



## **BYLAWS**

### ARTICLE I

The Council shall adopt a proposed Bylaw, as it deems necessary and proper for the effective operation of the Council in accordance with the Constitution by a simple majority vote of delegates at one meeting of this Council.

### ARTICLE II

#### SOCIAL FUNCTIONS/EVENTS

The Council shall adopt Social Policies for two primary categories of on-campus events, 1) On-Campus Mixers and Date Parties, and 2) On-Campus Guest List Parties, and additional policies as deemed fit. Such policies will be published in detail as addendums to these Bylaws and shall be made readily available. The Vice President of Risk Management and IFC Party Patrol will be responsible for the enforcement and monitoring of these policies. Policies will be reviewed periodically by the Council, in conjunction with Chapter Leaders and the IFC Advisor, as deemed fit by the members.

### ARTICLE III

#### ALCOHOL AND CONTROLLED SUBSTANCES

##### Section 1

This Council prohibits the unlawful possession, use, or distribution of illicit drugs and alcohol by any undergraduate fraternity active at any event, both on and off campus, which is sponsored by or held at a member fraternity.

##### Section 2

No member fraternity can make use of common containers, including but not limited to kegs, punch bowls, jello shots, and party balls, for alcoholic beverages at any fraternity-sponsored activity on campus.

##### Section 3

Alcohol may not be used as an award or trophy at any fraternity-sponsored event.

##### Section 4



# INTERFRATERNITY COUNCIL EMORY

Any member fraternity who influences excessive and/or harmful consumption of alcohol through games, peer pressure, subterfuge, or other activities is subject to review by the Judicial Committee.

## Section 5

The officers of member fraternities are ultimately responsible for compliance with these policies.

## Section 6

The member fraternity is directly responsible for any personal injuries or property damages resulting from misconduct committed by underage, intoxicated students if said fraternity has unlawfully provided such an individual with the alcoholic beverages.

## Section 7

The sale of alcoholic beverages or any other drug by a member fraternity or individual fraternity member is strictly forbidden.

## ARTICLE IV JUDICIAL PROCEDURES

### Section 1

- a) An incident is reported to IFC or Office of Sorority and Fraternity Life or another University Office.
- b) Director of Sorority and Fraternity Life evaluates the report with the Director of Student Conduct, the President of the Interfraternity Council, and the IFC Vice President of Judicial Affairs(VPJA).
- c) At this point it is decided whether the IFC or the Office of Student Conduct will handle the case.

### Section 2

#### Investigation

- a) The investigation will be lead by the VPJA and/or Assistant VPJA.
- b) All people mentioned in the report will be approached for further questioning. That includes whoever wrote the report. If someone in the Greek organization



that is potentially at fault is mentioned in the report, the chapter and he will receive a letter of inquiry notifying them that they will be questioned. This letter will be sent within five (5) business days of when the incident is learned about.

c) The chapter(s) is expected to initiate their own investigation into the incident.

d) VPJA and Assistant VPJA decide whether the information gathered warrants mediation or if the chapter should be charged.

### Section 3 Mediation

a) Mediation will take place within ten (10) business days of the investigation.

b) This process will involve the Chapter President, the VPJA (and Assistant VPJA), and in some cases the Council Advisor and the Director of Student Conduct.

c) During mediation the VPJA will present the chapter president with the following:

i. Date and Time of the alleged incident

ii. A detailed account of the alleged incident

iii. List of violations based on the incident.

iv. If the chapter takes responsibility then the VPJA will make recommendations for sanctions based on previous outcomes of similar incidents. If the chapter does not want to take responsibility then the case will go to the IFC Judicial Council for a hearing.

d) The VPJA will give the chapter president 24 hours to decide if the chapter will accept the suggested sanctions. If the chapter accepts the sanctions then the chapter will not need to go to a formal hearing. If the VPJA is not notified in writing within 24 hours the case will automatically go to the hearing board for consideration.

### Section 4 Hearing



a) If the mediation is not successful, a closed hearing will be scheduled within fourteen (14) days (while the school year is in session, not including exams) following the conclusion of the mediation process. Only representatives of the chapter in question and members of the Judicial Committee will be present.

### Section 5

#### Hearing process

a) The VPJA and the judicial committee will receive all evidence and possible violations.

i. The judicial committee will consist of 9 IFC representatives, excluding the representative from the chapter in question, who will be chosen randomly. In the event of a tie the VPJA will have the deciding vote.

b) The Chapter President and two additional representatives may represent the chapter during the formal hearing process.

i. The Chapter President will be given adequate time to address the violations. Following the statement the chapter president will be questioned by the Judicial Committee. Each representative will ask up to two questions.

ii. The two (2) representatives will be given adequate time each to speak and then will be questioned by the committee as they questioned the president.

iii. The chapter may be accompanied by an advisor of its choice. The advisor may address his/her chapter representatives, but will not be allowed to address the Judicial Committee as a whole.

c) The president and chapter representatives are escorted from the hearing and the Judicial Committee will begin its deliberation

i. Everyone can speak openly about the case during the deliberation.

d) The committee votes via secret written ballot and the ballots are collected and counted in front of the committee. A simple majority of the committee needs to vote “in violation” to find the chapter responsible. Each violation is voted on individually.



# INTERFRATERNITY COUNCIL EMORY

- e) Sanctions are recommended by the VPJA and then discussed by the Judicial Committee. After possible sanctions are discussed they are voted on using open ballot and a simple majority.
- f) The chapter president is brought before the committee and is briefed on the decision of the Judicial Committee. The purpose of each sanction and its relevance to the case is further explained to the chapter president.
- g) The VPJA will send a letter to the Chapter President within a reasonable timeframe and will keep one on file.
- h) Once the Board reaches a decision it will be presented to the IFC Advisor. The IFC Advisor may support the decision completely or suggest changes. Once the sanctions are finalized, they will be presented to the leadership of the chapter in question.

## Section 6 Appeal

- a) A written Decision to Appeal must be given in writing to The Director of Student Conduct within seven (7) days of the Judicial Committee's decision. During the appeal process, all fraternity activities/functions will be suspended.
- b) The Director of Student Conduct will render the final decision, evaluating the IFC's decision based on three criteria:
  - a. Whether IFC followed its judicial process.
  - b. Whether the sanctions are appropriate for the violations.
  - c. Whether the charges assigned are appropriate.
- c) The Director of Student Conduct's final decision can either
  - a. Affirm the IFC decision
  - b. Amend the IFC decision
  - c. Amend the IFC decision for a new hearing.

## ARTICLE V FRATERNITY RECRUITMENT

### Section 1 Committee

- a) The Interfraternity Council Recruitment Committee will consist of the IFC VP Recruitment, the Assistant VP Recruitment, the chapter Recruitment Chairs, Recruitment Captains and the IFC Advisor.



## Section 2

### Duties

#### a) Recruitment Captains

i. Will attend all scheduled meetings

ii. Will represent the IFC to all potential new members at all IFC events, including Upperclass and Spring Recruitment

iii. Will assist with registration and publicity at all IFC Recruitment functions

iv. Recruitment Captains will be assigned to one or more floors populated by potential new members and will be responsible for counseling and for explaining the Recruitment process to their floors

#### b) Recruitment Captains neutrality:

i. Recruitment Captains may not invite anyone from his halls to any event, whether official or unofficial, if that event is sponsored by his fraternity; he may not speak with anyone from their floors for longer than courtesy requires at any official or unofficial Recruitment event sponsored by their chapter

ii. Recruitment Captains may not do anything in either words or action to influence the decision of any potential new member

iii. Recruitment Captains will report any alleged violation of the Recruitment Bylaws, within 24 hours, to the Assistant VP Recruitment, even if it is committed by their own chapter

## Section 3

### Chapter Responsibilities

#### a) Code of Recruitment Ethical Conduct

“Emory’s fraternity men are dedicated to the pursuit of scholarship, service, and positive brotherhood. To this end, we recognize that potential new members have the right to make decisions about fraternity affiliation free of duress or coercion.”

i. All actions of the fraternities before, during, and after Recruitment



# INTERFRATERNITY COUNCIL

---

## EMORY

should be conducted with the best interest and safety of the potential member in mind.

### b) Recruitment Captains

i. All chapters participating in formal recruitment must submit the names of at least two (2) men from their chapter who are willing to serve as Recruitment Captains for the upcoming year.

ii. They will be interviewed by the IFC VP Recruitment and Assistant VP Recruitment, who will select the best candidates to represent the IFC.

### c) Recruitment Semantics

i. The IFC is committed to providing all men an equal opportunity to develop friendships with fraternity members. To this end, the IFC encourages the following:

1. Chapters may host events with unaffiliated freshmen in the fall semester, and to continue those events in the Spring. These events include, but are not limited to, community service or philanthropy events, athletic events, or “dry” social functions.

2. Chapters and Recruitment Captains may drive unaffiliated men to any off-campus activity, if the location is “dry”.

## Section 4

### Recruitment Policies

#### a) Alcohol/Illegal Substances

i. Serving Alcohol/Illegal Substances at any Recruitment function is strictly prohibited.

ii. Providing Alcohol/Illegal Substances to potential new members in any way, at a chapter house or elsewhere is prohibited.

iii. Neither chapter members nor Recruitment Captains may drive any potential new member to any event where Alcohol/Illegal Substances is present.

b) Other than university professional staff, no women are allowed in fraternity houses or other areas in which Formal Recruitment may be held.



- c) Fraternities cannot alter the standardized recruitment schedule.
- d) Potential new members must have a cumulative GPA greater than or equal to 2.50, and the completion of 12 Emory approved credit hours, in order to participate in Recruitment.
- e) No potential new member shall be held unwillingly in a room at any time in order to influence his immediate bid acceptance decision (i.e. there will be no scare bids or hotboxing).

### Section 5

#### Recruitment Infractions

- a) Infractions of any of the aforementioned rules will be referred to the IFC Judicial Council for a hearing and/or appropriate sanction. Sanctions may be educational, monetary, social, or any combination of the three. However, in accordance with the North-American Interfraternity Conference (NIC) resolution, loss of Recruitment privileges is NOT an acceptable sanction.
- b) Violations of the Recruitment Code of Ethical Conduct
  - i. Any fraternity or fraternity member accused of violating this code (i.e. – “hotboxing,” “scare-bids”, etc.) will be subject to an IFC judicial process.
  - ii. Any fraternity or fraternity member accused of compromising the safety or well-being of a potential new member will be subject to an IFC judicial process.

## ARTICLE VI FRATERNITY INTAKE

### Section 1

When organizations wish to do in-take during the academic year, a chapter representative will need to:

- a) meet with the a representative from the Office of Sorority and Fraternity Life two (2) weeks prior to the commencement of in-take;
- b) complete all necessary paperwork from the Office of Sorority and Fraternity Life and the organizations national headquarters; and,





INTERFRATERNITY  
**COUNCIL**  
EMORY

c) submit a copy of all dates and a list of men involved in the process and shall be kept on file in the Office of Sorority and Fraternity Life.

ARTICLE VII  
REQUIREMENTS FOR PLEDGING/ASSOCIATE MEMBERSHIP AND INITIATION

Section 1

No IFC member chapter may pledge or affiliate any man who does not meet all of the following criteria:

- a) is a full-time student during the semester of affiliation.
- b) has successfully passed and completed 12 or more hours in a college or university in the semester previous to affiliation.
- c) has earned a cumulative grade point average of 2.50 or higher overall.
- d) if chapters violate requirements, they will be subject to an IFC hearing.

ARTICLE VIII  
ADMINISTRATION OF PLEDGING/ASSOCIATE MEMBERSHIP AND INITIATION

Section 1

Men interested in joining the Greek Community must participate in the formal recruitment process. Once having done so, however, men may pledge/associate at any time during the academic year so long as they meet all requirements. All first year students participating in the formal recruitment process may not be extended a formal bid until the end of spring recruitment. Special permission may be granted by the IFC executive council.

Section 2

The pledge/associate member programs and activities of every chapter must end no later than nine (9) weeks after the new member program has begun. Fall and Spring new member classes must be initiated fourteen (14) days before reading day. Failure to do so will result in sanctions against the fraternity.

ARTICLE IX  
HAZING



INTERFRATERNITY  
COUNCIL  
EMORY

Section 1

This Council strictly prohibits hazing. Any failures to comply with this policy will result in disciplinary action. Disciplinary measures shall follow the protocol outlined in the IFC Judicial Policy and University Student Conduct Process.

Section 2

Hazing is defined as any action or activity taken or situation intentionally created, whether on or off fraternity premises, to produce mental or physical discomfort, embarrassment, harassment, or ridicule. Such activities and situations include creation of excessive fatigue, physical and psychological shocks; treasure hunts, scavenger hunts, or road trips; wearing publicly, apparel which is conspicuous and not normally in good taste; engaging in public stunts and buffoonery; morally degrading or humiliating games and activities; late work sessions or other obligations which interfere with scholastic purposes of the fraternity and the Interfraternity Council. Please refer to the Office of Sorority and Fraternity Life policy for additional definitions.

Section 3

This policy applies to all new members, actives, and alumni members of the fraternity.

Section 4

All organizations are strongly encouraged to follow their own inter/national hazing policy.

ARTICLE X  
EXPANSION POLICY

I. Procedures for Expansion

Expansion for (Inter)National and local fraternities can occur in three ways:

1. Through a formal expansion plan approved by the IFC, the Office of Sorority and Fraternity Life, and the Senior Vice President for Campus Life,
2. Through receiving a formal petition for recognition by an interest group, or
3. Through reviewing a formal petition for recognition by a group coming off a disciplinary loss of University recognition.

*A. Procedures for Formal Expansion*

1. Determine need for expansion.



# INTERFRATERNITY COUNCIL EMORY

2. IFC expansion committee must first gain approval from the IFC or the Assistant Dean for Campus Life/ Director of Sorority and Fraternity Life, to begin expansion.
3. Determine number of organizations to be involved in the expansion plan based on need and resources. Consideration may be given to fraternities who previously had a chapter at Emory University.
4. The expansion committee must then review information and select no more than three groups, out of the groups that applied, to be invited to make on-campus presentations.
5. Fraternities making on-campus presentations will meet with the Assistant Dean for Campus Life/ Director of Sorority and Fraternity Life, the IFC expansion committee, and the IFC executive committee.
6. Following the presentations, the IFC expansion committee will send evaluations to the Assistant Dean for Campus Life/ Director of Sorority and Fraternity Life. IFC will provide a checklist of expectations to the chosen group.
7. Once the items on the checklist have been completed, a recommendation for colonization will be made to the Senior Vice President for Campus Life who will make the final decision.

## *B. Procedures for Petitioning Groups*

1. Prior to initiating contact with potential new student members, the Greek letter organization must gain approval from the IFC or the Assistant Dean for Campus Life/ Director of Sorority and Fraternity Life for expansion.
2. Submit information requested in Section II to the Assistant Dean for Campus Life/ Director of Sorority and Fraternity Life.
3. Schedule presentation and meetings with the Assistant Dean for Campus Life/ Director of Sorority and Fraternity Life, the IFC expansion committee, and the IFC executive committee.
4. Following the presentation, the IFC expansion committee will send evaluations to the Assistant Dean for Campus Life/ Director of Sorority and Fraternity Life. IFC will provide a checklist of expectations to the group.
5. Once the items on the checklist have been completed, a recommendation for colonization will be made to the Senior Vice President for Campus Life who will make the final decision.

## *C. Procedures for a Group coming off disciplinary loss of University recognition*



# INTERFRATERNITY COUNCIL

---

## EMORY

1. Meet with the Assistant Dean for Campus Life/ Director of Sorority and Fraternity Life to discuss possible colonization.
2. After duration of University loss of recognition, meet with the IFC executive committee to discuss possible re-colonization and receive a list of criteria to be met prior to returning to Emory University as an active chapter.
3. Submit information requested in Section II and C.2 to the Assistant Dean for Campus Life/ Director of Sorority and Fraternity Life.
4. Schedule presentations and meetings with the Assistant Dean for Campus Life/ Director of Sorority and Fraternity Life, the IFC expansion committee, and the IFC executive committee.
5. Following the presentation, the IFC will vote if the organization has met the criteria set forth by the IFC executive committee. IFC will provide a checklist of expectations to the group.
6. Once the items on the checklist have been completed, a recommendation to re-colonize will be made to the Senior Vice President for Campus Life who will make the final decision.

## II. Materials to be included in the petition for colonization

### 1. Logistical Information

- a. Name of fraternity
- b. Founding date
- c. History with Emory University
- d. Current number of colonies
- e. Current number of undergraduate members
- f. Average chapter size
- g. Number of chapters closed in the last five years and reasons for closing
- h. Membership Costs: new member, initiation fees, insurance, regular dues

### 2. Program Policies

- a. Position on Risk Management
- b. Position on Hazing
- c. Length/focus of new member program
- d. Minimum standards of potential new members
- e. Scholarship program
- f. Community Service program
- g. Constitution and Bylaws
- h. How the organization plans to meet the requirements of the Greek Life Assistants program.



3. Colonization
  - a. List and status of colonies established in last five years
  - b. Procedures
  - c. Ongoing support for colony
    - i. field staff visits
    - ii. recruitment support
    - iii. additional resources
  - d. Criteria for chartering
4. Organizational structure
  - a. List of all chapters and locations
  - b. Volunteer Support
    - i. district
    - ii. local
5. Resources
  - a. (Inter)National Headquarters
    - i. Foundation Scholarships/loans
    - ii. Housing Support/ (Inter)National Housing Corporation
    - iii. Leadership schools or conventions
    - iv. Publications
  - b. Atlanta and surrounding area
    - i. Nearest chapter
    - ii. Number of alumni in Atlanta and surrounding area
    - iii. Contact information of committed alumni

### III. Colonization Procedure

#### A. Organizations selected to expand or re-colonize must meet the following criteria:

1. Recruit at least 30 full-time, Emory University undergraduate students. Exceptions may be granted for NPHC and NALFO fraternities.
2. Representatives must attend all IFC meetings and all members are strongly encouraged to participate in every facet of the Greek community.
3. Meet the requirements as set forth by the Greek Life Assistants program.
4. The colony should maintain an active alumni committee consisting of at least five alumni, with one being designated as the chapter advisor. This committee should be trained by the (Inter)National fraternity. The chapter advisor should attend all meetings of the active chapter and scheduled meetings for advisors by the Office of Sorority and Fraternity Life.
5. The chapter must abide by all IFC and University policies, regulations, and guidelines.



6. The group must remain a colony for at least one academic semester, yet has only two years to fulfill membership obligations.

B. Active IFC membership becomes automatic when the colony fulfills all requirements listed above *and* the (Inter)National fraternity grants the charter.

## ARTICLE XI

### FEMALE AUXILARY GROUPS

#### Section 1

The Interfraternity Council prohibits the existence of any female auxiliary groups to serve in affiliation with a member fraternity of the Council.

#### Section 2

Women's auxiliary groups are one that is defined by one of more of the following qualifications:

- Pay dues
- Have official membership in a structured club
- Elect officers
- Have responsibilities and/or benefits
- Appear on chapter composites
- Exist on an on-going basis for an indefinite term
- Are selected by chapter members
- Are formally affiliated with the chapter

#### Section 3

Women and women's auxiliary groups are prohibited from participating any way in male fraternity recruitment

#### Section 4

Any additional qualifications which could cause a court of law to believe that the women are members of a Fraternity are hereby prohibited.

Revised, November 1994  
Revised, December 1995  
Revised, September 2004  
Revised, April 2005  
Revised, December 2005  
Revised, November 2006  
Revised, September 2007  
Revised, September 2008  
Revised, February 2009  
Revised, January 2012  
Revised, September 2012