

Policies Governing Fraternities and Sororities at University of California, Riverside

Recognition

UCR recognizes that fraternities and sororities can be a valuable component of the undergraduate experience. As their primary purpose, fraternal organizations maintain the enhancement of student learning through activities encouraging leadership development, organizational management, interpersonal and group dynamics, social development, philanthropic spirit, career development, academic achievement, and loyalty to the university. Recognition of fraternities and sororities is solely at the discretion of the University of California, Riverside.

National Affiliations

Fraternities and Sororities at the University of California, Riverside (UCR) are established as local chapters of national organizations. Chapters are encouraged to be affiliated with a national organization. Chapters are required to hold membership in one of four governance councils (Collaborative Multicultural Council, College Panhellenic Association, Interfraternity Council, or National Pan-Hellenic Council).

Title IX

Most fraternities and sororities are single sex organizations. While fraternities/sororities may not discriminate on the basis of age, color, creed, disability, national origin, race, religion, or sexual orientation, University Policy and Title IX of the Education Amendments of 1972 do permit their selection of members on the basis of gender.

Opposite sex auxiliary groups, commonly referred to as "big brothers" and "little sisters," are inconsistent with the concept and philosophy of separate and equal women's and men's fraternal institutions, and furthermore threaten the protected, single-sex status of fraternal institutions. Policies regarding opposite sex auxiliary groups should be consistent with an organization's national policy where applicable. .

Expansion

Generally the University will consider expansion only when adequate resources are available (staff and funds) and recognized fraternities and sororities have reached maximum membership established by the Council and/or their National organization. The appropriate membership number is agreed upon and reviewed by the University. Students and/or inter/national organizations must contact the Dean of Students to determine the current status and when expansion will be allowed before initiating any expansion efforts.

Starting a new fraternity and sorority at UCR is a primarily an activity between inter/national organizations and the University. The endeavor involves much work and effort and could require several years.

No member of the University community nor any national or international fraternity and sorority may solicit or recruit UCR students to establish new fraternity/sorority organizations without the consent of the University.

UCR Procedures for Expansion

Governing Council must maintain guidelines for expansion that comply with and augment the following University expectations:

- A Governing Council (Interfraternity Council, College Panhellenic Association, Collective Multicultural Council, or National Pan-Hellenic Council) may submit a request to Vice Chancellor for Student Affairs, based on demonstrated need, through Fraternity/Sorority Advisor in Student Life to initiate expansion.
- Once a request for expansion has been approved by the Vice Chancellor for Student Affairs, the Fraternity/Sorority advisor, in partnership with the Governing Council, will send a call out to national fraternities and sororities affiliated with the Council.
- Interested organizations will submit an Expansion Interest letter and form to the University.
- The Fraternity/Sorority Advisor in partnership with an Expansion Committee of the Governing Council and other campus staff as appropriate and designated by Vice Chancellor for Student Affairs, will review and select organizations to visit campus and make a presentation to UCR.
- After the Expansion Committee Governing Council will make a recommendation of organization(s) to be considered at UCR to the Vice Chancellor for Student Affairs for final approval.
- Organizations will begin as an interest group, move to colony status, and then finally status as a chartered organization once approved by the University.

Special Requirements for Fraternity/Sorority Good Standing (Maintenance of Recognition)

Reporting and Advisement

Recognized fraternities and sororities must maintain and submit documentation on an annual basis to the Fraternity/Sorority Advisor in Student Life to include:

- Local chapter by-laws (exclusive of ritual), inter/national constitution, and articles of incorporation.
- Updated roster of membership including leadership designation. Each organization must submit the names and contact information of all chapter members, advisors and inter/national headquarter contacts to the FSIC at the beginning of each quarter through the online database system. Any time elections are held, forms should be completed for new officers within one (1) week of elections.
- Evidence that active members meet the grade point average requirement as set by their National Organization as applicable.
- Organizations will be required to provide evidence of general liability insurance with limits of \$1,000,000 whenever utilizing campus facilities for events. The policy shall name the University of California as an additional insured as to the activities of the fraternity or sorority.
- An alumni chapter advisor, approved by the National fraternity/ sorority, to assist with chapter management and serve as a liaison to the University and inter/national headquarters. UC Riverside strongly encourages engagement of an advisor who is five or more years removed from undergraduate work and was a member of a Chapter demonstrating good standing during his/her enrollment.
 - Chapters are required to submit any contact information changes for the chapter advisor to the Fraternity/Sorority Involvement Center (FSIC).
 - Chapters are required to submit written notification to the Fraternity/Sorority Involvement Center when a chapter advisor changes.

- Contact information for a National or Regional fraternity/sorority liaison to the University.

Leadership

- Each fraternity and sorority must have established a working relationship with the Fraternity and Sorority Involvement Center.
- Each Chapter President must meet with Student Life-Fraternity/Sorority Involvement Center staff quarterly and attend the annual Fraternity and Sorority Leadership Retreat.
- All Council Leadership must meet with the Student Life-Fraternity/Sorority Involvement Center staff monthly and attend the Council Transition Retreats.
- Consistent with requirements for all student organizations leaders, students holding leadership positions within their Chapter and Council must be in good social standing as well as good academic standing.

Conduct

- Fraternities/Sororities must abide by all state, local, and federal laws, the same University regulations and policies applying to all students and Registered Student Organizations and follow applicable Governing Council policies and inter/national policies.
- Fraternities/Sororities must not support, tolerate, nor participate in any form of hazing as described in the laws of California and in the Standards of Conduct (found at <http://conduct.ucr.edu/LEARNPOLICIES/Pages/StandardsofConduct.aspx>).
 - Each Chapter President must complete the UCR Zero Tolerance for Hazing Compliance Form at the beginning of every academic year.
- Fraternities/Sororities must accept individual and collective responsibility for all members of their organizations.
- Fraternities/Sororities found to be in violation of policies are subject to discipline through the University, Governing Council, and National organization.

Academic Performance Standards

- In recognition that education is the primary purpose of attending the University of California, Riverside the University has established academic performance standards for all fraternities and sororities.. Fraternities and sororities who sustain this commitment do so through exemplifying high levels of individual and collective academic attainment and dedication to helping each member reach their individual academic potential.
- *Grade Release Form.* As a condition of membership in a recognized fraternity or sorority, each member is required to sign a grade release form authorizing the release of grades to the Fraternity and Sorority Involvement Center solely for the purpose of monitoring the academic performance of chapters and members. Grade reports are prepared to help chapters identify those members in need of academic assistance and to

acknowledge those members doing well academically. This information may also be provided to chapter advisors, chapter presidents, chapter scholarship chairs and inter/national headquarters but may not be re-released by them. Unauthorized release of grade information may jeopardize the chapter's recognized status. The Fraternity and Sorority Involvement Center will calculate the cumulative and term GPA for overall female/male, chapters, and councils, at the end of the fall, winter, and spring term.

- *Minimum GPA.* As a minimum standard a fraternity or sorority must have a cumulative GPA of at least a 2.50. Those organizations that are below a 2.50 will be required to work with the University and the national (where applicable) to develop and actively engage in an academic improvement plan designed to significantly improve the academic performance of its members. As part of the academic improvement plan fraternities or sororities are encouraged to:
 - Plan one academic program for the chapter using University academic resources.
 - Limit chapter social activities to two events for the quarter.
- *Minimum GPA for Elected Council Positions.* Council (CMC, CPA, IFC, NPHC) members must possess at the time of election and maintain good academic standing for elected positions unless the council constitution states a higher GPA requirement.

Recruitment and Pledging/New Member Education

Fraternities/sororities must engage in recruitment in a manner that allows both individuals and chapters to make thoughtful decisions about membership with a chapter.

- Chapters may not discriminate, by policy or practice, against any UC Riverside student on the basis of race, religion, national origin, disability or sexual orientation.
- The selection process may not interfere with the academic or residential life of the University.
- Alcohol may not be involved, either formally or informally, during recruitment activities or efforts during the recruitment and new member education periods.
- All chapters are encouraged to present their specific plans and an annual calendar for new member education, to the University for review on an annual basis.
- All chapters must create recruitment plans that are consistent with policies set forth by the University as well as governing councils.
- To be eligible for membership in a fraternity or sorority a student must be a regularly enrolled, full-time student in good standing with the University.
- All new Chapter members must participate in minimum mandatory workshops offered through the Student Life -Fraternity/Sorority Involvement Center.
- All chapters must create New Member plans that are consistent with policies set forth by their National Organizations as well as governing councils.

Recommendations for Fraternity/Sorority Distinction

- Align activities with fraternity/sorority values and the Pillars embraced by the Fraternity/Sorority community at UC Riverside (Friendship, Scholarship, Leadership, and Service). Participate in the annual Fraternity and Sorority Assessment Process.
- Demonstrate support of the University's academic mission; provide support and enhance an environment that promotes a strong sense of academic integrity and excellence. Chapters are strongly encouraged to identify a Faculty Mentor to work with the chapter on academic matters. The specific expectations of the Faculty Mentor are to be determined by the individual fraternity/sorority in consultation with the faculty member. Chapters are further encouraged to elect a Scholarship Chairperson from within its chapter

membership to work in collaboration with the Fraternity and Sorority Involvement Center, the Faculty Mentor, as well as the leadership of his or her chapter in developing academic programming at the chapter level designed to improve academic achievement within the chapter.

- Demonstrate commitment to community service by all members of the chapter. Chapters are encouraged to participate in at least one campus and one community service project per quarter. Chapters are encouraged to support and/or participate in other chapter's/organization's philanthropy and community service events.
- Ensure that all members have working understanding of University, National, Governing Council, and Chapter policies and maintain an internal judicial system to address violations of policies by members.
- Develop a written plan for all officers, including job descriptions, selection and removal processes, selection cycles and leadership transition plan.
- Develop guidelines and provide support to members who live in the greater Riverside community to promote compliance with *Good Neighbor Guidelines* jointly developed by the City of Riverside and the University. Chapter officers and members are expected to be aware of and adhere to these guidelines and to communicate guidelines to all members of the chapter and guests at chapter events.
- Chapters are required to participate in their corresponding governing bodies by attending meetings and holding officer positions.
- Attend Student Life: FSIC and Governing Council sponsored mandated programs or trainings.

Procedures, Sanctions and Penalties for Non-compliance

Discipline may be imposed by the University on a recognized fraternity/sorority and/or its individual members in accordance with the processes defined in the Student Code of Conduct. The organization and its individual members may be subject to the full range of sanctions articulated in the Code, including Disciplinary Dismissal and associated withdrawal of organizational recognition by the University.

Voluntary Closure

Any fraternity and sorority previously recognized by a Governing Council and approved by the Vice Chancellor for Student Affairs that disbands or becomes inactive at UCR in Good Standing will be permitted to reactivate within five years without going through the formal expansion process. As a condition of reactivation, the University will require a plan that addresses new member recruitment, Alumni/ae involvement, and growth and development.

Loss of Recognition/ Dismissal/Revocation of Charter

Recognized Chapters can lose their recognition status by: receiving a sanction of disciplinary suspension or dismissal through the student conduct process; violating local, state, and national laws; revocation of their chapter charter from their inter/national headquarters.

Fraternities/Sororities that lose recognition are expected to cease all activities and abide by all terms and conditions formally communicated to the organization by University.

Requirements for Reinstatement

In some cases fraternities or sororities that have been dismissed and have lost recognition may wish to petition for reinstatement. Petitions must be submitted by the national fraternity or active alumni of the organization to the Vice Chancellor for Student Affairs or designee. Petitions will only be considered at such time that all students who were active with the organization during the incident(s) that led to loss of recognition/ dismissal/ revocation of charter have graduated. The petition must include:

1. Written request and support for a chapter by the National Office, including:
 - a. National structure and support
 - b. Support and resources available to chapters, organization policies, and planned communication with campus.
 - c. Availability of consultants/field representatives (or alumni acting as volunteers) as well as chapter reinstatement team.
 - d. Detailed information on alumni/volunteer selection and training.
 - e. A tentative timeline of the reinstatement process.
2. The vision, purpose, and activities of the fraternity or sorority (which must be compatible with the mission of the University of California, Riverside.)
3. Identification of a faculty or staff member to serve as the organization's advisor.
4. Proof of general liability insurance.
5. Statement affirming an alcohol policy for the chapter that is consistent with the University's Alcohol Policy and a hazing policy consistent with the University's Hazing Policy.
6. Detailed description of steps taken by the fraternity or sorority to assure that all challenges have been proactively addressed and no longer part of the chapter's culture.
7. Detailed plan for addressing the chapter's recruitment/intake effort, new member education process, leadership development, academic programs, and plan to address failure to adhere to inter/national regulations and policies.
8. Name, contact information, and responsibility of the alumni advisor and the role alumni play in meeting chapter's needs, to include a plan for recruiting alumni/volunteers.
9. Year to year leadership transition plan.
10. If applicable, revision of chapter's by-laws and/or amend chapter's constitution to assure challenges will not be repeated.

Unrecognized/underground organizations

Fraternities and Sororities at the University of California Riverside have long been a vital part of our community, fostering friendship, scholarship, leadership and service. The University has long supported Fraternities and Sororities as part of our campus life. This legacy should be preserved and nurtured by the best those organizations and individuals have to offer through active, authorized and officially recognized groups, organizations and clubs.

It is a violation of University policy to operate as an unregistered or unauthorized organization, one where we have reasonable belief that individual students are operating as a student organization but have not obtained the required approval. In the event of inappropriate behavior within an unauthorized group or organization, and thus no official organization to hold accountable, the university will hold its individual student members accountable. The University also reserves the right to hold accountable, through legal action if necessary, outside entities that purport to be in partnership with the University when in fact they are not.

Any fraternity or sorority participating in or co-sponsoring events with unrecognized, unregistered "underground" organizations including but not limited to socials, philanthropy, recruitment, and workshops may be subject to sanctions including withdrawal of organization recognition by the

University.