

IFC Judicial Board of Review Manual

TRAINING, PROCEDURES, & POLICIES

**Created by the Interfraternity Council in conjunction with
the Office of Student Life**

Last Revised December 2008



Judicial Board of Review Manual

Interfraternity Council Members,

*This manual is a conglomeration of many resources, borrowing heavily from Dr. David Fried, Director of Student Rights and Community Standards at Ball State University and from the University Review Board manual. It is also adapted from source materials from Iowa State University, Texas A&M University, Sigma Sigma Sigma Sorority Honor Council, and from Dr. Lori Hart Ebert, Ph.D. from Pi Kappa Phi Fraternity: as compiled by Lauren Krumwiede, IFC Graduate Advisor, **January 10, 2009** .*

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<http://www.bsu.edu/greeklife>

<http://www.bsu.edu/ifc>

<http://www.edu.edu/studentlife>

<http://www.bsu.edu/sa/srcs/>

<http://www.bsu.edu/sa/media/pdf/code-of-student-rights.pdf>

Confidentiality Agreement

As a Judicial Board Member you Will:

1. Respect the confidentiality of the hearing process. Under no circumstance should you divulge any information to anyone about a hearing or the students/chapters involved. This includes roommates, spouses, parents, siblings, friends, colleagues, etc.
2. To hold confidential information in trust and confidence information and agrees that it shall be used only for the intended purpose of Judicial Board of Review.
3. In the event the media contacts you regarding a hearing, please refer those individuals to the Office of Student Life or the VP of Internal Affairs and inform them that you are not permitted to comment.
4. All notes taken by board members during the hearing will be collected and destroyed by the Chief Justice.
5. Confidentiality is expected even after board members leave their position and the university.
6. Sharing names, topics, or discussion that occurred during this meeting would be considered a violation of confidentiality. All members and advisors present are held to the same standard of confidentiality. Talking about how decisions were determined or revealing personal information shared during the meeting IS a violation of confidentiality.

Name (Print) _____

Signature _____

Date _____

Judicial Board of Review Expectations

Congratulations on being selected to serve as a Judicial Board of Review Member! On behalf of the Interfraternity Council and the Office of Student Life, we welcome you to a year of challenges, learning, and growth. We know you recognize the seriousness and responsibility associated with this position and wanted to provide you with a few basic guidelines that will help you to be successful in this endeavor.

Professionalism

1. You are expected to be a role model on and off campus. All members must abide by all University, IFC, and national regulations and recognize that your status on the board may be contingent upon your disciplinary standing and behavior.
2. *Dress appropriately.* This means business casual. You will be recognized as a professional and should appear as such. Do not wear chapter letters.
3. ***You will be assigned a “standing hearing time” each week and will be asked to hold this time in your calendar. If you do not receive notice from the JBR’s Chief Justice of a scheduled hearing time during your standing time four (4) days before the hearing, you may assume that no hearing has been scheduled.***
4. When you are assigned a hearing, it is imperative that you attend. The office, your colleagues, complainants and the accused chapter (s) are relying on you to hear the case and make a judgment. **If you are ever going to miss a hearing, contact Austin Gerber () at least 24 hours in advance.**
5. *Arrive at the meeting early enough to be able to acquaint yourself* with the incident report and discuss any questions you may have with the advisor, chief justice, and board members. This will allow for the meeting to start on time.
6. Members are highly recommended to participate in all required training activities to improve their skills in the hearing process. Seek out those areas you are deficient in that you would like more guidance with and be open to suggestions and aid from the advisors.

Hearing Behavior

1. Please read and understand all the policies. It is vital that you not only know the policies, but also understand their rationale.
2. Regardless of your personal feelings on a policy, your decisions should be in accordance with what is written in the policies. Policy debate should take place in Interfraternity Council meetings.
3. Members of the board should disqualify themselves from a hearing if they have a personal relationship with the chapters or members involved or have knowledge of any circumstance of the case which could compromise their objectivity.
4. Ask questions rather than make accusations.
5. Maintain decorum. Keep side conversations to a minimum anytime the hearing is in progress. As uncomfortable as it might be, waiting in silence is the best policy.

Purpose and Duties of the Judicial Review Board

The purpose of the judicial board is:

- Self governance, accountability and education
 - Self governance: affirms that Judicial Board members are responsible enough to identify and deal with violations of Interfraternal ideals and policies
 - Accountability: identifies the need to quickly and appropriately confront behavior that violates Interfraternal ideals and policies
 - Education: assures that training, hearing procedures and sanctions are educational for the individuals and chapters involved as well as the Greek community

All Interfraternal Men have the right to a fair and impartial hearing.

The Judicial Board is responsible for dealing with violations of:

1. Interfraternity Constitution and Bylaws
2. Interfraternity Code of Ethics
3. Recruitment Guidelines and Rules
4. Philanthropy
5. IFC Rules and Regulations
6. FIPG

Duties of the Judicial Board include:

1. Handling alleged violations of the Interfraternity Constitution and Bylaws, Code of Ethics, Recruitment Guidelines and Rules, Philanthropy, IFC Rules and Regulations and FIPG as needed and/or if mediation is not successful.
2. Educating each chapter about the Interfraternity judicial procedures. Including education on IFC policies and chapter visits.
3. Participating in training to educate Judicial Board members about the Purpose of the Judicial Board, the rules and regulations the Judicial Board will monitor, the procedures to be followed, proper questioning techniques, the right of the charged organization, evaluating evidence and deliberations and sanctioning.
4. Conducting fair hearings with impartial Judicial Board members who follow adopted procedures.
5. Maintaining confidentiality before, during and after judicial hearings.

Goals and Responsibilities

- Developing and Upholding Standards
- Education: It's an educational process
- Judicial
- Support the Greek Community

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***Very Important Information Can Be Found In These Boxes
Throughout The Manual. If you have any questions please ask!!***

Ball State University Fraternity & Sorority Incident Report

Office Use Only

DATE RECEIVED: _____
TIME RECEIVED: _____
RECEIVED BY: _____

This report should be completed anytime a fraternity/sorority at Ball State is not in compliance with the Social Events Policy, Student Code of Conduct, (inter) national policies and procedures or federal, state, or local laws.

Type of Incident:

- Alcohol Violation Hazing Vandalism Theft
 Fighting Sexual Assault Other (please specify):

Violation Reported by:

- Chapter Potential Member Student Parent
 Faculty/Staff Member Community Member Other (please specify):

Incident Information:

Date: _____ Time (Indicate AM/PM): _____

Location (on campus/off campus, fraternity/sorority house, residence hall, other):

Description of Incident (Include as much detail as possible):

Name and Affiliation of Individuals Involved:

Please return this completed form to:

The Office of Student Life - Student Center Room 133
Email: cwluyster@bsu.edu or Fax: 765-285-2855

Would you like someone to follow up with you? Yes No

If yes, you may contact the Office of Student Life at 765-285-2621 or provide the following information:

Name: _____ Phone: _____

Email: _____

Ball State University
Student Affairs Disciplinary Jurisdiction
Memorandum of Understanding
Office of Student Life & Ball State Greek Councils
Effective Date: January 1, 2009

Purpose: This Memorandum of Understanding (MOU) is between the Office of Student Life and the Ball State Greek Councils (Panhellenic Council and Interfraternity Council). It is intended to specify the judicial body with primary responsibility for the handling of organizational disciplinary cases involving fraternity and sorority chapters affiliated with the aforementioned Greek Councils at Ball State University. Both the Office of Student Life staff members and council designees shall review this document annually.

Note: Student/organizational disciplinary matters that may involve possible criminal violations should be communicated to University Police by the department receiving the original report so that the appropriate action can be taken by law enforcement units.

- I. Resolution Authority: Determination of how cases are identified in accordance with this MOU will take place by joint discussions between representatives from the Office of Student Life and the applicable Council officers.
 - A. Reports involving alleged violations of The Code of Student Rights and Responsibilities by members of a fraternity or sorority that are submitted to the Office of Student Life by a source outside the office or that originate within the BSU Greek community will be shared expeditiously with the Office of Student Rights and Community Standards. The Assistant Director of Student Life will review the complaint and make recommendations pertaining to resolution authority for such reports to the Director of Student Life.

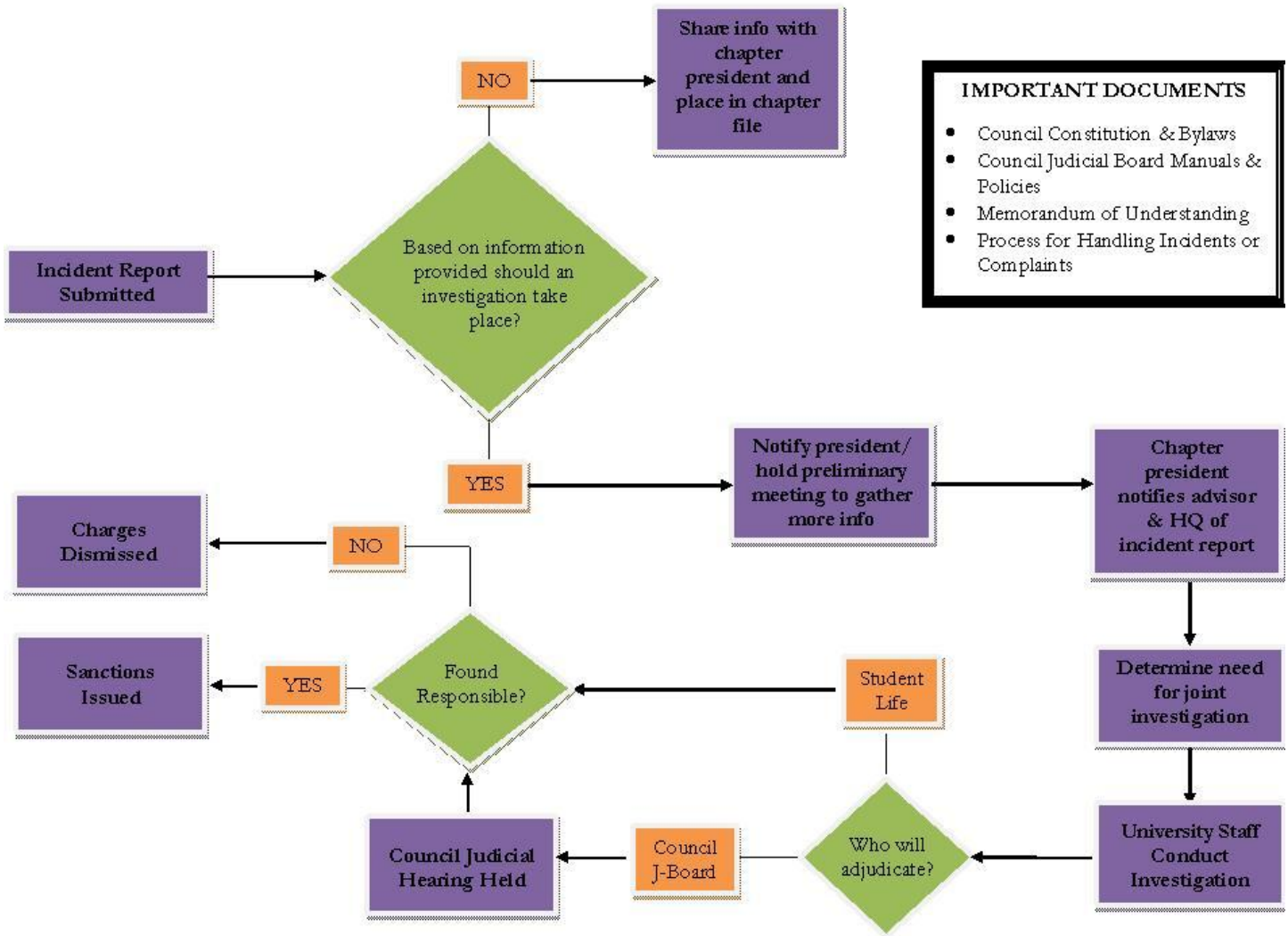
II. Case Identification/Jurisdiction

- A. All cases that deal with an alcohol violation, vandalism, recruitment rule violation, fight or other Council policy violation will fall under the primary jurisdiction of the Greek council judicial board.
- B. All cases that deal with sexual harassment, sexual assault/rape, sexual abuse, hazing, illegal drugs or the joint involvement of a recognized fraternity or sorority and a non-Greek recognized student organization will fall under the primary jurisdiction of the **Office of Student Life**.
- C. Based on available preliminary information, any case that is likely to result in the assignment of a disciplinary sanction of Suspension, Dismissal or Expulsion of a chapter from the University will fall under the primary jurisdiction of a student organization judicial board or the Office of Student Life.

III. Investigations

- A. Normally, serious cases such as those identified in Section II above, will require an investigation prior to charges being issued. Such investigations should be conducted expeditiously. In those cases, the Assistant Director of Student Life or Director of Student Life (when appropriate) may appoint one or two staff members to assist in the official investigators.
- B. Investigative reports will be submitted to the Assistant Director of Student Life for processing. Jurisdiction of the case will be determined in accordance with Section II above.

INVESTIGATION & ADJUDICATION FLOW CHART



If Council Judicial Board Hearing is Held.....

Hearing Procedure

(The hearing will be audio-taped)

<i>Judicial Board of Review</i>	<i>Responsibilities</i>
Chief Justice	Serve as spokes person and moderator
5 Board Members	Listen to all statements made and review all information submitted in order to determine responsible or not responsible
Advisor	Assure that procedures are followed and to answer questions of clarification

Chapter entitlements:

Each chapter is entitled to two (2) spokespersons

- Must be undergraduate active members of the chapter
- If one of the spokespersons is not the chapter president, the president may still be present as an observer

Each chapter which is in violation has their right to an advisor to be present during the hearing

- Not an undergraduate student affiliated with the chapter
- Role is simply to advise/show moral support to the chapter/individual
- Not able to ask questions of witnesses, provide statements, etc.

Phase 1

Prehearing: (Make sure you understand the information that has been given to you...if not ask questions!)

- **Chief Justice, Board Members and advisor from Office of Student Life only**
 - Read incident report and the sequence of events
 - Identify any ambiguous areas or possible discrepancies in the report to determine what areas you will need to clarify to determine whether or not the chapter/individual is in violation
 - Resolve any process issue (acceptability of witness, written information, etc.) under the direction of the advisor from the Office of Student Life.
 - Remember that all discussion and questions should be limited to facts of the incident and the basis of the charges.

The most effective form of questioning in a hearing is the use of open-ended questions. Four key words to remember when formulating an open-ended question:

What? Ask for Facts – “What were you doing when...?”

How? Bring out feeling and emotion – “How do you think your actions affected others?”

Could? Be Careful! (These can turn out close ended) “Could you describe the incident in your own words?”

Why? Determine state of mind - “Why did you choose to drink so much alcohol that night?”

Think of effective questions. Are they open ended?

Are you catching them in a multiple choice trap??

Questioning – How TO

- Ask simple questions that allow the student to talk and allow for greatest clarity.
 - Understand the sequence of events
 - Clarify conflicting information
 - Understand each party's perception
- Make an easy, casual and smooth transition from topic and timelines to reduce confusion.
- BE BRIEF! The longer you speak, the more likely you are to provide the answer to the student rather than leaving it open-ended. We call it the MULTIPLE CHOICE TRAP!
- Do more listening than talking. Encourage the student to open up. Listen carefully, including between the lines. Insert brief “prompters” as needed.
- Give appropriate time to hear the answer for each question before moving on. Maintain appropriate visual contact.
- TONE is VERY important. Be inquisitive, NOT interrogative. Avoid judgmental or evaluative comments like “that’s too bad”, or “I’m glad you said that.” Remember that during every case, an opinion is being formed of the Board and consequently of the disciplinary system as a whole.
- Work as a team during questioning. Without being too mechanical about it, try to cover topics in a systematic order. Have a purpose in asking each question. Stick to the topic at hand and avoid irrelevant topics the student might address.
- Be certain that you have resolved any conflicting information before entering deliberation. Do not wait until you are in deliberation and start guessing at reasons for conflicting information.
- Ask questions that reveal the student’s attitude. Try to find out how the student would react if the situation were to arise again.
- Board members should not pass notes, watch the clock, or whisper back and forth during a hearing. Take notes only as necessary.

Questions you could ask:

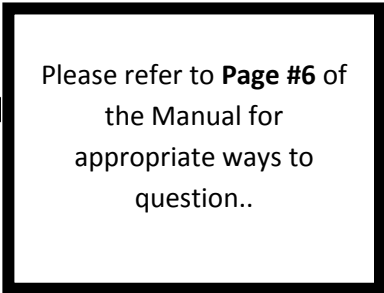
-
- Over the course of the evening, where had they been? (i.e. bars, private party, fraternity or sorority house).
 - Did they consume alcohol at a fraternity or sorority event? If so, who provided them with the alcohol? Was it an open bar or an individual who provided the alcohol? What type of alcohol did they consume (shot, beer, etc.)
 - Do they remember how much they drank at the fraternity house? At other locations?
 - Was this a rush/recruitment activity?
 - Can they describe the house (inside and out – this is used to strengthen the accusation that it actually took place at the house)?
 - How did they know about the party at the house (i.e. were they invited by someone, walked up to the house and admitted, etc.)?
 - Can they provide an estimate of how many people were at the party?

Phase 2

Hearing:

- **Board members, advisor, & chapter representatives**

1. Hearing is called to order by the Chief Justice
2. Introductions of hearing participants
3. The Chief Justice will present the facts of the case including: the presentation of witnesses (if any)
4. Accused is asked Responsible or Not Responsible for each violation, If *responsible* go directly to deliberation(*phase 3*) if *not responsible* – proceed to #5
5. Five minute opening statement by accuser (s)
6. Questioning of the accuser (s) by the justices
7. Five minute opening statement by the accused
8. Questioning of the accused by the justices
9. Accuser calls witness, witness makes a statement
10. Justices question witness
11. Accused questions witness
12. Accused calls witnesses, witness makes a statement
13. Justices question witness
14. Accuser question witness
15. Closing statement by the accuser
16. Closing statement by the accused
17. Deliberation follows



Please refer to **Page #6** of the Manual for appropriate ways to question..

**FOR DELIBERATION: ALL IN ATTENDANCE EXCEPT THE BOARD MEMBERS
AND ADVISOR ARE EXCUSED FROM THE MEETING**

Phase 3

Deliberation: *Purpose is not only to reach a decision about responsible or not responsible. You should be deciding exactly what happened in the incident and explain how it is that you arrived at the decision.*

- **Board members, Chief Justice, and Advisor**

18. Chief Justice requests motion from Judicial Board member of whether they find the accused responsible or not responsible.

19. Discussion of results in deliberation

When deciding responsible or not responsible of the chapter/individual remember to think of what exactly happened in the incident and be able to explain how you arrived at your decision.

Measure the quality of information with:

Preponderance of the Information

- “More likely than not” or “50% and a feather”
 - **Preponderance means that you as a board feel that the facts are more likely to be so than not so.**

Example:

Delta Pi was accused of throwing a party on September 21, 2008 that was not compliant with the **social policy Section 1. C.** The chapter was also found in violation of serving to students that were under 21. You are friends with a few of the Delta Pi’s that drink all time and *think* this is something that could be possible.

Do you base your decision based on what you think or based on the conclusions of the questioning session?

In deliberation do you say “I know that Delta Pi drinks all the time, this has to be right?” Or “Based on the information that was concluded by the questioning, I find them responsible.”

In deliberation after you come up with whether the chapter is responsible or not responsible you must come up with a statement that directly hits at all the points on why you decided either responsible or not responsible.

Based on the example above how would you support your decision of responsible?
(Be very specific.)

Weighing Information

Is the information you are hearing:



If you find conflicting information that you cannot reconcile you must decide what information you believe is accurate and what information you disbelieve.

Use your own knowledge, experience, and common sense to decide.

Phase 4

Sanctioning: *Effective disciplinary sanctions educate students and encourage behaviors that have positive impact on the campus community.*

- **Board members, Chief Justice, and Advisor**

20. Verdict rendered (Responsible or Not Responsible) per violation
21. Appropriate sanction determined if found in violation or if not found in violation, charges are dismissed.
22. Charges are put in writing.

4 Key Characteristics of Good Sanctions

1. The expectations for the chapter/individual are clear and unambiguous.
2. There is a definite date by which the activity must be completed.
3. Minimum “quality” and quantity standards (e.g., of words in a paper, hours of community service, etc.) are established.
4. The Interfraternity Council officer can reasonably monitor the requirements.

Questions to ask yourself:

1. What action by the board would help the individual/chapter learn from this experience?
2. Is the sanction in anyway demeaning? Is it a realistic sanction to expect the individual/chapter to carry out?
3. Does the sanction fit the incident?

- **Decisions of the board are assumed to be of the board as a whole.**
- **All members of the board are expected to support the final decisions including those with opposing opinions.**

IFC Judicial Board Hearing

Accused Individual/Chapter: _____ **Hearing Date:** _____

Chapter individuals present: _____

Charges:

Response of Accused:

Board Findings:

_____	Responsible	Not Responsible	Responsible	Not Responsible
_____	Responsible	Not Responsible	Responsible	Not Responsible
_____	Responsible	Not Responsible	Responsible	Not Responsible

Finding of Fact:

Sanctions:

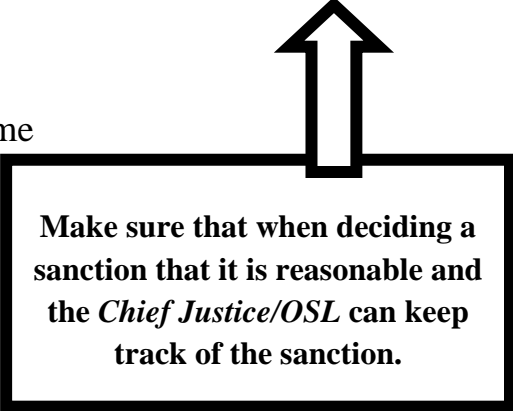
Deadline:

- A. _____
- B. _____
- C. _____
- D. _____

Sanction Rationale:

Examples of Sanctions: There is not a set of mandatory sanctions dependent on any given instance of misconduct. Sanctions available as parts of the JBR Hearing Process are:

1. ***Sanctions on social events/Social Probation***
 - a. No social events for a set duration of time
 - b. Limit on social events (#)
 - c. Eliminate social events
 - d. Alcohol-free socials
2. ***Suspension of specific privileges***
 - a. Intramurals
 - b. Host or participate in any social activity
 - c. Voting privileges at IFC
 - d. Etc.
3. ***University Restrictions***
 - a. The withdrawal of specified privileges for a definite period of time.
4. ***Letter of Apology***
 - a. A letter written to those impacted by the behavior of the organization
 - b. The letter indicates that the organization accepts responsibility for the incident and has remorse for their actions.
5. ***Community Service***
 - a. Complete a specified number of hours of Community/University Service in lieu of other sanction(s)
 - b. Set a given number of hours to complete
6. ***Participation, limit, or restricted participation in certain events such as...***
 - a. Homecoming
 - b. Greek Week
7. ***Reprimand***
 - a. A letter of notification placed in the organization's file and sent to its national organization warning of more severe sanctions in the event of a repeat of the offending behavior.
8. ***Probation***
 - a. A specific period of probation with or without selected restrictions. The Hearing Board shall determine the length and terms of the probationary period.
9. ***Suspension from IFC***
10. ***Attend/Host educational seminars***
 - a. Educational programming hosted and/or attended by a percentage or organization membership.



Make sure that when deciding a sanction that it is reasonable and the *Chief Justice/OSL* can keep track of the sanction.

11. *Restitution*

- a. A payment for financial injury to an innocent party in cases involving theft, destruction of property or deception.
- b. The assessed costs to be paid may be in addition to receipt of any of the above sanctions.

11. *Other Educational Requirements*

- a. Alcohol Education at BSU Health Education: AlcoholEDU, Basics, Court Offenders
- b. Alcohol Treatment at Meridian Services
- c. Marijuana Education at BSU Health Education
- d. Substance Abuse Dependence Treatment at Meridian Services
- e. Reflection Papers
- f. Research Papers
- g. Policy Review
- h. Educational Interview
- i. Educational Poster
- j. Contact Restriction
- k. Community Service
- l. Late Nite Service
- m. Probationary Review Meetings
- n. Program Attendance Requirement
- o. Counseling at the Ball State University Counseling Center
- p. Counseling External to the University

*Where appropriate, the duration of the sanction and any terms and conditions imposed as a part of the sanction must be in direct proportion to the **degree of the seriousness** attached to the misconduct.*

- Beginning and/or ending dates of the sanction must be specified.
- No sanction may exceed one (1) year.
- Failure on the part of the chapter to satisfactorily complete the sanction may result in further judicial action.

Phase 5

Outcome: *During this phase the individual/chapter will be read whether they are responsible or not responsible.*

23. Accuser, accused, and chief justice return to the hearing room, verdict is read.
24. One of the justices will read the verdict.
25. Verdict and appeal information (if found in violation) put in writing and mailed promptly to groups involved.

❖ **The chapter will receive a written copy of the decision within five (5) days. An explanation of the appeals process will accompany the decision. Every chapter has the right to one (1) appeal.**

Phase 6

Appeals: *A chapter or individual found responsible by the JBR may appeal the decision to the Office of Student Life.*

A chapter or individual desiring to appeal must submit a properly completed Signed Document form to the Office of Student Life or the Chief Justice within five (5) school days after receiving the written decision.

A signed document must state one (1) or more of the following grounds and the specific rationale for appealing on those grounds:

- The sanction was subjective, impulsive, and in abuse of discretion
- There is significant new information affecting the probable outcome of the case
- The findings were not supported by substantial information
- The decision of the JBR was in excess of its jurisdiction
- The JBR erred in its interpretation of any university or IFC policy or regulation

FIPG, INC. RISK MANAGEMENT POLICY (Revised July 2008)

The Risk Management Policy of FIPG, Inc. includes the provisions, which follow and shall apply to all fraternity entities and all levels of fraternity membership.

ALCOHOL AND DRUGS

1. The possession, sale, use or consumption of **ALCOHOLIC BEVERAGES**, while on chapter premises or during a fraternity event, in any situation sponsored or endorsed by the chapter, or at any event an observer would associate with the fraternity, must be in compliance with any and all applicable laws of the state, province, county, city and institution of higher education, and must comply with either the BYOB or Third Party Vendor Guidelines.
2. No alcoholic beverages may be purchased through or with chapter funds nor may the purchase of same for members or guests be undertaken or coordinated by any member in the name of or on behalf of the chapter. The purchase or use of a bulk quantity or common source(s) of alcoholic beverage, for example, kegs or cases, is prohibited.
3. **OPEN PARTIES**, meaning those with unrestricted access by non-members of the fraternity, without specific invitation, where alcohol is present, are forbidden.
4. No members, collectively or individually, shall purchase for, serve to, or sell alcoholic beverages to any minor (i.e., those under legal drinking age).
5. The possession, sale or use of any **ILLEGAL DRUGS** or **CONTROLLED SUBSTANCES** while on chapter premises or during a fraternity event or at any event that an observer would associate with the fraternity is strictly prohibited.
6. No chapter may co-sponsor an event with an alcohol distributor or tavern (tavern defined as an establishment generating more than half of annual gross sales from alcohol) at which alcohol is given away, sold or otherwise provided to those present. This includes any event held in, at or on the property of a tavern as defined above for purposes of fundraising. However, a chapter may rent or use a room or area in a tavern as defined above for a closed event held within the provisions of this policy, including the use of a third party vendor and guest list. An event at which alcohol is present may be conducted or co-sponsored with a charitable organization if the event is held within the provisions of this policy.
7. No chapter may co-sponsor, co-finance or attend or participate in a function at which alcohol is purchased by any of the host chapters, groups or organizations.
8. All recruitment or rush activities associated with any chapter will be non-alcoholic. No recruitment or rush activities associated with any chapter may be held at or in conjunction with a tavern or alcohol distributor as defined in this policy.
9. No member or pledge, associate/new member or novice shall permit, tolerate, encourage or participate in "drinking games". The definition of drinking games includes but is not limited to the consumption of shots of alcohol, liquor or alcoholic beverages, the practice of consuming shots equating to one's age, "beer pong", "century club", "dares" or any other activity involving the consumption of alcohol which involves duress or encouragement related to the consumption of alcohol.
10. No alcohol shall be present at any pledge/associate member/new member/novice program, activity or ritual of the chapter. This includes but is not limited to activities associated with "bid night," "big brother – little brother" events or activities, / "big sister - little sister" events or activities, "family" events or activities and initiation.

HAZING

No chapter, colony, student or alumnus shall conduct nor condone hazing activities. Permission or approval by a person being hazed is not a defense. Hazing activities are defined as

"Any action taken or situation created, intentionally, whether on or off fraternity premises, to produce mental or physical discomfort, embarrassment, harassment, or ridicule. Such activities may include but are not limited to the following: use of alcohol; paddling in any form; creation of excessive fatigue; physical and psychological shocks; quests, treasure hunts, scavenger hunts, road trips or any other such activities carried on outside or inside of the confines of the chapter house; wearing of public apparel which is conspicuous and not normally in good taste; engaging in public stunts and buffoonery; morally degrading or humiliating games and activities; and any other activities which are not consistent with academic achievement, fraternal law, ritual or policy or the regulations and policies of the educational institution or applicable state law."

SEXUAL ABUSE AND HARASSMENT

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

FIRE, HEALTH AND SAFETY

1. All chapter houses should meet all local fire and health codes and standards.
2. All chapters should post by common phones and in other locations emergency numbers for fire, police and ambulance and should have posted evacuation routes on the back of the door of each sleeping room.
3. All chapters should comply with engineering recommendations as reported by the insurance company or municipal authorities.
4. The possession and/or use of firearms or explosive or incendiary devices of any kind within the confines and premises of the chapter house is prohibited.
5. Candles should not be used in chapter houses or individual rooms except under controlled circumstances such as initiation.

EDUCATION

Each fraternity shall annually instruct its students and alumni/alumnae in the Risk

Management Policy of FIPG, Inc. Additionally, all students and key volunteers shall annually receive a copy of the Risk Management Policy and a copy of the policy shall be available on the fraternity website.

Interfraternity Council
Judicial Board of Review Policy
(Revised April 2007)

I. Purpose:

- A. There shall be a judicial body known as the Judicial Board of Review (hereafter, "JBR") whose primary purpose shall be corrective and secondarily punitive in nature. The JBR will serve to establish quasi-judicial precedents, hear cases brought before it, and deter unacceptable conduct; while enforcing IFC policies and university rules and regulations and to maintain appropriate standards of conduct.

II. Jurisdiction:

- A. The JBR has jurisdiction over all Interfraternity Council member organizations, including local and national fraternities and any group petitioning for membership into the Interfraternity Council.

- B. The JBR has jurisdiction over individual members of all organizations recognized by IFC. Violations by members may result in disciplinary action against individuals and/or organizations.

- C. The JBR may hold hearings concerning, but not limited to, the following:

1. Disorderly conduct.
2. Hazing.
3. Actions which create the appearance of impropriety to the Greek Community and/or Ball State University, or which may create liability for an Interfraternity Council member organization, the Interfraternity Council, or Ball State University.
4. Violations of state and local law.
5. Recruitment infractions.
6. To serve as mediator regarding disputes, or arguments that arise within the fraternal system.
7. Violations of academic sanctions imposed by the university administration.
8. Violations of the Greek Community Social Events Policy.
9. Actions directed towards a specific chapter or member with the sole intention of maliciousness or the intention to create a breakdown of relations within the fraternal system.

- D. The JBR may hear any case which the Chief Justice and the Assistant Director of Student Life deem appropriate if jurisdiction applies and/or if charges are filed.

- E. In certain instances, it may be necessary for the university to take immediate disciplinary action. This may be necessary when, in the opinion of the university, the operations of the organization(s) involved may constitute a threat or disruption of the normal academic process of the university. Upon investigation of charges by the university, the case may then be referred back to the JBR.

- F. The jurisdiction of the JBR is not necessarily limited to the original complaint; it may include other offenses revealed during a hearing. If a new offense is revealed, the individual(s), or the chapter involved may waive the right to seven (7) days advance notification of a hearing and have the decision rendered at the hearing.

III. Composition:

- A. The Interfraternity Council JBR Hearing Board shall consist of members selected by the VP of Internal Affairs by means of an application and interview process.
- B. Each hearing board member shall serve tenure until graduation. They shall be selected and installed by the second IFC meeting of each fall semester.
- C. Each member selected through the application process must have cumulative G.P.A. of a 2.5 or higher and be a member of an IFC organization for at least one whole year.
- D. An IFC executive officer may not serve as a hearing board member for the JBR unless he is fulfilling the role of Chief Justice.
- E. The Vice-President of Internal Affairs shall serve as Chief Justice of the JBR.
- F. In the event that the fraternity of which the Chief Justice is involved in a case before the (JBR) then a new justice will be appointed based on rank stated in Article V, Section I of the Constitution.
- G. When a hearing is called, in addition to the Chief Justice, the JBR will consist of five (5) hearing board members, who will be in good standing with the IFC. Thereafter, each hearing board member appointed must go through one IFC training program each semester.
- H. A hearing board member serving on the JBR may not be a member of the fraternity involved in the case being heard by the JBR.
- I. A member of the Hearing Board may be removed from the
- J. Hearing Board by a two-thirds (2/3) vote of all justices.
- K. The Advisor to Fraternities shall serve as an ex-officio non-voting member of the JBR and shall serve in an advisory capacity concerning IFC and university guidelines.
- L. A Judicial Board Justice, as a member of a fraternity not in good standing with IFC, shall not serve on the board.

IV. Pre-Hearing Procedures:

- A. The IFC President, Advisor to Fraternities, any fraternity or sorority member, any Ball State University student or faculty member, or any member of the Muncie community or public-at-large may bring charges against a fraternity or fraternity member(s).
- B. In order to bring charges before the JBR, a written and signed report must be submitted to the Advisor to Fraternities or the Chief Justice no more than five (5) school days after the alleged incident.
- C. Upon receipt of a written signed report the Chief Justice and the Advisor to Fraternities shall decide whether charges shall or shall not be brought before the JBR.
- D. If a case is brought before the JBR, the Chief Justice shall, by way of letter, notify the chapter(s) president and/or executive member(s) of the accusations no more than seven (7) school days after receiving the alleged incident report form.

- E. The letter shall be delivered to the member or chapter (e.g., delivered to a chapter representative on the executive council of their respected fraternity) by hand, and the individual or chapter executive representative will be required to sign a form stating that the individual or chapter representative has received the letter.
- F. The letter shall specify a hearing date at least four (4) school days after the date the letter is received (unless the accused fraternity should request an earlier hearing date) and shall direct the organization (throughout its appointed representatives) to appear at the hearing.
- G. The letter shall also:
 - 1. Describe the alleged violation.
 - 2. Advise the organization of its rights to:
 - a. A private hearing;
 - b. Appear at the hearing with an advisor;
 - c. Present testimony of witnesses, documentary and other information, and to argue on its own behalf; and
 - d. Appeal.

V. Hearing Procedures:

- A. The Chief Justice shall serve as the spokesman and moderator for the JBR. The Chief Justice shall also be responsible, when requested, for informing any member of the JBR or the organization(s) involved in the case about the judicial process.
- B. The Chief Justice of the JBR shall serve as Recording Secretary for all JBR hearings. Records from all hearings will be kept on file in the Office of Student Life. Records will be kept on audiotape, and will be made available only to official representatives of those parties involved.
- C. The president of the fraternity charged with misconduct, or another member designated as spokesman for the chapter, has the right to be present to hear and question all witnesses through the Chief Justice and to examine all information. Only the spokesperson(s) can question witnesses and/or examine information.
- D. There must be a minimum of five (5) hearing board members present during a hearing in which the justices will not be permitted to abstain from a vote. The Chief Justice will vote only in the event of a tie among the hearing board members.
- E. The right to be present during the questioning of a witness(s) applies only to JBR hearings; it is not a accused chapter or individual's right in the preliminary investigation process conducted by the Chief Justice and the Advisor to Fraternities.
- F. Each chapter is entitled to have two (2) spokespersons, which must be undergraduate active members of the chapter. If the spokesman is not the chapter president, the president may still attend hearings as an observer.
- G. The fraternity/individual charged with misconduct has the right to have an advisor, who is not an undergraduate student affiliated with the chapter, present during the hearings. An advisor, even if he/she is an attorney, may not present information, question witness(s), or address the JBR; his/her role is to simply advise the fraternity/individual.
- H. The aggrieved party shall have the same rights as the fraternity/individual charged with misconduct (e.g., the right to have the fraternity/sorority president present during the hearings, the right to call witness(s), and the right to have an advisor present).

- I. Witnesses are permitted to be present during the hearing only while presenting information.
- J. The JBR has the right to call before it all witness(s) and/or documentary information it considers to be essential to rendering a decision.
- K. If a chapter's or an individual's representative fails to appear at the hearing, the JBR, by way of a majority vote, will select one (1) of the following courses of action:
 - 1. Reschedule the hearing based on the excuse of an absence.
 - 2. Render a decision based on the available information.
- L. Witnesses will be asked to repeat the following oath:

"Under penalty of perjury, I do declare the following statements to be true _____ to the best of my knowledge."

 - 1. If it can be proved that a member of a fraternity deliberately and knowingly falsified testimony before the JBR, the JBR may take disciplinary action against the individual or his fraternity.
- M. The agenda for a typical hearing includes:
 - 1. Pre-hearing discussion in executive session by the JBR.
 - 2. Introductions.
 - 3. Clarification of the judicial process, and charges.
 - 4. Presentation of information and testimony of witness(s) against a chapter/individual (witness(s) placed under oath).
 - 5. Cross-examination of witness(s) by the board members.
 - 6. Re-cross-examination of witness(s) by the accused.
 - 7. Presentation of information and testimony of witness(s) on behalf of a chapter/individual (witness(s) placed under oath).
 - 8. Cross-examination of witness(s) by the board members.
 - 9. Re-cross-examination of witness(s) by the accused.
 - 10. Concluding statements by the spokesman(s) for the parties involved, accused chapter or individual speaking last.
 - 11. Deliberations by the JBR in executive session.
- N. The pre-hearing discussion and post-hearing deliberation will be private; only the advisor to fraternities and the JBR may be present.
- O. A chapter/individual will be found responsible of a violation when, in the determination of the hearing board members, there is clear and convincing information substantiating a decision of responsibility.

- P. The chapter/individual(s) involved, and the chapter adviser shall be sent written notification of the results of the JBR hearings within five (5) school days of the hearing by the JBR. The decision letter shall also contain information about sanctions and the process of appeal.

VI. Disciplinary Sanctions:

- A. After hearing the case, the JBR shall render one (1) of two (2) decisions. First, the JBR may determine that the chapter or individual is not responsible of its alleged violations. Second, the JBR may determine that the chapter or individual is responsible of a finding violation. If chapter or an individual is found responsible, a disciplinary sanction will be imposed. A finding of “responsible” may be used in future cases brought before the JBR for purposes of information for determining a sanction.
- B. The JBR shall have the authority to issue sanctions to a chapter found in violation of policies and regulations (probation does not necessarily involve any loss of privileges).
1. A written reprimand indicating that the chapter or individual's actions were inappropriate and that subsequent infractions should not occur, to be signed by the chapter president and one other executive council member.
 2. Probation, defined as a period of time not to exceed one (1) year.
 3. Monetary fines (will be paid to IFC).
 4. A suspended fraternity loses all privileges associated with IFC membership, including, but not limited to:
 - a. Representation at delegation
 - b. Voting rights at delegation
 - c. Greek Week participation
 - d. Intramural Sports
 - e. Any other sanctions the Judicial Board deems acceptable.
 5. Other penalties imposed alone or in addition to any other sanctions, which the JBR deems appropriate.

VII. Method for Appeals:

- A. A chapter or individual found responsible by the JBR may appeal the decision to the Office of Student Life.
- B. A chapter or individual desiring to appeal must submit a properly completed Signed Document form to the Advisor to Fraternities or the Chief Justice within five (5) school days after receiving the written decision.
- C. A signed document must state one (1) or more of the following grounds and the specific rationale for appealing on those grounds:
1. The sanction was arbitrary, capricious, and in abuse of discretion.
 2. There is significant new information affecting the probable outcome of a case.
 3. The findings were not supported by substantial information.
 4. The decision of the JBR was in excess of its jurisdiction.
 5. The JBR erred in its interpretation of any university or IFC policy or regulation.

APPENDIX G

Recruitment Rules and Regulations

(Revised November 2008)

Section I. Diversity

1. Any person despite race, ethnicity, color, creed, national origin, disability or sexual orientation shall be able to join a fraternity and in no circumstance be denied affiliation on those bases.

Section II. Chapters

1. All Chapters and colonies of the Interfraternity Council at Ball State University must uphold the Rules and Regulations presented.
2. IFC Chapters and their members shall speak only of other IFC, Panhellenic Association or National Pan-Hellenic Council chapters in a positive manner and not speak in negative connotations about another chapter or its members.

Section III. Definitions

1. Formal Recruitment Period (FRP) – the time predetermined by the IFC Recruitment Chair during which the Fraternity community will hold events
2. Informal Recruitment Event – any event not premeditated and not during Formal Recruitment Period in chapter house, but not limited to the house, in which prospective new members are present and encouraged to affiliate with the chapter's respective fraternity
3. Formal Recruitment Event – any premeditated event held during formal recruitment in the chapter house, but not limited to the house, in which the prospective new members are present and encouraged to affiliate with the chapter's respective fraternity
4. Bid – a written or verbal invitation to join a fraternity

Section IV. Academic and PNM Requirements

1. Any male may affiliate as long as one of the following criteria is met:
 - a. Having earned less than 12 credit hours, a 2.3 Academic Index
 - b. Having earned at least 12 credit hours, a 2.3 college accumulative G.P.A.
 - c. Appeals may be made to the OSL office.

Section V. Alcohol and Illegal Substances

1. All fraternities may hold formal or informal events both in their houses or other establishments (*establishment's primary function cannot be the sale of alcohol*) as long as there are no alcoholic beverages and/or illegal substances present or distributed.
 - a. Members can attend as long as they are not under the influence of alcohol and/or illegal substances.

Section VI. Bidding

1. Bids may be handed out at any time as long as:
 - a. The anti-hazing/grade release form has been submitted and eligibility has been confirmed,
 - b. It is not the summer period (last day of spring classes through first day of fall classes)
 - c. It is not during the FRP set by IFC Recruitment Chair.
2. The time and date to hand out bids during FRP will be set as the Thursday of the FRP set by the IFC Recruitment chairmen not prior to 8:00 p.m.
3. After FRP any new recruit can officially be pinned or initiated.
4. New member rosters need to be submitted to OSL no later than the 2nd week after the formal recruitment period ends (i.e. August 10th end of formal recruitment, August 24th rosters turned in).
5. Failure to present at new member roster will result in a \$25 fine per day late

Section VII. General Rules and Policies

1. Any fraternity may hold any formal recruitment events as long as
 - a. Women are not present
 - b. Cash prizes do not exceed \$15
 - c. Negative Greek related movies and/or literature are not presented or distributed
2. Fraternities may publicize events as long as the formal event schedule and publications are submitted and approved by the IFC Recruitment Chair
 - a. Schedule should include all pertinent event information and the fraternity recruitment chair's contact information
 - b. Will be turned in by third Friday in April to the OSL by 5:00 p.m.
 - c. Late events will result in a \$25 fine per day late
3. All university policies are followed.
4. IFC representatives may, at any time, enter or observe any recruitment event. Non-compliance or obstruction of this policy is a violation.

Section VIII. Consequences of Breaking Recruitment Rule

1. Any infraction of the Recruitment Rules can result in fines, loss of promotional privileges or Interfraternity Council Judicial Board review.

Section IX. Move-In and Informational

A. In order to participate with move-in an organization must:

1. Go to all required meetings held by the residence hall move-in committee.
2. Members must check in at the defined area on Move-In Day

B. An informational will be defined by the VP of Recruitment and will include the following:

1. Limited to 5 chapter members
2. Cannot distribute food, or drink by chapter members
3. Has to have all materials approved by the VP of Recruitment

Section X. House Tours

1. Content must include the cost, values, and current chapter happenings.
2. IFC VP of Recruitment has the right to bypass your house based on appearance, content or lack of presentation.
3. House tour dates will be set by the IFC VP of Recruitment, and must be held prior to FRP.
4. All rules that apply to the FRP will apply to the house tours.

ANTI-HAZING POLICY

Taken from the Ball State University Student Code, p. 29

XIX. Anti-Hazing Policy

A. Hazing by student organizations and groups of Ball State University is prohibited. Hazing is defined as follows: Any mental or physical requirement, request, or obligation placed upon any person (e.g., a pledge, associate member, affiliate, prospective member, guest, or initiate) which could be harmful to the health and/or welfare of the person, or which is personally degrading to the individual involved, or which has an adverse effect on the academic progress of the person, or which violates any federal, state, or local laws or university policy. Individual acceptance of or acquiescence to any activity covered by the foregoing definition in no way validates or excuses the activity. Student groups may be required to certify in writing that they are in compliance with this policy.

B. Individual members of organizations or groups who violate this policy are subject to disciplinary action as provided in Section V, above. Any organization which violates this policy is subject to sanctions which may be imposed by the coordinating body of which the organization is a constituent member, the vice president for Student Affairs and Enrollment Management or a designee, and/or the Student Activities Committee.

Indiana law requires any person with knowledge of hazing activities to report that information to a proper authority. At Ball State University, that report should be forwarded to the Office of Student Life (Student Center, Room 133, 285-2621) or the Department of Public Safety (285-1111).

PHILANTHROPY RULES AND REGULATIONS

Revised March 1, 2006

Section I. Definition

- A. A philanthropic event is any event in which an organization raises monetary or material (clothing, supplies, toys, food) for a not for profit organization.

Section II. Activities not Considered Philanthropy

- A. Donation of blood to a blood bank
- B. Participation in a philanthropy event for another organization
- C. Money raised while ringing bells for the Salvation Army

Section III. Limitations

- A. No philanthropic event may include:
 - 1. Association, use, or involve the sale of alcohol
 - 2. Association, use, or involve the sale of tobacco
 - 3. Involve inappropriate sexual conduct
- B. Funds raised in an event must be given to a not for profit organization.

Section IV. Consequences

- A. Any infraction of the Philanthropy Rules and Regulations shall result in the chapter or chapters sent to Judicial Board.

Appendix A
Academic Policy
(Revised March 2008)

Section I. Purpose

- A. The purpose of this program is to set new members on the right path towards academic success. Through this program we hope to improve the academic well-being of new members, by instilling healthy study habits and providing them with the knowledge of academic programs offered by the University.

Section II. New Members

- A. Each new member is required to participate in three (3) programs provided by the Learning Center in the North Quad
- B. There are five (5) options from which three (3) programs need to be completed before the last week of the semester the new member initiates. These options are as follows.
1. Attend any of the workshops that are offered at the Learning Center in the North Quad.
 - a. This option can count towards all three (3) programs needed as long as they are different workshops.
 2. Attend tutoring sessions through the Learning Center for a class.
 - a. This option can count towards all three (3) programs needed.
 3. Attend a Supplemental Instruction (SI) session already offered by the Learning Center.
 - a. This option can count towards all three (3) programs needed as long as the Supplemental Instruction (SI) are for three (3) different classes.
 4. Meet with your academic advisor.
 - a. This option may only be used one (1) time.
 5. Chapters may set up a meeting at the career center.
 - a. This option may only be used one (1) time.
- C. Recording attendance at programs:
1. When attending Learning Center workshops you must sign in and sign out on the Interfraternity Council (IFC) sign in sheet.
 2. For tutoring sessions, meeting with academic advisors, and career advisors, members must fill out one (1) of the “Additional Workshop” forms that are found in the Office of Student Life (OSL), or on the Greek Life website.
 - a. These must be turned into the IFC Vice President of Programming before the finals week of that semester.

- b. The Interfraternity Council (IFC) New Member Scholarship Program additional workshop form can also be found on the Greek Life website.

D. Incentives and Consequences:

1. Incentives:

- a. If a chapter has 90 percent attendance or higher, then that chapter is exempt from the consequences below.
- b. If a chapter has 90 percent attendance, then a letter of achievement will be sent to the Vice President of Student Affairs, chapter advisors, and the fraternity headquarters.

2. Consequences:

- a. For each new member that does not complete the requirement there will be a \$10 fine.
- b. The chapters that do not submit a scholarship plan by the deadline will have their IFC voting privileges revoked until they have submitted a satisfactory scholarship plan.

E. IFC Scholarship:

1. All fines from the New Member Scholarship Program will go towards a scholarship for non-Greek male freshmen. In the hopes to encourage non-Greek males with high academics to join IFC chapters.
2. The IFC Scholarship application and selection for the scholarship winner will be decided by a committee made up of five (5) IFC chapter members.
 - a. The members of the IFC Scholarship committee will be chosen by the IFC Executive Council.
 - b. IFC Vice President of Programming will appoint the chair of the IFC scholarship committee.

F. Exceptions:

1. New members that are of upperclassman status (sophomore and higher) with a 3.0 cumulative GPA of higher do not have to participate in this program.
2. All exemptions must be granted by the IFC Executive Council.

- G. The IFC Vice President of Programming and the Director of the Learning Center reserves the right to receive attendance information relating to this program and to report these back to the respective chapter's scholarship chairman.

Expansion Policy

Section I. Formulation of Expansion Committee

- A. The expansion committee and the IFC shall work to the best of their ability to meet the standards set by the North American Interfraternity Conference while maintaining the integrity of the organization.
- B. When deemed necessary, the Interfraternity Executive Council will appoint an ad hoc committee with a chairman chosen by the executive board. The committee shall be comprised of:
 1. Each member fraternity will be allowed to have one (1) representative on the committee. Representatives can be current members in good standing or an alumni chapter advisor in good standing.
 2. At least two (2) representatives from the Office of Student Life at Ball State University shall be on the committee.

Section II. Responsibilities of the Expansion Committee

- A. The responsibilities of the Expansion Committee shall include:
 1. Research and solicit (inter)national fraternities to invite to Ball State University as outlined by Section III of this Article.
 2. Work together to recommend a(n) (inter)national fraternity for expansion at Ball State University. Recommendations will be made to the Office of Student Life for administrative approval.
 3. To act as liaison between proposed fraternities' (inter)national representatives and IFC.
 4. To make reports to IFC and presidents' roundtable concerning development of proposed fraternities.
 5. Inform potential fraternities of requirements and steps they must take to achieve full recognition, as laid out in this policy.

Section III. Solicitation and Selection Process

- A. Solicitation Process
 1. The Expansion Committee shall select group of (inter)national fraternities to solicit expansion petitions.
 - a. No less than three (3) (inter)nationally affiliated fraternities shall be selected for solicitation.

- b. (Inter)Nationally affiliated fraternities who have expressed interest in Ball State University shall be given priority during the selection process.
- 2. Letters to the selected groups shall be sent or appropriate correspondence shall be made immediately after the groups have been selected.
 - a. The letter shall outline the process and timeline for expansion at Ball State University. A request for all necessary expansion materials, including constitution and bylaws, a letter stating why the organization would like to expand at Ball State, proof of alumni committed to involvement in the colony, and an expansion plan shall be made to each selected organization.
- 3. Once all interested (inter)national fraternities have supplied the Expansion Committee with the requested materials, the committee shall choose an organization(s) for an on campus presentation.
- 4. Once all selected groups have made a presentation or been given the opportunity to present, the Expansion Committee shall determine whether or not to select one (1) or more of the (inter)national fraternities to expand and form a colony at Ball State University as an associate member of the IFC.
 - a. The Expansion Committee, selected organization(s), and the Ball State administration will work together to determine an appropriate timeline for the formation of the new colony and associate membership in the IFC.

Section IV. Requests for expansion made to the IFC

- A. When a request for expansion is made to the IFC, the Expansion Committee shall review the request with the Office of Student Life to determine the appropriate action.
 - 1. A request for all expansion must include all necessary expansion materials, including constitution and bylaws, proof of alumni committed to involvement in the colony and a proposed plan for expansion.
- B. Upon reviewing all the materials presented to the Expansion Committee, the committee will determine whether or not to invite the organization to make an on campus presentation.
 - 1. The committee will send a letter or appropriate correspondence to the organization within one (1) week of their decision.
- C. Once the selected group has made a presentation or been given the opportunity to present, the Expansion Committee shall determine whether or not to select the (inter)national fraternity to expand and form a colony at Ball State University as an associate member of the IFC.
 - 1. The Expansion Committee, selected organization(s), and the Ball State administration will work together to determine an appropriate timeline for the formation of the new colony and associate membership in the IFC.

- D. If a group of students is interested in forming a colony of a new (inter)national fraternity, they must petition (inter)national officers to follow expansion rules outlined in Article IV. Only after (inter)national fraternity is accepted as an associate member are the students then allowed to associate with the (inter)national fraternity.

Section V. Requirements Before Expansion

- A. These requirements must be met by a(n) (inter)national fraternity before any action by the IFC will take place:
 - 1. The appropriate paperwork, including the intent to organize form, must be completed and approved.
 - 2. The group must have a chapter advisor and furnish his or her contact information to the Office of Student Life.
 - 3. Groups that are not recognized by the Office of Student Life are not permitted to recruit and associate students from Ball State University.
 - a. Non-recognized groups that conduct underground recruitment and pledging of any Ball State University student(s) will not be permitted to petition IFC for recognition for a minimum of four (4) years.

Section VI. Classification

A. Associate Member Status

- 1. Definition of an associate member:
 - a. Must abide by all rules and regulations of IFC.
 - b. Entitled to all rights and privileges of IFC except the right to vote on matters concerning said fraternity.
 - c. Associate membership will last for a minimum of one (1) year.
 - d. During this period the group will report to the Expansion Committee at least once a semester for review and evaluation.
 - i. The IFC Executive Council may request reviews at anytime deemed necessary.

2. Requirements of associate members:

- a. Chapter must maintain the number of undergraduate members outlined by the (inter)national fraternity's expansion plan at the conclusion of each semester.
- b. Chapter must maintain a cumulative GPA above or equal to 2.600 or the all-men's average, whichever is higher.
- c. Each year, the colony must complete the Greek Excellence Document and meet the minimum requirements.
- d. Chapter must have representation at all mandatory IFC meetings, retreats, and events.
- e. Chapter must abide by all terms of the IFC Constitution and Bylaws.
- f. Chapter must pay all required fees, dues and fines within a timely manner (unless agreed otherwise agreed upon).

3. Requirements to be granted full membership:

- a. At the end of a one (1) year period, the associate group may petition the IFC for a decision, provided they have met all the requirements of associate fraternities.
 - i. If a colony has met the chartering requirements of the (inter)national fraternity in less than one (1) year, they may petition for an exception.
- b. Colony must receive three-fourths (3/4) vote of voting membership to be accepted into full membership.
 - i. If the colony fails to pass the vote of the IFC, the IFC must submit, in writing, the reasoning why the colony failed to pass the vote to the Office of Student Life.
 - 1) Reasoning must be specific, sufficient, and outline what the colony must do in order to gain IFC approval.
- c. If not accepted into full membership after three years of being accepted as an associate member, associate member shall disband.

Interfraternal Values

The Ball State University Interfraternity Council will commit to promoting positive values, providing experiential learning opportunities, and fostering leadership development while forging lifelong connections to Ball State University.

Interfraternal Code of Ethics

We, the fraternity men of Ball State University who believe in the values of scholarship, honesty, integrity, accountability, honor, respect, faith, excellence, high ambition, brotherhood, friendship, service, justice, leadership, character, courage, power, and love, do hereby affirm and declare on our word as gentlemen that:

1. We will maintain a high standard for our GPA;
2. We will foster and develop the leadership of our Brothers;
3. We will fulfill all financial obligations to our chapter, the Interfraternity Council, Ball State, and our (inter)national headquarters;
4. We will provide service to both the Greek and local community;
5. We will be active members of Ball State life;
6. We will respect both fellow Greeks and non-Greeks, especially women and other fraternities;
7. We will promote the positive image of Greeks and aspects of Greek life;
8. We will have **no** tolerance for hazing;
9. We will have **no** tolerance for the use and abuse of illegal substances;
10. We will provide a safe atmosphere and environment for ourselves and others;
11. We will maintain a clean and respectable house and property;
12. We will take responsibility for our actions;
13. We will hold each other accountable;
14. We will live the charges set forth by our Ritual;
15. And we will hold our organizations to the highest standard.

With these statements, we pledge our constant belief in the value of Greek life and, recognize the responsibility invested in us by the Greek letters that we proudly display.