



IFC Code of Conduct

Adopted March 25, 2019

As members of the IFC, we, the Member Fraternities, hereby agree to and adopt the following Code of Conduct:

- I. We will know and understand the ideals expressed in our fraternity Rituals and will strive to incorporate them in our daily lives.
- II. We will strive for academic achievement and practice academic integrity.
- III. We will respect the dignity of all persons; therefore, we will not physically, mentally, psychologically or sexually abuse or harm any human being.
- IV. We will protect the health and safety of all human beings.
- V. We will respect our property and the property of others; therefore, we will neither abuse nor tolerate the abuse of property.
- VI. We will meet our financial obligations in a timely manner.
- VII. We will neither use nor support the use of illegal drugs; we will neither misuse nor support the misuse of alcohol.
- VIII. We acknowledge that a clean and attractive environment is essential to both physical and mental health; therefore, we will do all in our power to see that our properties are properly cleaned and maintained.
- IX. We will challenge all fraternity members to abide by these fraternal expectations and will confront those who violate them.



Constitution of the Interfraternity Council at the University of Kentucky

Revised March 25, 2019 to include Standard Operating Procedures; Adopted January 1, 2020

Mission

- I. Our mission as the social fraternities of the University of Kentucky, is to unite in the pursuit of scholarship, community service, character, and the continued growth of the Greek system. It is apparent that these goals can be fully attained only through our cooperation. Thus, the Interfraternity Council of the University of Kentucky is established in order to advocate for the interests of its member fraternities, aid in the development of their members, and improve the community through collective effort.
- II. We, the Interfraternity Council at the University of Kentucky set forth this Constitution and Bylaws in order to cause closer working relationships and coordination among its member chapters and the University of Kentucky, in accordance with the policies and standards established by the North American Interfraternity Conference (NIC). We, the Interfraternity Council (IFC) exists to advance conditions conducive to the success of our member chapters and to promote the progress of the fraternity experience at the University of Kentucky. With this aim, the IFC actively encourages interfraternalism and collaboration with other fraternity and sorority governing councils and student governance bodies. Maintaining a positive working relationship and partnership with the campus administration, alumni, NIC and inter/national headquarters of member chapters is critical toward elevating the role of the IFC.

Article I – Name

- I. The name of this organization shall be the Interfraternity Council at the University of Kentucky, hereinafter referred to as IFC.

Article II – Purpose of the IFC

- I. We, the Interfraternity Council at the University of Kentucky believe in:
 - a. Citizenship: Fraternity men must be responsible, respectful and inclusive citizens of their community.
 - b. Accountability: Fraternity men have the responsibility to hold each other accountable to their fraternal ideals and expectations.
 - c. Choice: Fraternities have the responsibility and right to select men who align with their ideals and expectations.
 - d. Opportunity: Every man has the right to seek membership in a fraternal experience on terms he determines best fit his needs.
 - e. Fairness: For justice to effectively be administered, fraternity members and organizations must provide and be afforded fundamental due process rights.
 - f. Interfraternalism: NIC member chapters stand in solidarity for fellow member chapters that meet NIC Standards.
- II. The purpose of the IFC shall include, but not be limited to, the following:
 - a. To provide a peer governance structure for its member chapters by enforcing and holding member chapters accountable to the IFC Code of Conduct, Constitution and Bylaws.
 - b. To promote relationships that are conducive to the general preservation of the

- fraternity system at the University of Kentucky.
- c. To improve the fraternity experience through helping the fraternity system to remain acceptable and relevant to student life as it changes on our campus.
 - d. To serve as a forum for consideration of the mutual concerns of member organizations.
 - e. To provide assistance to any fraternity in the accomplishment of its goals and activities when such assistance is considered appropriate, and to advocate for their interests.
 - f. To provide programs and activities, both developmental and social, for all member organizations in order to help improve their functioning.
 - g. To provide common experiences that encourages cooperation and unity among organizations.
 - h. To initiate resolutions and recommendations that will further the purposes and ideals of member organizations.
 - i. To develop, in tandem with the University, policies and procedures to provide safe and healthy membership and social experiences.
 - j. To uphold and promote the fraternity criteria of the NIC and the AFLV.
 - k. To promote mutual cooperation between the IFC, fellow governing councils and student organizations, as well as students, faculty, staff and community members at the University of Kentucky and in Lexington, Kentucky.
 - l. To act as the governing body of all member fraternities, as outlined within the bylaws.
 - m. Member fraternities shall retain all powers not vested in IFC. Local, state, and federal laws shall always supersede the IFC bylaws in any situation.
- III. To maintain a strong relationship with its purpose and to provide continuous training and development for officers, member organizations and advisors, the IFC will be a member of the Association of Fraternal Leadership and Values (AFLV) and will purchase an annual campus support package and insurance from the North-American Interfraternity Conference (NIC).

Article III – Organization of the IFC

I. General Organization of the IFC

- a. The general organization of the IFC shall consist of the IFC General Body, the executive board, the judicial board and other committees, as deemed necessary to accomplish the functions of the IFC.

II. IFC General Body

- a. The General Body of the IFC is the legislative body of the IFC and shall consist of one (1) official representative from each fraternity, which must be the chapter president.
- b. The fraternity official representative shall have one (1) vote.
- c. A quorum shall consist of two-thirds (2/3) of the legislative body.
- d. The IFC General Body shall meet regularly during the school year as prescribed in the Bylaws.
- e. The most recent edition of Robert's Rules of Order shall be used to run all meetings.

III. IFC Executive Board Officers

- a. The executive board shall be charged with the responsibility of directing the day-to-day functions of the IFC.
- b. Membership expectations for the executive board shall be outlined in the Bylaws.
- c. The duties and responsibilities of the IFC Officers shall be outlined in the Bylaws.

- d. The executive board may exercise one (1) additional vote in case of a tie during General Body meetings.
- e. The officers of the IFC shall be:
 - i. President
 - ii. Vice President of Judicial Affairs
 - iii. Vice President of Recruitment
 - iv. Vice President of Finance
 - v. Vice President of Diversity and Inclusion
 - vi. Vice President of Scholarship
 - vii. Vice President of Member Development
 - viii. Vice President of Community Relations
 - ix. Vice President of Health and Safety
 - x. Director of Growth and Expansion
 - xi. Director of Public Relations and Social Media
- f. The University advisor to the IFC shall be the Assistant Director of Fraternity and Sorority Life whose primary responsibility is IFC fraternities.
- g. The IFC Executive Board shall meet regularly during the school year as prescribed in the Bylaws.
- h. The most recent edition of Robert's Rules of Order shall be used to run all meetings.

IV. IFC Judicial Board

- a. The IFC shall have a Judicial Board which shall have jurisdiction over cases involving alleged member chapter violations, as outlined in the IFC Code of Conduct in the IFC Bylaws.
- b. The IFC Judicial Board shall be composed of one IFC Justice from each member chapter, chosen by that member chapter, and shall be chaired by the IFC Vice President of Judicial Affairs.
- c. Judicial Board membership expectations shall be outlined in the Bylaws.
- d. The duties and responsibilities of the IFC Judicial Board shall be outlined in the Bylaws.
- e. The Judicial Board shall perform all duties and be subject to all regulations contained within the IFC Judicial Policy in the Bylaws.
- f. The IFC Judicial Board shall meet regularly during the school year as prescribed in the Bylaws.
- g. The Judicial Board standing rules shall be used to run all meetings.

V. IFC Committees

- a. The IFC shall have the following standing committees chaired by its respective corresponding member of the IFC Executive Board:
 - i. Recruitment and Growth Committee
 - ii. Finance Committee
 - iii. Diversity and Inclusion Committee
 - iv. Scholarship Committee
 - v. Member Development Committee
 - vi. Community Relations Committee
 - vii. Bylaw Review Committee

- b. The IFC Executive Board or the IFC President may form ad hoc committees as deemed necessary to perform the work of the IFC. The IFC President shall appoint the ad hoc committee chairman and committee members with the concurrence of the IFC Executive Board.
- c. Each committee shall meet regularly as prescribed in the Bylaws.
- d. The most recent edition of Robert's Rules of Order shall be used to run all meetings.

VI. Impeachment

- a. The failure to perform the duties as prescribed in the Constitution and/or Bylaws of the IFC shall constitute grounds for impeachment of an IFC Executive Board officer or Judicial Board member.
- b. Officers shall be removed from office by a three-fourths (3/4) vote of the members present at a meeting held by quorum.
- c. Notice of a motion for impeachment shall be made a minimum of one (1) meeting before a vote is taken.
- d. In the case of impeachment of an officer, the office shall be filled according to the procedures described in the Bylaws.

Article IV – IFC Membership

- I. Membership in the IFC is open to chapters and colonies of fraternities at the University of Kentucky as follows:
 - a. Any chapter or colony of a North American Interfraternity Conference (NIC) member organization shall hold membership in the IFC.
 - b. Any men's social fraternity chapter or colony affiliated with a national/international fraternity and recognized as a social fraternity by the University of Kentucky may hold membership in the IFC.
- II. The IFC will not recognize chapters that have been suspended or have had their charter revoked by the inter/national organization.
- III. The IFC will not recognize chapters that have been suspended by the University of Kentucky.
- IV. A member fraternity must operate in accordance with the Constitution, Bylaws and Policies of the IFC, as well as the latest edition of the University of Kentucky Code of Student Conduct and the University of Kentucky Fraternity and Sorority Life Social Fraternity or Sorority Criteria Statement.
- V. The membership classification of member chapters 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 chapter all rights, privileges and responsibilities under the IFC Constitution and Bylaws.
 - b. Associate Member: Any fraternity colony of an inter/national organization. Associate Membership grants the member chapter all rights, privileges, and responsibilities under the IFC Constitution and Bylaws, except that it cannot hold IFC Executive Board positions nor have an IFC Judicial Board Justice.
- VI. Membership and participation in the IFC and its member fraternities shall be free from discrimination. This includes, but is not limited to, discrimination on the basis of race, color,



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religion, age, political belief, sexual orientation, educational handicap, financial status, military status, or disability, in accordance with all local, state, and federal laws, as well as University policy.

- VII. Member chapter expectations shall be upheld by each member chapter of the IFC as outlined in the IFC Bylaws.
- VIII. The member fraternities of the NIC have passed minimum standards for all NIC member fraternities. These do not preclude the IFC or member chapters from adopting higher or additional standards.
- IX. The IFC can amend its Constitution and Bylaws, adopt policies and pass resolutions, so long as those do not conflict with existing NIC Standards established to improve all facets of the fraternity experience. Further, the IFC and its member chapters will actively support and pass no policy that infringes on the associational rights of member chapters.

Article V – Bylaws

- I. A bylaw shall be submitted to the Bylaw Review Committee, appointed by the President. They may be proposed by any member of the IFC.
- II. The committee shall be responsible for reviewing the bylaw and giving recommendations regarding the proposed bylaw to the author and the IFC General Body.
- III. Proposed bylaws shall be read one (1) meeting prior to the vote. A bylaw shall be approved by a majority vote at a regularly scheduled meeting, provided that a quorum is present.

Article VI – Constitutional Amendments

- I. This Constitution may be amended by a three-fourths (3/4) affirmative vote of the IFC General Body provided notice of the proposed amendment has been provided to member chapters at the preceding regularly scheduled business meeting of the IFC General Body.
- II. This Constitution shall become effective and shall supersede all previous Constitutions of the IFC when adopted by a three-fourths (3/4) affirmative vote of the IFC General Body.

Bylaws of the Interfraternity Council at the University of Kentucky

Revised March 25, 2019 to include Standard Operating Procedures; Adopted January 1, 2020

Article I – IFC Membership

Section I: Recognition

- I. Recognized member fraternities must be registered student organizations with the University of Kentucky.
- II. Membership in the IFC is open to chapters and colonies of fraternities at the University of Kentucky as follows:
 - a. Any chapter or colony of a North American Interfraternity Conference (NIC) member organization shall hold membership in the IFC.
 - b. Any men's social fraternity chapter or colony affiliated with a national/international fraternity and recognized as a social fraternity by the University of Kentucky may hold membership in the IFC.
- III. The IFC will not recognize chapters that have been suspended or have had the charter revoked by the inter/national organization.
- IV. The IFC will not recognize chapters that have been suspended by the University of Kentucky.

Section II: Membership Classification for Member Chapters

- I. 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 chapter all rights, privileges and responsibilities under the IFC Constitution and Bylaws.
- II. Associate Member: Any fraternity colony of an inter/national organization. Associate Membership grants the member chapter all rights, privileges, and responsibilities under the IFC Constitution and Bylaws, except that it cannot hold IFC Executive Board positions nor have an IFC Judicial Board Justice.

Section III: Member Chapter Minimum Expectations

- I. Each member chapter shall comply with all policies set forth by:
 - a. The North American Interfraternity Conference (NIC).
 - b. The IFC Constitution, Bylaws, Code of Conduct, and other policies.
 - c. The rules and regulations of the University of Kentucky.
 - d. The general values-based conduct of fraternity men.
 - e. Each member chapter shall maintain a minimum chapter annual cumulative GPA of 3.0 and be above the all-male average grade point average.
 - f. Each member chapter shall be current on all IFC dues owed.
 - i. Dues shall be set at \$15 per active member each semester.
 - ii. New members will not be assessed IFC dues, but must pay the IFC recruitment fee.
 - iii. IFC colonies will not pay dues until they have been chartered and recognized as full members of the IFC.
 - iv. Bills must be issued no later than the second full council meeting each semester.
 - v. A fine of 10% of the amount due shall be assessed if the bill is not paid within one (1) meeting of issuance. Fraternities with bills that are not paid within two (2) meetings of the issuance shall be referred to the IFC Judicial Board.

- II. Each member chapter shall submit required membership rosters to the IFC President and Fraternity and Sorority Life Office, as follows:
 - a. Initiated Member Roster: Initiated Member Rosters shall be submitted within one week of the beginning of each semester.
 - b. New Member Roster: New Member Rosters shall be submitted within one week of pledging any New Member.
- III. Each member chapter shall comply with the attendance policies for the IFC General Body.
- IV. A member chapter which has failed to meet any of the minimum expectations outlined in this Section shall be referred to the IFC Vice President of Judicial Affairs for potential judicial review.

Section IV: Membership Status for Member Chapters

- I. Good Standing: A member chapter shall be deemed to be in Good Standing if the member chapter 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 Article II of the Constitution.
- II. Good Standing on Probation: A member chapter shall be deemed to be in Good Standing on Probation if the member chapter is currently operating under Non-Status Sanctions and currently meets the minimum expectations outlined in Article II of the Constitution.
- III. Poor Standing: A member chapter shall be deemed to be in Poor Standing if the member chapter has been placed under Suspension by the IFC or the University of Kentucky or has currently failed to meet the minimum expectations outlined in Article II of the Constitution.

Section V: Individual Member Definitions

- I. Initiated Member: An Initiated Member shall be defined as any man who has been initiated into any fraternity at the University of Kentucky.
- II. New Member: A New Member shall be defined as any man who has accepted a bid to join a fraternity at the University of Kentucky, but has not been initiated into that fraternity.
- III. 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 Kentucky.

Section VI: IFC Affirmation and Adoption of NIC Standards

- I. The member fraternities of the NIC have passed minimum standards for all NIC member fraternities. These do not preclude the IFC or member chapters from adopting higher or additional standards.
- II. The IFC can amend its Constitution and Bylaws, adopt policies and pass resolutions, so long as those do not conflict with existing NIC Standards established to improve all facets of the fraternity experience. Further, the IFC and its member chapters will actively support and pass no policy that infringes on the associational rights of member chapters.
- III. The IFC will pay annual dues to the NIC and affirms and adopts the NIC Standards, and each member chapter shall be required to meet the following in order to maintain IFC membership:

- a. Each member chapter shall communicate its values through its Ritual at least once annually;
 - b. Each member chapter shall communicate to its Initiated Members and New Members the importance and benefits derived from continuous membership education throughout the undergraduate experience and encourage or require its Initiated Members and New Members to participate in educational programming, whether conducted by the chapter, the Interfraternity Council, University of Kentucky or independent organizations covering the following topics:
 - i. Academic Achievement and Student Success
 - ii. Alcohol and Drug Use and Awareness
 - iii. Career Preparation
 - iv. Civic Engagement
 - v. Hazing Awareness
 - vi. Leadership Development
 - vii. Diversity and Inclusion
 - viii. Sexual Violence Awareness
 - ix. Values and Ethics
- IV. Each member chapter and the IFC shall support student choice.
- a. Any male student should be free to join a fraternity when he determines it is in his best interest to do so.
 - b. All fraternities should be free to determine when they wish to extend an invitation to join to a male student.
 - c. Each member chapter shall only offer bids to join the fraternity to Potential New Members who meet the following academic requirement:
 - i. For a Potential New Member who has yet to establish a collegiate grade point average, a minimum high school grade point average of 2.7 is required.
 - ii. For a Potential New Member who has an established collegiate grade point average, a minimum collegiate grade point average of 2.50 is required.
- V. Each member chapter shall maintain an annual cumulative grade point average of a 3.0 and be above the institution's all-men's grade point average if that grade point average.
- VI. Each member chapter shall have New Member education programs lasting no longer than twelve weeks.
- VII. Each member chapter shall prohibit women's auxiliary groups, such as "little sisters."
- VIII. Each member chapter shall have and follow risk management policies covering the following areas:
- a. Alcohol and Drugs
 - b. Hazing
 - c. Sexual Violence
 - d. Fire, Health and Safety
- IX. Each member chapter shall support responsible growth and expansion, which recognizes:
- a. Recognition by the IFC and university are required for all IFC member organizations.

- b. Accordingly, all IFC member chapters shall support the responsible growth of other NIC fraternities provided that each organization:
 - i. Pro-actively communicates in good faith with the IFC and University of Kentucky.
 - ii. Considers any available readiness assessment, utilizing metrics determined in conjunction with the NIC.
 - iii. Does not have any outstanding, documented health and safety violation(s).
 - iv. Any NIC member fraternity, upon expressing interest to establish a chapter, must be given a time by the IFC, through the Director of Growth and Expansion, for the expansion to occur.
 - a. The IFC can determine the best academic term for the expansion, but the expansion must occur within a four-year period from when the IFC is first notified of interest by the NIC member fraternity.
 - b. NIC member fraternity with an interest group already formed will be granted IFC recognition, though the IFC may elect to have an associate member status provided reasonable written expectations and metrics are established to move from associate member status to full member status.
 - i. These metrics include:
 - 1. Continuous growth and recruitment of members into the chapter.
 - 2. Maintaining good standing with the IFC and the University of Kentucky for a minimum of two semesters.
 - 3. Charter being granted to the interest group by the interest group's headquarters.
 - v. The IFC will never take a vote on recognition or expansion for an NIC member fraternity.
 - vi. IFC will require any NIC or non-NIC fraternity to submit documentation or do a virtual presentation to determine the best academic term for expansion.
 - 1. Documentation or a virtual presentation to the IFC through the IFC's Expansion and Growth Committee must outline:
 - a. Success ratio of colonization(s) over the past 5 years
 - b. Number of alumni within a 100-mile radius of Lexington
 - c. Number of chapters within a 100-mile radius of Lexington
 - d. Location of inter/national headquarters and respective staff members
 - e. Details regarding former affiliation with the University, if applicable
 - f. Details regarding specific student, faculty, and/or staff interest in establishing a new chapter
 - g. Reason the organization is interested in colonizing at the University of Kentucky
 - h. Status of housing corporation/alumni boards and their plans for facilities in Lexington
 - i. Colonization plan that shows a demonstrated interest of the fraternity to successfully establish a chapter at the University of Kentucky



- vii. Full membership in the IFC is limited to those fraternities (including non-NIC organizations), who have adopted all NIC Standards, are affiliated with an inter/national organization, and are men's fraternities.
 - 1. Associate membership may be granted to organizations that do not meet the above criteria.
 - 2. Only members from full IFC member organizations are permitted to serve as IFC officers, serve on the Judicial Board, or vote on Constitution and Bylaw amendments.
- X. Each member chapter shall support open recruitment, which is defined as the ability of each member chapter 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.
 - a. Member chapters will agree to follow recruitment guidelines as established by the IFC General Body each semester including fall and spring primary recruitment periods.
- XI. Each member chapter shall prohibit the use of alcohol and drugs by all Initiated Members, New Members and Potential New Members during all recruitment activities including, but not limited to bid day events, big brother events and initiation-related activities.
- XII. Each member chapter shall seek to reduce the availability and presence of alcohol at social events; and caps the number of events a chapter may have with alcohol in any given term.
- XIII. Each member chapter shall prohibit the use of alcohol and drugs by all Initiated Members and New Members during all New Member educational programming/orientation activities.
- XIV. Each member chapter shall adopt a statement in support of environments that are free of hazing and sexual misconduct, as defined by their inter/national organization, within all aspects of formal and informal chapter operations.
- XV. Each member chapter shall establish a medical Good Samaritan policy and be knowledgeable of the University's alcohol and hazing prevention amnesty policies.
- XVI. Each member fraternity and the IFC and each of its member chapters must carry sufficient liability insurance coverage.
- XVII. Each member chapter and the IFC shall work with the campus to provide health and safety education and training provided for all chapters each term.
- XVIII. Each member chapter and the IFC shall establish a strategic communication plan for the IFC and its member chapters that addresses protocol for crisis response, social media, marketing and media engagement.

Article II – IFC General Body

Section I: IFC General Body

- I. 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.

- a. All such activities shall respect the individual sovereignty and associational rights of each member chapter and shall not relinquish any governance authority to any other governing body.

Section II: IFC General Body Composition

- I. The IFC General Body shall be composed of voting IFC Representatives, each member chapter's president.
- II. Each member chapter will also choose an IFC Alternate Representative, preferably its vice president, who shall represent that member chapter in the IFC General Body in the absence of its IFC Representative.

Section III: IFC Representative and Alternate Representative Eligibility

- I. In order to serve as the IFC Representative or Alternate Representative, individuals must meet the following requirements:
 - a. Be an Initiated Member, in good standing, of a member chapter.
 - b. Maintain good academic and conduct standing with the University of Kentucky.
 - 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 and Bylaws, University of Kentucky policies, NIC Standards, and NIC Alcohol & Drug Guidelines.
 - e. Not be a current member of the IFC Executive Board or currently serve as his member chapter's IFC Judicial Board Justice.

Section IV: Term of Office of IFC Representatives

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

Section V: IFC General Body Meeting Policies

- I. 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 majority of member chapters present shall constitute a quorum in order to conduct IFC General Body business.
 - c. The IFC General Body shall conduct regularly scheduled business meetings at least twice a month during the academic year.
 - d. Special meetings may be called by the IFC President at any time or at the request of two member chapters, with notice of the time, location, and purpose of the special meeting provided to all member chapters at least 72 hours in advance.
 - e. Each member chapter's IFC Representative or Alternate Representative is required to attend all meetings of the IFC.
 - i. More than two absences per academic year shall result in the member chapter being referred to the IFC Vice President of Judicial Affairs for potential judicial review.

Section VI: IFC General Body Voting Policies

- I. The IFC General Body shall operate utilizing the following voting policies:
 - a. Each member chapter, 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.

Article III – IFC Executive Board

Section I: IFC Executive Board

- I. 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 Eligibility

- I. In order to be elected and serve as a member of the IFC Executive Board, individuals must meet the following requirements:
 - a. Be an Initiated Member, in good standing, of a member chapter.
 - b. Officer nominees must be full-time students at the University of Kentucky, with a cumulative GPA equal to or greater than 2.75 or a cumulative GPA of at least 3.0 over their previous two semesters.
 - c. Officer nominees shall have been in attendance at the University of Kentucky for at least one (1) full school year immediately prior to the time of election.
 - d. Officer nominees must be initiated members in good standing with their respective fraternities.
 - e. 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 the IFC Governing Documents.
 - f. Have a working knowledge of the IFC Constitution and Bylaws, University of Kentucky policies, NIC Standards, and NIC Alcohol & Drug Guidelines.
 - g. Not currently serve as Chapter Risk Manager or IFC Judicial Board Justice.
 - h. Once elected, officers shall not concurrently hold the office of chapter president, vice president, social chairman, risk manager, or any duties equivalent within the chapter. Nominees for vice president of finance shall not concurrently hold the office of chapter treasurer. Once elected, officers for vice president of recruitment shall not concurrently hold the office of chapter rush/recruitment chairman within their respective chapter. Must complete formal judicial policies and procedures training.
 - i. Abide by and fulfill all expectations and responsibilities of IFC Executive Board Officers, as outlined in Section III.

Section III: Elections

- I. Nominations shall be opened at least two (2) weeks prior to the date of elections and shall be closed immediately prior to the balloting for each respective office.
- II. Applications for Executive Board officers must be submitted to the IFC President and IFC Advisor prior to the elections.
- III. Elections shall be held no later than two (2) weeks prior to the end of the fall semester. Officers shall be elected by a majority vote of the legislative body.
 - a. In case of a tie, two (2) re-votes will be taken following discussion. If a tie vote remains, the executive board shall break the tie. The new officers will take office at the last meeting of the fall semester.

- IV. The order of elections shall be as follows:
- i. President
 - ii. Vice President of Judicial Affairs
 - iii. Vice President of Recruitment
 - iv. Vice President of Finance
 - v. Vice President of Diversity and Inclusion
 - vi. Vice President of Scholarship
 - vii. Vice President of Member Development
 - viii. Vice President of Community Relations
 - ix. Vice President of Health and Safety
 - x. Director of Growth and Expansion
 - xi. Director of Public Relations and Social Media

Section IV: IFC Executive Board Position Duties and Responsibilities

- I. Officers of the IFC Executive Board shall be required to:
- a. Hold two weekly office hours during the school year.
 - b. Attend all regularly scheduled executive board and general body meetings of the IFC.
 - c. Attend all mandatory officer trainings and events, including: joint council officer installation, council officer trainings and retreat, AFLV Central, FSL Awards, Apple Polishing and joint council officer meetings.
 - d. Attend weekly meetings with the IFC Advisor(s).
 - e. Attend and prepare for all relevant position specific committee meetings.
 - f. Attend one event per semester, per council hosted by other governing councils or member chapters of other councils.
 - g. Prepare and outline all dates for their positions before each semester and submit them to the IFC President and Advisor.
 - h. Prepare an annual report of activities and accomplishments before the end of their term.
 - i. Assist in the training of the incoming IFC Executive Board.
- II. The IFC President shall:
- 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 Committee and call special meetings when necessary.
 - c. Supervise all activities and operations of the IFC.
 - d. Cast the final vote in the event of a tie.
 - e. Call at least two (2) strategic plan meetings in his term, the first of which should occur at the beginning of his term.
 - f. Build rapport and establish positive working relationships between IFC and member chapter leaders.
 - g. Serve as the official spokesperson for the IFC community
 - h. Establish positive working relationships with campus and local law enforcement agencies.
 - i. Regularly interact with the leaders of other governing councils and campus organizations.
 - j. Establish a working relationship with key college administrators.
 - k. Establish a working relationship with and communicate campus data, issues, and trends in a timely manner to the NIC.
 - l. Create and appoint any special committees deemed necessary by the IFC General Body.

- m. Serve as an ex-officio member of all committees.
- n. Maintain current information for accurate member chapter rosters in conjunction with the Fraternity and Sorority Life Office.
- o. Represent the IFC during all summer orientation programs.
 - i. The President will be hired to work part-time in the Fraternity and Sorority Life Office for their summer of service.
 - ii. The President will reside in Lexington for their summer of service.

III. The IFC Vice President of Judicial Affairs shall:

- a. Assume the role of the President in the absence of the elected President.
- b. Serve as chair of the IFC Judicial Board and serve as the non-voting Chief Justice of all IFC Judicial Board hearings.
- c. Investigate and refer to the IFC Judicial Board alleged violations of IFC policy, including but not limited to:
 - i. The IFC Constitution, Bylaws, and policies;
 - ii. Federal, state, and local laws;
 - iii. The rules and regulations of the University of Kentucky; and
 - iv. The general values-based conduct of fraternity men.
- d. Ensure proper filing and preparation for all judicial actions.
- e. Ensure compliance with all IFC judicial action imposed upon a member chapter.
- f. Oversee the IFC Risk Reduction Guidelines.
- g. Work collaboratively with the Office of Student Conduct and Fraternity and Sorority Life Office to better understand the University's judicial processes and expectations of student organizations.
- h. Educate member chapters on the IFC Constitution and Bylaws, judicial processes, and risk management policies.
- i. Conduct judicial policy and procedures training for new IFC Judicial Board justices.
- j. Assist in conflict mediation between member chapters.
- k. Serve as chair of the Bylaw Review Committee.
- l. Review all IFC governance documents, at least annually, with the assistance of the Bylaw Review Committee.

IV. The IFC Vice President of Recruitment shall:

- a. Work with member chapters to establish a recruitment process that meets the needs of chapters and potential new members, as well as provides opportunities for interested men to learn about the fraternity experience.
- b. Will focus on fostering interest in joining fraternities and marketing the fraternity experience to incoming students and potential new members.
- c. Serve as a non-voting member of the IFC Recruitment and Growth Committee.
- d. Supervise the work of the Director of Growth and Expansion, including:
 - i. Helping to develop recruitment workshops and programs for member chapters.
 - ii. Helping guide the strategic growth of member chapters.
 - iii. Guiding the work of the Recruitment and Growth Committee.
- e. Represent the IFC during all summer orientation programs.
 - i. The IFC Vice President of Recruitment will be hired to work part-time in the Fraternity and Sorority Life Office for their summer of service.
 - ii. The Vice President Recruitment will reside in Lexington for their summer of service.
- f. Work collaboratively with the Director of Public Relations and Social Media to develop a recruitment marketing strategy, including the annual IFC Recruitment Guide.

- g. Utilize technology (social media, etc.) in recruitment and marketing efforts.
- h. Produce and distribute promotional materials to all incoming students and unaffiliated students.
- i. Uphold the IFC Recruitment Policy and ensure no restrictive policies are placed on new member recruitment and will not restrict the ability of chapters to distribute bids outside of any designated primary recruitment period.
- j. Maintain an interest list of Potential New Members.
- k. Collect and maintain accurate New Member Rosters for each member chapter.
- l. Provide advice and support to member chapter recruitment officers.
- m. Work with the Vice President of Member Development to coordinate the Rho Alpha program.

V. The IFC Vice President of Finance shall:

- a. Serve as chair of the IFC Finance Committee.
- b. Supervise the annual budget process.
- c. Collect IFC member chapter dues or other assessments within the first three weeks of each semester.
- d. Maintain accurate records throughout the year through invoicing and receipts.
- e. Review and approve all IFC Expenditure Request Forms and IFC Reimbursement Request Forms.
- f. Make all disbursements with a cosigner and manage all of IFC's bank accounts.
- g. Prepare financial statements monthly and at the end of each term for distribution to all member chapters.
- h. Enforce the chapter representative attendance policy and oversee the fining system.
- i. Make bank deposits when necessary and in a timely manner.
- j. Provide advice and support to member chapter financial officers.
- k. Serve as the chief financial officer for IFC Recruitment and work with the Vice President of Recruitment to supervise and maintain the IFC Recruitment Budget and Fee.

VI. The IFC Vice President of Diversity and Inclusion shall:

- a. Coordinate at least one diversity and inclusion program for member chapters each semester.
- b. Coordinate at least one diversity and inclusion program for new members each semester.
- c. Coordinate training for Rho Alphas that educates them on the importance of being inclusive during IFC Recruitment and the value of diversity in the IFC experience.
- d. Serve as the chair of the Diversity and Inclusion Committee.
- e. Meet at least monthly with Panhellenic, NPHC and UGC governing councils to discuss opportunities for collaboration and support.
- f. Promote inclusion within member chapters in order to make the IFC fraternity community more welcoming and inclusive to individuals from diverse backgrounds.
- g. Publish important educational programming dates and deadlines.
- h. Collect and distribute information about campus diversity and inclusion programming and resources.
- i. Build and maintain relationships with faculty, academic offices, and/or departments that support diversity and inclusion including the MLK Center, LGBTQIA+ Resource Center.
- j. Provide advice and support to member chapter new member education officers and programming officers to provide diversity and inclusion programming.

- k. Serve on any University committees pertaining to diversity and inclusion that involve the Interfraternity Council.

VII. The IFC Vice President of Scholarship shall:

- a. Develop the scholarship programming of the IFC, such as Month of the Scholar, faculty appreciation program and/or other programs
- b. Review Article VIII Scholarship and oversee its implementation.
- c. To assist in the planning of the Apple Polishing Reception in conjunction with NPHC, Panhellenic and UGC.
- d. Serve as the chair of the Scholarship Committee.
- e. Coordinate a scholarship chair orientation program for member chapters.
- f. Collect and distribute academic performance rankings.
- g. Publish important academic dates and deadlines.
- h. Collect and distribute information about campus academic services, such as tutors, the writing lab, math lab, learning assistance programs, interest tests, career counseling, placement workshops, and library resources.
- i. Work individually with member chapter scholarship chairs below the all-men's grade point average.
- j. Build and maintain relationships with faculty, academic offices and academic honorary societies.
- k. Provide advice and support to member chapter scholarship officers.
- l. To create and maintain a relationship with the Stuckert Career Center for the purpose of creating programs and services.

VIII. The IFC Vice President of Member Development shall:

- a. Develop best practices for new member and member education programs for member chapters with assistance from the Fraternity and Sorority Life Office.
- b. Collect and report new member retention, academic, and involvement statistics.
- c. Organize, develop, and implement a new member orientation program for IFC new members.
- d. Serve as the Head Rho Alpha for the IFC Rho Alpha program and work with the IFC VP Recruitment to coordinate Rho Alpha applications, selections, training and supervision.
- e. Serve as the chair of the Member Development Committee.
- f. Work with the IFC Executive Board to create and implement an IFC mentoring program for men who may be interested in serving on IFC Executive Board.
- g. Develop opportunities for continuing member education by collaborating with alumni, University of Kentucky 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.
- h. Provide advice and support to member chapter member development officers.
- i. Work collaboratively with other councils to create community-wide member development programs.

IX. The IFC Vice President of Community Relations shall:

- a. Serve as secretary of the IFC General Body.
- b. Develop and execute a public relations and social media strategy and supervise the work of the IFC Director of Public Relation and Social Media.

- c. To issue statements on behalf of IFC and its constituents when necessary and upon the approval of the IFC President and IFC Advisor.
 - d. To maintain relations with student publications such as the Kernel.
 - e. Develop service projects and philanthropic events for member chapters.
 - f. Collect and report member chapter community service hours, philanthropic dollars, and activities.
 - g. Serve as the chair of the Community Relations Committee.
 - h. Provide advice and support to member chapter community service/philanthropy officers. To organize and coordinate all philanthropic/community service projects of the IFC
 - i. To meet with the chapters' Philanthropy/Community Service chairs at least once per semester.
 - j. Assist IFC Chapters in promoting and planning philanthropic and service events.
 - k. Serve as the IFC representative for fraternity and sorority life-wide philanthropic and service events.
 - l. Develop and coordinate, in conjunction with the National Pan-Hellenic Council (NPHC), Panhellenic Council and United Greek Council (UGC), an annual report detailing all activities of the Greek system.
 - m. Work with the IFC President to submit all award and recognition packets to the University of Kentucky, NIC and AFLV Central.
- X. The IFC Vice President of Health and Safety shall:
- a. Oversee the implementation of the IFC Risk Reduction Guidelines.
 - b. Develop, in partnership with the Fraternity and Sorority Life Office, risk reduction programs and trainings for IFC members.
 - c. Coordinate risk reduction training for all IFC new members in their first semester.
 - d. Educate member chapters on the NIC Health and Safety Guidelines, the IFC Constitution and Bylaws, judicial processes, and risk management policies.
 - e. Assist member chapters in the implementation of and compliance with the NIC Alcohol & Drug Guidelines.
 - f. Coordinate health and safety efforts with other councils and stakeholders
 - g. Assist in the management of the social event registration and monitoring process.
 - h. Coordinate at least one health and safety program for member chapters each semester.
 - i. Provide support to chapter Risk Management and Health and Safety Officers.
- XI. The IFC Director of Growth and Expansion shall:
- a. Serve as the chair of the Recruitment and Growth Committee.
 - b. Oversee all processes related to IFC's Growth and Expansion processes.
 - c. Develop programs that assist member chapters with strategic growth and recruitment practices.
 - d. Coordinate at least one growth and recruitment education event each semester for member chapters.
 - e. Assist the VP Member Development with the Rho Alpha program and the selection and training of Rho Alphas.
 - f. Meet regularly with member chapter's recruitment and new member education officers to analyze trends in chapter recruitment and retention.
 - g. Develop an annual report that looks at growth trends in the IFC community.
 - h. Assist the VP Recruitment in the development of fall and spring primary recruitment schedules.

- XII. The IFC Director of Public Relations and Social Media shall:
- Collect and disseminate information on the fraternity community to all campus and community media sources.
 - Keep the media informed on upcoming events or potential news.
 - Establish a positive working relationship with external constituents.
 - Assist in the development of various IFC publications and outreach programs.
 - Serve as the webmaster for the IFC website.
 - Oversee all IFC social media posts and marketing.
 - Coordinate and oversee all graphic design work for the IFC.
 - Coordinate all apparel designs and artwork for the IFC.

Section V: Succession

- In case the President is unable to fulfill his term in office, the Vice President of Judicial Affairs shall become President.
 - In the event neither is able to serve as President, a special election to fill both offices will be held.
- Vacancies in the offices of Vice President of Judicial Affairs, Vice President of Recruitment, Vice President of Finance, Vice President of Diversity and Inclusion, Vice President of Scholarship, Vice President of Member Development, Vice President of Community Relations, Vice President of Health and Safety, Director of Growth and Expansion and Director of Public Relations and Social Media, shall be filled through special elections.
 - Nominations will be opened at the meeting in which the offices are declared vacant.
 - Nominations will be reopened and then closed before the elections held at the first regular meeting after the vacancies have been declared.
- The officer's term shall begin upon election to office and end with all other IFC officer terms in that same year.

Section VI: IFC Executive Board Meeting Policies

- The IFC Executive Board shall conduct its meetings according to the following requirements:
 - The most recent edition of Robert's Rules of Order shall be used to run all meetings.
 - A majority of IFC Executive Board members present shall constitute a quorum in order to conduct IFC Executive Board business.
 - The IFC Executive Board shall conduct regularly scheduled meetings on a weekly basis.
 - 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.
 - 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 VI. IFC Executive Board Voting Policies

- The IFC Executive Board shall operate utilizing the following voting policies during IFC Executive Board meetings:
 - Each IFC Executive Board member shall have one vote.
 - The IFC President should refrain from casting his vote except for in the event of a tie. In such instances, the IFC President shall cast the deciding vote.

- C. There shall be no secret ballot votes.

Section VII. IFC Advisor

I. The IFC Advisor should work to support all NIC Standards, policies and practices.

II. In addition, 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. Shall be appointed by the Fraternity and Sorority Life Office at the University of Kentucky.
- B. Advise the IFC and its member chapters.
- C. Advise and consult with the IFC Judicial Board on all conduct cases.
- D. Advise financial processes.
- E. Coordinate life safety, facility management, and risk management programs in conjunction with local agencies.
- F. 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
- G. Monitor membership and academic retention by member chapter and the entire community for purposes of improving academic support and recommending intervention strategies.
- H. Gather and disseminate information via meetings, websites, newsletters, social media venues, and/or information bulletins to the various entities in fraternity life.
- I. Provide assistance and advice in planning and assessing IFC and member chapter programs.
- J. Organize and facilitate leadership programs, retreats, and workshops.
- K. Connect the Members and New Members of member chapters to leadership opportunities across campus, in the local community, and within their inter/national organizations.
- L. Publish or share documents that focus on current events, leadership opportunities, trends, and other information regarding fraternity life.

Provide for the recording and archiving of information about the fraternal community and encourage member chapter leaders to do the same within their organizations.

Section VIII. Annual Data Reporting to the NIC

I. In accordance with the NIC Standards, IFC Advisors shall assist the IFC in providing the following data to the NIC each term:

- A. The all-university, all-men's, all-fraternity, and individual member chapter grade point averages, reported each term.
- B. The total number of men who pledged all member chapters during each academic year.
- C. The total number of men who were initiated in all member chapters during each academic year.
- D. The percentage of fraternity men compared to the total number of all men enrolled at the University of Kentucky 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 Kentucky who work directly within fraternity and sorority life, during each academic year.

ARTICLE IV – FINANCIAL MANAGEMENT POLICY

Section I. Fiscal Year

I. The IFC Fiscal Year shall be from July 1 to June 30.

Section II. IFC Annual Budget

I. The Vice President of Finance and the IFC Finance Committee shall propose an annual budget to the IFC Executive Board by January 30.

II. Upon adoption by the IFC Executive Board, the budget shall be presented to the IFC General Body for ratification.

Section III. IFC Contingency Account

I. The IFC Budget shall include a contingency account that equals 10-15% of the overall expenses.

II. 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.

III. 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

I. IFC funds are under the jurisdiction of the IFC member chapters and shall only be used in a manner that benefits the fraternity community and that is congruent with the values of fraternity life.

II. IFC funds shall not be used to purchase alcoholic beverages.

Section V. Expenditure Approval

I. The IFC President and the IFC Vice President of Finance shall approve all budgetary expenditures.

II. Requests for budgetary expenditures shall be made utilizing the IFC Expenditure Request Form.

III. All expenditure requests shall be submitted at least two weeks prior to the date of the requested disbursement.

Section VI. Requests for Reimbursement

I. Individuals or member chapters conducting business on behalf of the IFC may request a reimbursement for their expenses utilizing the IFC Reimbursement Request Form.

II. 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 Finance.

Section VII. Signature Requirements for Financial Accounts and Transactions

I. The signature of both the IFC President and IFC Vice President of Finance shall be required on all IFC financial accounts and transactions.

Section VIII. Financial Reporting

I. The IFC Vice President of Finance shall 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 IX. Financial Record Keeping

I. The IFC Vice President of Finance 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.

Section X. Independent Annual Financial Audit

I. An independent audit of all IFC financial accounts shall occur within two weeks of the end of the fiscal year by a certified public accountant.

ARTICLE V – MEMBER CHAPTER FINANCIAL OBLIGATIONS

Section I. IFC Initiated Member Chapter Dues

I. The term dues for each member chapter shall be fixed at \$15 per initiated member.

II. All new IFC members shall be required to pay the mandatory IFC New Member/Recruitment fee to be eligible to receive a bid.

Section II. Establishment of IFC Member Chapter Dues

I. Any proposed amendment to the established per initiated member dues in Section I of this Article shall be initiated utilizing the following protocol:

- A. If the IFC Executive Board determines a need to amend the established per initiated member dues amount, it shall charge the IFC Finance Committee with assessing the current dues amount and providing a recommendation for possible amendments.
- B. The IFC Executive Board shall consider any recommendations made by the IFC Finance Committee and propose an amendment to the dues amount to the IFC General Body.
- C. A 2/3 vote of the IFC General Body is required to amend the IFC member chapter dues amount.

Section III. IFC Member Chapter Dues Assessment

I. The aggregate total of dues assessed shall be based upon each member chapter's term Initiated Member Roster that is filed with the IFC President in accordance with the requirements of Article III, Section III(E) of the Constitution. The IFC Vice President of Finance shall invoice each member chapter within one week of receipt of an Initiated Member Roster or New Member Roster.

II. Invoices shall be paid within two weeks of receipt.

Section IV. Delinquent Payments

I. 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.

II. Any amount unpaid within one month of the due date shall result in the member chapter being referred to the IFC Vice President of Judicial Affairs for possible judicial action.

Article VI – IFC Committees

Section I. IFC Recruitment Committee

I. The IFC Recruitment Committee shall assist the IFC Vice President of Recruitment in the development and implementation of activities, programs, and resources that foster its member chapters' ability to implement a successful and quality recruitment effort while ensuring no restrictive policies are imposed on new member recruitment and will not restrict the ability of chapters to distribute bids outside of any designated recruitment period.

II. The IFC Recruitment Committee shall work with the IFC Vice President of Recruitment, the Director of Growth and Expansion, and member chapters to establish a recruitment process that meets the needs of chapters and potential new members, as well as provides opportunities for interested men to learn about the fraternity experience. They will focus on fostering interest in joining fraternities and marketing the fraternity experience to incoming students and potential new members.

Section II. IFC Finance Committee

I. The IFC Finance Committee shall assist the IFC Vice President of Finance in the development of IFC fiscal policies, annual budgets, and programs that assist member chapters' financial officers. The Committee shall also review and/or propose changes to the IFC dues structure.

Section III. IFC Diversity and Inclusion Committee

I. The IFC Diversity and Inclusion Committee shall assist the IFC Vice President of Diversity and Inclusion in the development and proposal of recommended diversity and inclusion educational programming for the IFC and its member chapters.

Section IV. IFC Scholarship Committee

I. The IFC Scholarship Committee shall assist the IFC Vice President of Scholarship in the development and implementation of activities, programs, and resources that promote academic achievement within its member chapters.

Section V. IFC Member Development Committee

I. The IFC Member Development Committee shall assist the IFC Vice President of Member Development in the development and implementation of activities, programs, and resources for continuing and new member development covering topics such as alcohol consumption, career preparation, civic engagement, hazing, leadership development, sexual assault/abuse, and values and ethics.

Section VI. IFC Community Relations Committee

I. The IFC Community Relations Committee shall assist the IFC Vice President of Community Relations in the development and implementation of activities, programs, and resources that promote the fraternity community and the encouragement of member chapter involvement in service and philanthropic endeavors that enhance the reputation of the fraternity community at the University of Kentucky.

Article VII – Member Health and Safety

Section I. Hazing Prevention Policy

I. No member fraternity shall employ a program of non-initiated member education that includes hazing of any form.

II. The University of Kentucky IFC shall support the state hazing law, the University of Kentucky's Hazing Prevention Administrative Regulation, the Fraternity Executives Association, the North American Interfraternity Conference and the International Fraternity Hazing Policies and Statements.

III. These hazing policies are applicable to individual fraternity chapter members as well as IFC fraternity chapters.

IV. All infractions of above clauses shall be dealt with in a serious manner by the IFC Judicial Board and the University of Kentucky.

Section II. Risk Reduction Guide | University of Kentucky Fraternity and Sorority Life Risk Reduction Guidelines

I. In planning and implementing social events, members of the University of Kentucky Greek community are bound by a number of laws, regulations and policies concerning alcohol and other risk-related issues. The Commonwealth of Kentucky, the University and each international fraternity/sorority have implemented policies and programs that impact directly upon Greek-sponsored social events. The responsibility for compliance with these policies and the subsequent liability for negligence rest solely on each individual chapter.

II. In no event may council funds be used for the purchase of alcohol for individual chapter or council events.

III. Chapter events must be well-planned in order to ensure compliance with national risk management policies as well as related State and Federal laws and University guidelines. Chapters co-sponsoring an event must work together to ensure compliance with the strictest national policies of the sponsoring groups. The UK Greek governing councils (IFC, NPHC, PC, and UGC) have created and adopted the Greek Risk Reduction Guidelines in order to assist member chapters in the planning and implementation of safer events. Chapters must meet the following requirements for chapter-sponsored events that include the consumption of alcohol:

- i) By the Monday prior to the event, the following information must be submitted by creating the event on BBNvolved and using the Event Planning Form and should include the following items uploaded into the form:
 - (1) A typed guest list that includes the names of all members of the sponsoring organization(s) and all non-members who have been invited to the event to demonstrate that the event is closed;
 - (2) A copy of the invitation that is being sent to non-members on the guest list to demonstrate that the event is closed.
- ii) For failing to complete all necessary documentation within the proper time frame (by the Monday prior to the event) the following will occur for the responsible chapters (on an academic year basis):
 - (1) **First offense:** the organization will receive a written warning from the IFC Executive VP or PC VP of Organization containing a copy of these Risk Reduction Guidelines.

- (2) **Second offense:** a \$50 dollar fine will be issued to the organization for the first day that the documentation is late. An additional \$25 dollar fine will be issued for each additional day the document is late.
- (3) **Third offense:** The organization will not be permitted to host the event. For any offense thereafter, the responsible chapter will be referred to the respective council judicial board for any additional sanctioning.
- iii) Philanthropy events and fundraising events cannot be considered as social events with alcohol.
- iv) Documentation which cites the National Risk Management Guidelines for all co-sponsoring organizations must accompany the event planning form.
- v) A risk reduction meeting must be held between the sponsoring chapters, an appropriate IFC, NPHC, PC or UGC council officers and at least one (1) of the Assistant Directors for Fraternity and Sorority Life before each chapter sponsored or co-sponsored event.
 - (1) This meeting will be set for a weekly time at the beginning of each semester by the IFC Executive VP and PC VP of Organization.
- vi) All Fraternity and Sorority chapter events which involve the use of alcohol must follow the IFC, NPHC, PC and UGC of the University of Kentucky Risk Reduction Guidelines, in conjunction with state and federal laws, and must be submitted to the Fraternity and Sorority Life Office via the Event Planning Form.
 - (1) The events include, but are not limited to: formals, date parties, alumni events, and off-campus house parties.
- vii) Properly planning an event through the Risk Reduction Guide does not preclude any organization from any University or Council judicial procedure if the conduct is in violation of the Code of Student Conduct.
- viii) Any and all conduct that occurs at the planned event may be subject to University and/or Council investigation and sanctioning, as well as applicable local, state, and federal laws.

IV. The implementation of these Guidelines, for the IFC, is to be carried out by the Executive Vice President. The Executive Vice President should notify chapters of offenses and take any other appropriate actions when the required materials, stated in the Guidelines, have not been turned in prior to the risk reduction consultation immediately prior to the event.

Section III. Guidelines on Alcohol and Drugs

I. In any activity or event sponsored or endorsed by the chapter/organization, including those that occur on or off organizational/chapter premises:

- A. The chapter/organization, members and guests must comply with all federal, state, provincial and local laws. No person under the legal drinking age may possess, consume, provide or be provided alcoholic beverages.
- B. The chapter/organization, members and guests must follow University of Kentucky policies and the federal law regarding illegal drugs and controlled substances. No person may possess, use, provide, distribute, sell and/or manufacture illegal drugs or other controlled substances while on chapter/organizational premises or at any activity or event sponsored or endorsed by the chapter/organization.
- C. Alcoholic beverages must either be:
 - 1. Provided and sold on a per-drink basis by a licensed and insured third-party vendor (e.g., restaurant, bar, caterer, etc.); or
 - 2. Brought by individual members and guests through a bring your own beverage ("BYOB") system.

3. The presence of alcohol products above 15% alcohol by volume (“ABV”) is prohibited on any chapter/organization premises or at any event, except when served by a licensed and insured third-party vendor.
- D. Common sources of alcohol, including bulk quantities, which are not being served by a licensed and insured third party vendor, are prohibited (i.e., amounts of alcohol greater than what a reasonable person should consume over the duration of an event).
- E. Alcoholic beverages must not be purchased with chapter/organizational funds or funds pooled by members or guests (e.g., admission fees, cover fees, collecting funds through digital apps, etc.).
- F. A chapter/organization must not co-host or co-sponsor, or in any way participate in, an activity or event with another group or entity that purchases or provides alcohol.
- G. A chapter/organization must not co-host or co-sponsor an event with a bar, event promoter or alcohol distributor; however, a chapter/organization may rent a bar, restaurant, or other licensed and insured third-party vendor to host a chapter/organization event.
- H. Attendance by non-members at any event where alcohol is present must be by invitation only, and the chapter/organization must utilize a guest list system.
 1. Attendance at events with alcohol is limited to a 3:1 maximum guest-to-member ratio and must not exceed local fire or building code capacity of the chapter/organizational premises or host venue.
- I. Any event or activity related to the new member joining process (e.g., recruitment, intake, rush, etc.) must be substance free.
 1. No alcohol or drugs may be present if the event or activity is related to new member activities, meetings, or initiation into an organization, including but not limited to “bid night,” “big/little” events or activities, “family” events or activities and any ritual or ceremony.
- J. The chapter/organization, members or guests must not permit, encourage, coerce, glorify or participate in any activities involving the rapid consumption of alcohol, such as drinking games.

Article VIII – Recruitment

Section I. General Information

- I. All recruitment activities shall be held on the University of Kentucky campus or on fraternity owned property, unless prior consent is obtained from the IFC Executive Board.
- II. A potential new member accepting alcoholic beverages during a recruitment activity will not be permitted to join the chapter responsible for one calendar year from the date of infraction. This is also applicable to those potential new members who have already accepted an invitation to join.
- III. All alleged recruitment infractions will be brought before the IFC Judicial Board within two (2) weeks of the alleged incident.
- IV. All recruitment activities will be conducted within the guidelines of “Regulations Governing Student Organizations.” No fraternity advertisement can include references to alcohol and must be approved by the IFC Executive Board and Dean of Students Office before being posted.

- V. In order to be eligible to join a fraternity at the University of Kentucky, unaffiliated students must:
- i) Be enrolled full time students at the University of Kentucky.
 - ii) Complete and sign a registration form giving the IFC consent to release grade information to member fraternities.
 - iii) Attend an IFC Recruitment Information Session during the semester of participating in recruitment.
 - iv) Have a minimum cumulative high school GPA of 2.7 or a cumulative college GPA of 2.5 or higher.
 - (1) College GPA will only be considered for eligibility if the student has completed twelve (12) college credit hours. If twelve (12) college credit hours have not been completed then a high school GPA will be used to determine eligibility.
 - (2) In the case of a college transfer student without a UK GPA the most recent college GPA from the previous school will be used to determine eligibility.
 - (3) GPA's from multiple schools will not be combined when determining eligibility.
 - v) Appeals can be made to the IFC Executive Board by submitting a letter to the Interfraternity Council Advisor and VP of Scholarship explaining the situation.
 - (1) The decision of the IFC Executive Board will be final.
 - (2) If the student has intent to join any specific fraternity, members of that fraternity on the IFC Executive Board must remove themselves from hearing the appeal.
- VI. Chapters that extend formal bids to ineligible potential new members will be brought to, and if determined responsible, sanctioned by the IFC Judicial Board.

Section II. Formal Recruitment

- I. Members of the IFC Executive Council including but not limited to the IFC President, Vice President of Judicial Affairs and Vice President of Recruitment will comprise the Recruitment Enforcement Committee and will be responsible for monitoring the compliance of chapters with the recruitment regulations set forth by these guidelines.
- II. There will be one formal recruitment meeting held no later than the Friday before formal recruitment begins. This meeting will be conducted by no fewer than two (2) members of the IFC Executive Board or any member of the Greek Community appointed by the Vice President of Recruitment.
- III. The purposes of this Recruitment meeting are as follows:
 - i) To inform the Chapter Executive Officers of the IFC Recruitment Guidelines.
 - ii) To inform the Chapter Executive Officers of the procedures required to register each potential new member into the electronic database.
- IV. At no time during a fraternity recruitment event or during the specified formal recruitment period will alcohol be permitted in correlation with the fraternity of the event.
- V. There will be no fraternity social functions the Friday, Saturday, or Sunday preceding the formal recruitment periods. Also, the Friday and Saturday night social functions after the formal recruitment period are not recruitment functions and should not be promoted in any such manner; therefore they should be registered accordingly.

- VI. Attend a 'Recruitment Informational Session' hosted by the IFC Executive Council, providing all potential new members an opportunity to engage Greek leaders in an informal question-and-answer session. Multiple sessions will be held before and during Formal Recruitment and proctored by no fewer than two members of the Executive Council. IFC Executive Council members will supervise registration before each session and provide each chapter with an updated list of attendees - an eligibility list - nightly during Formal Recruitment.
- VII. Each chapter is prohibited from extending a bid to any unaffiliated student before 9:00 a.m. on the official Bid Day as established by the Vice President of Recruitment.
 - i) A potential new member receiving a bid before the specified date and time will not be allowed to pledge the chapter responsible for a calendar year from the date of the infraction.
- VIII. Each chapter is prohibited from extending a bid to any unaffiliated student within a two week period preceding formal recruitment activities. Any chapter extending a bid during this period will be charged with extending a bid to an ineligible Potential New Member and sanctioned accordingly.
 - i) Bids may not be extended to any unaffiliated student in their first year at the University of Kentucky during the No Bidding Periods.
 - ii) Unaffiliated Students that have attended the University of Kentucky for more than a year may be extended a bid at any time.
 - iii) The No Bidding Period will begin the first day of Summer Break and extend until two weeks before fall recruitment.
- IX. The signing period of the Formal Recruitment will extend from 9:00 a.m. on the official Bid Day as established by the Vice President of Recruitment until 4:00 p.m. one (1) week later. During this time only those potential new members who have been deemed eligible by the Fraternity and Sorority Life Officer will be allowed to accept bids and sign with a chapter.
- X. Chapters are prohibited from persuading potential new members to sign any agreement other than a green card during recruitment or the week immediately following the formal recruitment period. Bid contracts are expressly forbidden.
- XI. The Fraternity and Sorority Life Office will release a list of potential new members who have met the GPA requirements to be eligible to join a fraternity prior to the beginning of the recruitment events on the fourth day of the formal recruitment period. This list will be updated again on the fifth day of the formal recruitment period and again on the first workday following the formal recruitment period.
 - i) Any potential new member whose name does not appear on this list will be considered not eligible to join an IFC member fraternity.
- XII. The President of each fraternity must submit the green cards of potential new members who accepted bids. The fraternity will be held responsible for any green card submitted for an ineligible student.
- XIII. If a bid is extended to a potential new member and they decide to defer the bid to another semester, the fraternity must turn the list of men deferring their bids into the Fraternity and Sorority Life Office by October 1 in the fall semester and by March 1 in the spring semester.
 - i) Bids are valid for the entire calendar year following the recruitment period in which they are given.

- ii) A potential new member deferring the bid must register for recruitment through IFC in the semester that they wish to accept the bid.
- iii) Failure to register the deferring potential new member will result in bidding an ineligible potential new member and the IFC Judicial Board will deal with the infraction accordingly.
- iv) When a man receives a bid during formal recruitment, the acceptance and signing of the preference card (Green Card) shall be binding. It will be binding to the extent that he shall be considered ineligible for one semester to receive a bid from any other chapter at UK than the one from which he received the bid in accordance with the correct functioning of the recruitment system.

Section III. Continuous Recruitment

- I. Any male student is free to join an IFC Organization outside of the formal recruitment process established by the IFC.
- II. Fraternities may hold open recruitment functions outside of formal recruitment periods as long as all events meet the guidelines and regulations as outlined by the University of Kentucky Code of Student Conduct and the IFC Code of Conduct, Constitution and Bylaws.
- III. If the chapters wish to extend a bid during continuous recruitment, the potential new member must pay the standard registration fee and register in the IFC's recruitment portal.
- IV. Any potential new member attending continuous recruitment functions must have their grades checked by the Office of Fraternity and Sorority Life before they are allowed to receive a bid.

Article IX – Scholarship

Section I. Minimum Standards

- I. In order to maintain good standing with the IFC, a chapter must maintain a semester grade point average greater than the all-male average at the University of Kentucky or above a 3.00; whichever is greater.
- II. In order to be eligible for an IFC elected or appointed office, a person must have a minimum of a 2.75 cumulative grade point average or have achieved a 3.00 or better in his last two semesters of course work. If at any time the cumulative GPA of an elected or appointed officer falls below 2.75, he automatically forfeits the office and it shall be filled as outlined in the bylaws.

Section II. Sponsored Programming

- A. The IFC will sponsor scholastic programming for member chapters throughout the academic year. Such programming will include but is not limited to:
 - i) Programs offered by Transformative Learning; new members will be strongly encouraged to attend programs during their semester of new member education.
 - ii) All members will be encouraged to access peer tutoring offered by Transformative Learning in The Study

- iii) Sessions to assist in the development of chapter scholarship programs, to be led by the IFC VP of Scholarship, as requested by IFC member chapters.

Section III. Adjudication and Academic Standing

- I. Members below a semester 2.0 GPA shall access one of the following services provided by Transformative Learning:
 - i) **Study Smarter Seminar:** A one-time, four-hour, interactive seminar designed to improve key academic skills like time management, note taking, and critical reading. A receipt should be obtained to confirm attendance.
 - ii) **Individual Academic Consultation:** An opportunity to meet one-on-one with an Academic Consultant at Transformative Learning, these consultations last one hour and focus on developing key academic skills like time management, note taking, and critical reading. A confirmation form should be obtained from the Consultant to confirm completion.
 - iii) **Theories of College Student Success—EPE 174:** This semester-long, 3 credit- hour course introduces students to theories underpinning higher education, specifically the areas of college student development, post- secondary institutional organization, and current issues facing students and universities. The objective of the course is to provide opportunities for experiential learning, self-assessment, and the development of critical reading and reasoning skills to help students improve their academic performance. The member's schedule should serve as confirmation of enrollment.
 - iv) **Peer Tutoring:** Peer Tutoring, offered in The Study, provides free, walk-in peer tutoring in over 30 courses at UK. All peer tutors are trained and certified and have successfully completed the course they are tutoring. Peer tutoring is an opportunity for students to clarify concepts, hone skills, and work through examples.
- II. Chapters not in "Good Standing" are automatically entered into the IFC Scholarship Program. The program has three levels, defined as follows:
 - i) **Academic Caution:** Any semester greater than 3.00 but below the All-Male Average (AMA) GPA. Chapters on academic caution shall choose one of the following interventions:
 - (1) Host a representative from Transformative Learning to present a 30-minute session about TL's available resources; chapters must submit a signed attendance list to the IFC VP of Scholarship to confirm.
 - (2) Host a representative from Transformative Learning to present a 30-minute session about a study strategy; chapters must submit a signed attendance list to the IFC VP of Education to confirm.
 - (3) Allow members to choose one of the following individual interventions
 - (a) **Peer Tutoring:** Peer Tutoring, offered by The Study, provides free, walk-in peer tutoring in over 30 courses at UK. All peer tutors are trained and certified and have completed the course they are tutoring successfully. Peer tutoring is an opportunity for students to clarify concepts, hone skills, and work through examples.
 - (b) **Individual Academic Consultation:** An opportunity to meet one-on-one with an Academic Consultant at Transformative Learning, these consultations last one hour and focus on developing key academic skills like time management, note taking, and critical reading. A confirmation form should be completed to confirm completion to turn into the chapter.

- (4) And submit a mid-term report to the IFC VP of Education outlining progress and/or implemented programming.

ii) Academic Warning

- (1) After one semester under AMA but above 2.80 GPA, a chapter shall choose two of the following interventions:
 - (a) The chapter shall host a representative from Transformative Learning to present a 30-minute session about AE's available resources; chapters must submit a signed attendance list to the IFC VP of Scholarship to confirm.
 - (b) The chapter shall host a representative from AE to present a 60-minute session about a study strategy; chapters must submit a signed attendance list to the IFC VP of Scholarship to confirm.
 - (c) Members shall access peer tutoring, offered by The Study. The Study provides free, walk-in peer tutoring in over 30 courses at UK. All peer tutors are trained and certified and have completed the course they are tutoring successfully.
- (2) Members shall seek Individual Academic Consultations.
 - (a) The consultations are opportunities to meet one-on-one with Academic Consultants at Transformative Learning. Consultations last one hour and focus on developing key academic skills like time management, note taking, and critical reading. A confirmation form should be completed to confirm completion.
- (3) Chapter must send its President and Scholarship Chairman to meet with the IFC VP of Scholarship and a staff member in the Fraternity and Sorority Life Office in order to review the chapter's scholarship program and develop alternative programming,
- (4) And submit a mid-term report to the IFC VP of Scholarship outlining progress and/or implementing programming.
- (5) After two consecutive semesters under AMA but above 2.80 GPA,
 - (a) all of the above sanctions apply,
 - (b) and the chapter shall lose IFC vote,
 - (c) And the chapter shall be placed on Social Probation.
- (6) After three consecutive semesters under AMA but above 2.80 GPA,
 - (a) all of the above sanctions apply,
 - (b) And the chapter shall be prohibited from participating in all fraternity intramural leagues.
- (7) After four consecutive semesters under AMA but above 2.80 GPA,
 - (a) Above sanctions apply,
 - (b) And the chapter shall be remanded to the IFC Judicial Board for Further Sanctions.

iii) Academic Delinquency

- (1) After one semester under 2.80 GPA,
 - (a) Shall choose two of the following interventions:
 - (i) The chapter shall host a representative from Transformative Learning to present a 30-minute session about available resources; chapters must submit a signed attendance list to the IFC VP of Scholarship to confirm.
 - (ii) The chapter shall host a representative from Transformative Learning to present a 30-minute session about a study strategy; chapters must submit a signed attendance list to the IFC VP of Scholarship to confirm.
 - (iii) Members shall access peer tutoring, offered by The Study.

- (iv) Members shall seek Individual Academic Consultations. The consultations are opportunities to meet one-on-one with Academic Consultants at Transformative Learning. Consultations last one hour and focus on developing key academic skills like time management, note taking, and critical reading. A confirmation form should be completed to confirm completion.
- (2) And send its President and Scholarship Chairman to meet with the IFC VP of Scholarship and staff member of Fraternity and Sorority Life in order to review the chapter's scholarship program and develop alternative programming,
- (3) And submit a mid-term report to the IFC VP of Scholarship outlining progress and/or implementing programming
- (4) The chapter will also:
 - (a) lose its IFC vote,
 - (b) And be placed on Social Probation.
- b) After two consecutive semesters under 2.80 GPA,
 - i) Above sanctions apply,
 - ii) And the chapter shall be prohibited from participating in all fraternity intramural leagues.
- c) After three consecutive semesters under 2.80 GPA,
 - i) Above sanctions apply,
 - ii) And the chapter shall be remanded to the IFC Judicial Board and held responsible as a "consistent academic delinquent" and suspended from campus for no fewer than two semesters, but no more than four semesters.

Article X – IFC Judicial Board

I. To address issues and solve problems before others must intervene, the IFC must have a robust peer governance process that addresses violations of IFC policies and NIC Standards.

II. The IFC Code of Conduct shall guide the work of the IFC Judicial Board.

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

- A. The authority of the IFC to hold member chapters accountable to the IFC Constitution, Bylaws, IFC Code of Conduct, and other policies is separate and independent from any university expectations or process related to the Student Code of Conduct.
- B. The IFC will adopt a Code of Conduct for full and associate IFC member chapters. This shall reflect the responsibilities and rights of fraternity membership, NIC Standards and recommended practices.
- C. The IFC will adopt a Constitution and Bylaws that reflects NIC Standards and recommended practices.
- D. The IFC will establish a Judicial Board with representation from full IFC members. The IFC will work with the campus to provide annual training to the Judicial Board on due process, standard of proof, and progressive, educational sanctioning.
- E. The Judicial Board shall work with the university to implement a comprehensive conduct program that enhances peer-governance; respects the authority of the university to adjudicate the Student Code of Conduct and major alleged policy violations (such as hazing and sexual misconduct); and avoids multiple, overlapping conduct processes.

- a. The IFC shall develop an agreement with the university that identifies the role of each body in adjudicating allegations of chapter-level misconduct.
 - b. The IFC Judicial Board shall defer to the university to investigate and adjudicate hazing and sexual misconduct allegations, or any other allegation that is being investigated and/or adjudicated through the university's conduct process.
- F. In all other instances, the IFC Judicial Board has the autonomy and responsibility to adjudicate chapter-level violations of the IFC Constitution, bylaws, and other policies and establish educational sanctions, provided:
 - a. Basic due process protections have been provided for the accused chapter.
 - b. Sanctions are punitive and/or educational (but not solely punitive or financial), progressive, and do not restrict associational rights or student choice.
 - c. An appeal process is available.
- G. The Judicial Board shall inform the inter/national organization of any charges in advance of a hearing and work collaboratively with the inter/national organization and university when adjudicating a potential violation that may result in suspension/loss of recognition from the IFC for the member chapter.
- H. The IFC will not issue blanket sanctions for chapters that have not been found responsible for policy violations (i.e. system-wide ban on activities). An exception may be made for health and safety concerns with restrictions limited to events with alcohol, provided the exception is for a defined period of no more than 30 days, with a specific plan to lift the restriction, and in accordance with powers enumerated in the IFC Constitution and Bylaws.
- I. The IFC will honor and follow all organizational return agreements negotiated as part of a university or IFC conduct process. As the return has already been negotiated and agreed to, any organization returning to campus based on such agreement shall not be required to participate in any IFC/campus expansion process.
- J. The rules and regulations of **[campus]**, unless they are in violation of NIC Standards or practices. In this case, NIC Standards shall overrule.
- K. The general values-based conduct of fraternity men.

Section II. IFC Judicial Board Composition

- I. The IFC Judicial Board shall be composed of one IFC Justice from each member chapter, chosen by that member chapter, and shall be chaired by the IFC Vice President of Judicial Affairs.

Section III. IFC Justice Eligibility

- I. In order to serve as the IFC Justice for a member chapter on the IFC Judicial Board, an individual must meet the following requirements:
 - A. Be an Initiated Member or New Member, in good standing, of an IFC member chapter.
 - 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 and Bylaws, University of Kentucky policies, NIC Standards, and NIC Alcohol & Drug Guidelines.
 - E. Not be a current member of the IFC Executive Board or serve as his member chapter's IFC Representative or Alternate Representative for the IFC General Body.
- B. 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

I. The term of office for IFC Justices shall be until their graduation, resignation, or replacement under the procedures determined by each member chapter; or upon his election to serve on the IFC Executive Board or as his member chapter's IFC Representative or Alternate Representative for the IFC General Body.

Section V. IFC Judicial Policy

I. 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

- I. The IFC Vice President of Judicial Affairs will select five (5) Judicial Board justices, as predetermined by an alphabetical rotation of the member chapters, to hear a case.
- II. In the event the IFC Judicial Board rotation for service on a Judicial Board hearing falls upon an IFC Justice whose member chapter is involved in the alleged violation, the rotation will skip to the next member chapter in the alphabetical rotation.

Section VII. IFC Judicial Board Hearing Attendance

- I. 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.
 - C. Failure of an IFC Justice to attend an IFC Judicial Board hearing for which he was assigned shall result in his member chapter being referred to the IFC Vice President of Judicial Affairs for potential judicial review.

Section VIII. IFC Judicial Board Hearing Voting Policies

- I. 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 XI – IFC Judicial Procedures

Section I. IFC Judicial Powers and Responsibilities

- I. Per Article III, Section IV of the IFC Constitution, the IFC shall be a peer-governing organization with an independent Judicial Board that shall have jurisdiction over cases involving alleged member chapter 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 Kentucky; and
 - C. The general values-based conduct of fraternity men.

Section II. Due Process

- I. In appearing before the Judicial Board, each member chapter 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 to be free from double jeopardy.

Section III. Filing of Complaints

I. Any individual or group may file a complaint against a member chapter, specifying in writing the particular alleged acts of the accused.

II. This must be done by submitting an IFC Judicial Complaint Form to the IFC Vice President of Judicial Affairs.

III. The IFC Vice President of Judicial Affairs shall promptly review and investigate the allegation. Upon determination that an allegation contains information sufficient to warrant further adjudication, the IFC Vice President of Judicial Affairs may charge a member chapter with a violation.

Section IV. Notification of Charges

I. Once the IFC Vice President of Judicial Affairs has determined the filed complaint has merit, the member chapter and its inter/national organization is to be provided written notification of the charges at least two weeks in advance of the hearing.

II. This written notification shall include the following:

- A. Date, time and location of their Informal Resolution Hearing;
- B. Description of the alleged violation; and
- C. Due process rights.

Section V. Investigatory Evidence

I. All evidence related to a complaint shall be compiled and presented to all parties at least one week prior to any informal Resolution Hearing or formal Judicial Board hearing. All evidence shall be directly related to the complaint(s) alleged against the member chapter and shall be approved by the IFC Vice President of Judicial Affairs prior to circulation.

Section VI. Informal Resolution Hearing

I. Upon a finding of the IFC Vice President of Judicial Affairs that a filed complaint contains information sufficient to warrant further adjudication, he may offer the charged member fraternity the opportunity to participate in an Informal Resolution Hearing unless he feels that potential sanctions could include suspension or loss of IFC recognition.

II. In cases in which the charged member chapter accepts an Informal Resolution Hearing, the IFC Vice President of Judicial Affairs shall meet with a representative of the charged member chapter to discuss the allegations of the complaint.

III. Within three (3) business days of the Informal Resolution Hearing, the IFC Vice President of Judicial Affairs may dismiss the complaint with a finding of no violations, provide the charged member chapter with his finding of violations and recommendation for a resolution through disciplinary or corrective sanctions.

IV. The charged member chapter has three (3) business days to accept or reject the terms of resolution. If the charged member chapter accepts the resolution, the charged member chapter waives all rights of appeal and the outcome is final.

V. If the charged member chapter rejects offer of an Informal Resolution Hearing or the resolution, a Formal IFC Judicial Board Hearing will be convened to hear the case.

Section VII. Prohibited Sanctions for Informal Resolution Hearing

I. The IFC Vice President of Judicial Affairs shall not recommend suspension or loss of IFC recognition through an Informal Resolution Hearing. Should the IFC Vice President of Judicial Affairs believe 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

I. If:

- A. The charged member chapter rejects having an Informal Resolution Hearing;
- B. The charged member chapter rejects the findings and/or sanctions of the Informal Resolution Hearing
- C. The IFC Vice President of Judicial Affairs determines the allegation is egregious enough to warrant potential suspension or loss of IFC recognition; or
- D. The IFC Vice President of Judicial Affairs chose not to offer an Informal Resolution Hearing;

The IFC Vice President of Judicial Affairs shall convene a Formal IFC Judicial Board Hearing.

II. The IFC Vice President of Judicial Affairs will select five (5) Judicial Board justices, as predetermined by an alphabetical rotation of the member chapters, to hear the case. In the event the IFC Judicial Board rotation for service in a hearing falls upon an IFC Justice whose member chapter is involved in the alleged violation, the rotation will skip to the next member chapter in the alphabetical rotation.

III. The IFC Vice President of Judicial Affairs shall serve as a non-voting Chief Justice and preside over all formal Judicial Board hearings.

Section IX. Formal IFC Judicial Board Hearing Proceedings

I. 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 chapters involved, any witnesses, the IFC Justices assigned to serve on the Judicial Board for the hearing, and the IFC Vice President of Judicial Affairs. At the discretion of the IFC Vice President of Judicial Affairs, witnesses may be excluded from the hearing room until it is his or her turn to testify. Additionally, the charged member chapter 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 chapter. The chapter advisor shall only act in an advisory capacity and is not allowed to conduct any portion of the chapter's presentation.
- 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 chapters, or IFC Justices involved.
 2. Details of the proceedings
 3. Witness testimony.

C. Hearing Process:

1. Initiation of the Hearing: The IFC Vice President of Judicial Affairs 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 chapter of the formality of the hearing and the necessity of all parties to be truthful.
2. Overview of Judicial Hearing Process: The IFC Vice President of Judicial Affairs 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 chapter shall be presented by the IFC Vice President of Judicial Affairs:
 - i. Charged member chapter may ask questions;
 - ii. IFC Justices may ask questions;
 - b. Presentation of charged member chapter:
 - i. IFC Justices may ask questions;
 - c. Calling of Witnesses
 - i. Charged member chapter may ask questions;
 - ii. IFC Justices may ask questions;
 - d. Charged member chapter 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

I. In the event the IFC Vice President of Judicial Affairs' member chapter is involved in the alleged violation, the highest ranking IFC Executive Board officer, starting with the IFC President, as listed in Article V, Section II of the IFC Constitution, shall serve in his stead.

Section XI. Prohibition on Recruitment Restrictions as a Sanction

I. 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. Non-Status Sanctions

I. The IFC Judicial Board may impose sanctions that are punitive and/or educational, but not solely financial and do not restrict recruitment. The following are sanctions that may be imposed by the IFC Judicial Board and/or IFC Vice President of Judicial Affairs (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 XIII. Status Sanctions

I. In the event of an egregious violation, the following are sanctions that may be imposed by the IFC Judicial Board for a specified period of time:

- A. Suspension: Loss of IFC voting rights and removal from good standing status, and any additional Non-Status Sanctions.
- B. Loss of IFC Recognition: Loss of IFC recognition and its rights and privileges.

II. When adjudicating a potential violation that may result in suspension/loss of recognition from the IFC for the member chapter, the Judicial Board shall work collaboratively with the inter/national organization and campus.

Section XIV. Duration of Sanctions

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

Section XV. Notification of Findings

I. Within three (3) business days of any Informal Resolution Hearing or Formal Judicial Hearing, the IFC Vice President of Judicial Affairs shall communicate in writing to the charged member chapter, its inter/national organization, and its chapter advisor, as well as any relevant [campus] administrators, the alleged violation, the findings of the hearing, and any sanction(s) imposed.

II. The IFC Vice President of Judicial Affairs shall notify the IFC General Body of any sanctions imposed upon a member chapter through any Informal or Formal Judicial Hearing.

Section XVI. Appeals

I. The IFC Judicial Board's decision is subject to appeal by a member chapter 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 or be dismissed:

- 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.

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

Section XVII. Non-Status Sanctions Appeals

I. The IFC Executive Board shall hear appeals for Non-Status Sanctions.

II. The IFC Vice President of Judicial Affairs shall first present the IFC Judicial Board's decision and rationale for its actions. The appealing member chapter shall then be afforded the opportunity to present its reasoning for seeking a reconsideration of the IFC Judicial Board's actions.

III. The appealing chapter must be given at least one week's notice of the time, place, and procedure of the appeal hearing. Any individual from the appealing member chapter serving on the IFC Executive Board shall not participate in the appeal proceedings.

IV. The IFC Executive Board may either dismiss the charge(s) with no sanctions or alter the sanctions imposed by the Formal IFC Judicial Board Hearing. Any alterations must be approved



by at least two thirds (2/3) if the IFC Executive Board. The decision of the IFC Executive Board shall be final for Non-Status Sanctions.

Section XIX. Status Sanctions Appeals

I. The IFC General Body shall hear appeals for Status Sanctions.

II. The IFC Vice President of Judicial Affairs shall first present the IFC Judicial Board's decision and rationale for its actions. The appealing member chapter shall then be afforded the opportunity to present its reasoning for seeking a reconsideration of the decision. The appealing chapter must be given at least one week's notice of the time, place, and procedure of the appeal hearing.

III. Upon completion of the member chapter appeal presentation, all representatives of the Member Fraternity shall be dismissed from the meeting, including the member chapter's IFC Representative and Alternate Representative.

IV. The IFC General Body shall first vote on whether to discuss dismissal or alteration of the status sanction, which shall require a two-thirds (2/3) vote. In the event the IFC General Body votes to discuss dismissal or alteration, 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. If a two thirds (2/3) majority cannot be achieved for dismissal or alteration of the sanctions, the initial sanctions will remain in place.

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