrgSync within 2 days of the stated start-date of Intake or New Member Education Process.
 - c. Chapters must submit a roster to the Sorority and Fraternity Life Office indicating which individuals were given membership into the organization within one week of initiation.
4. *Presentation of New Members* - All organizations must adhere to the following guidelines when presenting or attending a presentation of new members to the campus community:
- a. Presenting new members is a privilege granted by the campus and must be approved by the Office of Sorority and Fraternity Life.
 - b. Presentation of new members must take place no more than 30 calendar days after the members have been initiated into the organization or prior to the last day of class in the quarter of initiation, whichever comes first.
 - c. Presentation of new members is not to be scheduled on the same date or time of a previously planned event of another Chapter of the same council unless agreed upon by both organizations.
 - d. Presentation shows must take place on the UC Davis campus unless otherwise approved by the Office of Sorority and Fraternity Life.
 - e. A copy of the reservation confirmation must be submitted to the Sorority and Fraternity Life Office before a presentation can be approved.
 - f. No explicit or revealing attire is to be worn by the new members or other show participants/performers.
 - g. Disparaging comments about other organizations or use of foul language will not be tolerated.
 - h. No alcoholic beverages are permitted.
 - i. No physical abuse will be tolerated. This includes, but is not limited to: slapping, kicking, spitting, punching, pushing, poking, caning, etc. Canes, staffs, sticks, etc. may be used as a part of the performance, but may not be used as a weapon to harm another individual.
 - j. In the event of a fight during the presentation, those fighting will be referred immediately to the appropriate campus authority (e.g., Sorority and Fraternity Life Office, Student Judicial Affairs, UC Davis Police Department). If a member of

the presenting organization is involved, the presentation show will be stopped immediately (see Violations section for further details).

- k. Disruptions by other organizations in attendance will not be tolerated. This includes, but is not limited to: walking through the presenters' show, talking over the presenting organization, etc.
 - l. Presentations must begin no later than 9:00 p.m. and last no longer than 2 hours. Presentations must begin within 10 minutes of the stated time on a chapter's MIP/NME paperwork or the presentation will be cancelled. Following the show, members of the presenting organization must vacate the area within 45 minutes to assist with crowd disbursement. The presenting organization will be responsible for ensuring the site used is left in its original state after use.
 - m. An Office of Student Development staff member **MUST** be in attendance at all new member presentations. It is the responsibility of the presenting organization to coordinate with.
5. Violations of MIP/NME Policies - Violations of the policies pertaining to the MIP/NME process may result in losing accreditation status or removal of Chapter's Registered Student Organization status.
- a. Violations include, but are not limited to:
 - a) Failure to submit proper paperwork, or intentional submission of improper paperwork.
 - b) Holding MIP or NME events without adhering to the MIP and NME Guidelines set by the University and/or the inter/national organization.
 - c) Any violations of the State of California's Hazing Laws and/or UC Davis Hazing Policy.

IX. EXPANSION/EXTENSION PROCEDURES - new policy pending

APPENDICES

