



Compass Supplement for Fraternity and Sorority Life

Mission Statement for Fraternity and Sorority Life In the spirit of brotherhood and sisterhood, Allegheny College Fraternity and Sorority Life upholds a commitment to scholarship, leadership, and service while maintaining pride and respect between its members, the College, and local communities.

Allegheny College Statement of Community Allegheny students and employees are committed to creating an inclusive, respectful and safe residential learning community that will actively confront and challenge racism, sexism, heterosexism, religious bigotry, and other forms of harassment and discrimination. We encourage individual growth by promoting a free exchange of ideas in a setting that values diversity, trust and equality. So that the right of all to participate in a shared learning experience is upheld, Allegheny affirms its commitment to the principles of freedom of speech and inquiry, while at the same time fostering responsibility and accountability in the exercise of these freedoms.

Administrative Policies Regarding Fraternities & Sororities

The College expects the operation and activities of all recognized fraternities and sororities to comply with all applicable federal, state and local laws, as well as all College, governing council and inter/national organization policy, regardless of being nationally affiliated.

Anti-Hazing Policy

Allegheny College Definition: Hazing is any activity, planned or unplanned, that is implicitly or explicitly expected of someone to obtain, or continue membership to a group, organization, or team, that 1) requires participation in an activity that does not appear to be group-relevant preparations AND endangers the physical or mental health of an individual, 2) involves the consumption of alcohol or drugs, 3) humiliates, intimidates, or demeans an individual; regardless of a person's willingness to participate.

All acts of hazing are prohibited. Students are to be treated with dignity and respect. No student or student organization shall engage in an act that is likely to cause physical or psychological harm to any other person. Any such behavior is expressly forbidden when related to the admission, initiation, pledging, joining, continued membership in, or any other group-affiliation activity. **See Harassment & Human Dignity section*

In addition, Pennsylvania state law maintains that hazing is a criminal offense. The Timothy J. Piazza Antihazing Law (PA) defines hazing as follows:

(a) Offense defined.--A person commits the offense of hazing if the person intentionally, knowingly or recklessly, for the purpose of initiating, admitting or affiliating a minor or student into or with an organization, or for the purpose of continuing or enhancing a minor or student's membership or status in an organization, causes, coerces or forces a minor or student to do any of the following: (1) Violate Federal or State criminal law. (2) Consume any food, liquid, alcoholic liquid, drug or other substance which subjects the minor or student to a risk of emotional or physical harm. (3) Endure brutality of a physical nature, including whipping, beating, branding, calisthenics or exposure to the elements. (4) Endure brutality of a mental nature, including activity adversely affecting the mental health or dignity of the individual, sleep deprivation, exclusion from social contact or conduct that could result in extreme embarrassment. (5) Endure brutality of a sexual nature. (6) Endure any other activity that creates a reasonable likelihood of bodily injury to the minor or student.

(b) Grading.--

- (1) Except as provided under paragraph (2), hazing is a summary offense.
- (2) Hazing shall be a misdemeanor of the third degree if it results in or creates a reasonable likelihood of bodily injury to the minor or student.

(c) Limitation.--Hazing shall not include reasonable and customary athletic, law enforcement or military training, contests, competitions or events.

Harassment & Human Dignity

The College is committed to maintaining a safe and non-discriminatory learning, living, and working environment for all members of the College community. Fraternities and Sororities, as members of the College community, are expected to maintain an atmosphere of safety and mutual respect in which all persons can participate without fear of discrimination, harassment or interpersonal violence.

- No Chapter shall 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, demeaning to another human being, including but not limited to, verbal harassment and sexual assault by individuals or members acting together.
- The employment or use of strippers, exotic dancers or similar, whether professional or amateur, at a Chapter event is prohibited.
- No Chapter shall sponsor or endorse any activity or behavior that negatively targets or intimidates an individual or group due to race, ethnicity, ancestry, national origin, religion, gender, sexual orientation, gender identity or expression, age, physical, mental, or intellectual disabilities, as well as past/present history of mental disorders. This includes, but is not limited to, event themes, graffiti or images that harass or otherwise create a hostile environment for individuals or groups due to the above characteristics. Hate speech and actions are not tolerated at Allegheny College and individuals who are victims of hate speech or actions are protected through The Student Code of Conduct and Pennsylvania laws related to discrimination, harassment or intimidation based on bigotry or bias.
- Furthermore, Chapters must actively educate and inform their members, including new/associate members about how to act within Allegheny College's Statement of Community.

Eligibility

Potential new members must have earned a minimum of 12 Allegheny credit hours, have a cumulative grade point average of at least 2.3 or meet the organization's specified minimum standard to join, whichever is higher, and have minimum 2.0 GPA the semester before affiliating before they can be offered an invitation to join. Students transferring to Allegheny College will be declared eligible provided that they had cumulative grade point average of at least 2.3 and have minimum 2.0 GPA the semester before affiliating at their previous institution and are transferring at least 12 Allegheny credit hours. This must be verified prior to transfer students joining.

Regardless of credit hours, students who are identified as first semester, first year by the Registrar's office may not receive a bid into an organization until their second semester of attendance at Allegheny College. While Allegheny College allows for students to have at least a 2.3 cumulative GPA, NIC and NPC require a 2.5 cumulative GPA. Chapters should collaborate with their inter/national organization to decide their minimum GPA requirement for acceptance into the organization.

- Student Leadership and Engagement will process Student Eligibility Verification Forms on a continuous basis and distribute an eligibility list on a regular basis, to be determined at the beginning of each semester.
- No potential new member may be offered an invitation to join or receive a bid until their eligibility has been confirmed by the Leadership & Engagement department.
- Once a bid has been accepted, a signed individual bid acceptance form must be turned into the Student Life Suite within 24 hours after it has been signed.
- While this policy prohibits College recognized fraternities and sororities from offering invitations of membership to students without an Allegheny College GPA and transfer students with less than 12 credit hours, fraternities and sororities are permitted to have contact with such students for the purposes of generating future interest in Fraternity and Sorority Life.

Requirements for Good Standing

In order for a chapter to be in good standing, the following requirements must be met:

Annual Certification: Each chapter must submit its Annual Report for review as directed by Leadership & Engagement. Annual reports are due prior to the start of the final examination period in each semester. Reports must include the following: Updated chapter roster, summary of events hosted by the chapter, and a summary of the chapter's philanthropic efforts.

Finances: Each chapter is required to pay all Leadership & Engagement, Council, and other university bills on time and in full by the appropriate deadline.

Academics: Each chapter is required to achieve at least a 2.7 GPA each semester. Each New Member class is required to achieve at least a 2.7 GPA. If the chapter's national standard is higher than Allegheny's requirements, then the chapter must attain the national standard to maintain their good standing.

Fraternity and Sorority Life members are expected to adhere to all guidelines set forth within the Allegheny College Academic Honor Program and Honor Code, upholding the values of honor, integrity, and responsibility.

Insurance: Each chapter shall be required to carry insurance coverage as is deemed necessary by Leadership & Engagement. Updated insurance certificates must be submitted by September 21st.

Membership Updates: Each chapter president must update their membership roster at the start and conclusion of each semester. Membership rosters must include the following: last name, first name, anticipated year of graduation, and student ID number. The deadlines for these rosters are as follows: August 25th, December 1st, January 21st, and April 28th.

Programs (Leadership & Engagement and/or Council Sponsored): Each chapter is required to participate in all workshops, seminars and programs sponsored by Leadership & Engagement and the Governing Councils.

Chapters must have a minimum of 75% attendance at mandatory events. If the mandatory event is a series of multiple presentations/events then ALL members (both active and new) must attend at least one presentation/event. For the New Member Welcome on Bid Days, 75% of new members must attend along with the following chapter officers: President, Risk Management Chair, Recruitment Chair, and New Member Educator.

Recruitment Guidelines: No social fraternal/sororal organization can extend bids until potential new members have been approved by Leadership & Engagement. Potential New Members must fill out a grade release form in order to have their grades checked. If they are being recruited by multiple chapters, they must fill out one for each chapter they are being recruited by. Grade Releases will be sent out within 48 business hours. Grades will not be released unless a student has filled out the Grade Release form. Potential New Members must have earned a minimum of 12 Allegheny credit hours, have a cumulative GPA of at least 2.3 or meet the organization's specified minimum standard to join, and have minimum 2.0 GPA the semester before affiliating for them to be eligible.

Bids can only be extended after the first week of classes. Organizations should calculate how long their new member programs take to determine when they will conclude with the bid extension process.

New member intake processes must be concluded and new members must be initiated into the organization two weeks prior to the university scheduled final exam week. New member education programs may not last longer than a 6 week period.

Should organizations go beyond this timeframe, they may be referred to the Dean of Students for being out of compliance with the Fraternity and Sorority Life policies.

College/Leadership & Engagement Rules & Policies: Each chapter and its members must comply with all College and Leadership & Engagement rules, regulations and policies as they apply to registered fraternities and sororities.

Affiliation: College recognized FSL organizations, will not affiliate with unrecognized groups wearing Greek letters. Affiliation includes but is not limited to: mixers, co-sponsored events, or any events where the recognized organization is supporting the unrecognized group. Recognized chapters out of compliance with this rule will be referred to Student Conduct.

New Member Education Programs

Each semester, the chapter officer responsible for administering the organization's new member education program is required to meet with a member of Leadership & Engagement BEFORE the new member education program begins. The officer should bring a detailed, written copy of the program to this meeting highlighting weekly activity, not necessarily disclosing ritual or meanings of ritual. New Member Education Programs may not extend beyond a 6 week time period. No events for new members can occur between 11pm and 8am. Additionally, New Member programs should not occur during academic coursework which includes but not limited to class times, group projects, field trips, etc.

Membership Status

In the event that a new member decides to discontinue the new member process at any point in the semester, the new member educator must update the FSL Advisor via email. In the event that the FSL Advisor is not notified, the individual will be considered a new member and will remain on the chapter's roster until the FSL Advisor is otherwise notified.

Initiation

Each chapter is required to submit an updated chapter roster to the FSL Advisor within 48 hours after new members are initiated into the organization.

Risk Management Policies for Greek Letter Organizations

Allegheny College has adopted the NIC (North American Interfraternity Conference) drug and alcohol policies specifically for social university recognized Greek Letter Organizations. These policies are as follows:

- The chapter/organization, members and guests must comply with all federal, state, provincial and local laws. No person under the legal drinking age may possess, consume, provide or be provided alcoholic beverages.
- The chapter/organization, members and guests must follow the federal law regarding illegal drugs and controlled substances. No person may possess, use, provide, distribute, sell and/or manufacture illegal drugs or other controlled substances while on chapter/organizational premises or at any activity or event sponsored or endorsed by the chapter/organization.
- Alcoholic beverages:
 - In accordance with state law, students under the age of 21 are not permitted to possess, transport, and/or consume alcohol. Alcohol is permitted only in rooms/houses in which at least one person living in the room/ house is of the legal drinking age.
- No person or organization may furnish alcohol to persons under the age of 21.
- Alcohol & campus locations
 - Regardless of a student's age, alcoholic beverages are prohibited in any non-residential building, outside, and in any public areas of residential buildings including porches, corridors, lounges, study rooms, and bathrooms except when written approval is received in advance from the Dean of Students.
- Open containers, carriers, or cups of alcohol are strictly prohibited outside of residential rooms/houses or approved events.
- Alcoholic beverages must not be purchased with chapter/organizational funds or funds pooled by members or guests (e.g., admission fees, cover fees, collecting funds through digital apps, etc.).

- A chapter/organization must not co-host or co-sponsor, or in any way participate in, an activity or event with another group or entity that purchases or provides alcohol.
- A chapter/organization must not co-host or co-sponsor an event with a bar, event promoter or alcohol distributor; however, a chapter/organization may rent a bar, restaurant, or other licensed and insured third-party vendor to host a chapter/organization event.
- Attendance by non-members at any event where alcohol is present must be by invitation only, and the chapter/organization may utilize a guest list system. Attendance at events must not exceed local fire or building code capacity of the chapter/organizational premises or host venue.
- Any event or activity related to the new member joining process (e.g., recruitment, intake, rush, etc.) must be substance free. No alcohol or drugs may be present if the event or activity is related to new member activities, meetings, or initiation into an organization, including but not limited to “bid night,” “big/little” events or activities, “family” events or activities and any ritual or ceremony.
- The chapter/organization, members or guests must not permit, encourage, coerce, glorify or participate in any activities involving the rapid consumption of alcohol, such as drinking games.
- Alcohol may not be given as a prize for any contest/party game and should never be used as part of a party game. Chugging, drinking games, initiations, and other potentially dangerous drinking activities involving alcohol or the presence of alcohol are prohibited.

Insurance Policy for Fraternity & Sorority Life

Each chapter member, by his or her actions and attitude, is responsible for members and guests. Therefore, it is required for fraternities and sororities at Allegheny College that each chapter must have liability insurance coverage with adequate limits for personal injury in place prior to hosting any chapter events.

All FSL organizations must maintain commercial general liability insurance per the requirements below in order to remain in good standing with the college. Such insurance affords protection to the chapter, its members and to Allegheny College.

- FSL organization shall, at its own expense, maintain Commercial General Liability insurance with minimum limits of \$1,000,000 per occurrence/\$2,000,000 aggregate written on an occurrence basis.
- The General Liability insurance must include Host Liquor Liability.
- The General Liability insurance policy must name as additionally insured, Allegheny College, with the certificate stating that the insurance coverage is primary over other collectible insurance for the vicarious liability of Allegheny College.
- These coverages and limits are to be considered minimum requirements and in no way limit the liability of the FSL organization.
- This insurance shall be written by a company licensed to do business in Pennsylvania with a minimum A.M. Best rating of A-VII.
- Each policy shall provide for notification to Allegheny College thirty (30) days prior to termination, material change or restrictive amendments.
- The insurance companies issuing the policies shall have no recourse against Allegheny College for payment of any premiums or for any assessments under any form or policy. Allegheny College reserves the right to request copies of insurance policies.
- The insurance policies referred to above shall be primary insurance ahead of any insurance carried by Allegheny College.
- FSL organizations shall provide a certificate of insurance to Allegheny College evidencing this coverage annually.

All certificates of insurance must have a thirty (30) days' notice of any change or cancellation of the policy terms. Any such notice should be sent to the Financial Services office at the address indicated below.

In addition, if a particular insurance policy is due for renewal during the academic year, an updated Certificate of Insurance should be provided no later than **fourteen (14) days** prior to the expiration date of the existing policy.

Certificates of Insurance and any questions are best directed to:

Allegheny College
Financial Services, Bentley Hall
520 N Main Street
Meadville, PA
finsrv@allegheny.edu

The above-specified limits are required **minimums** only. All fraternity and sorority chapter members and their alumni(ae) are encouraged to review their policies on a regular basis in order to determine whether additional coverage is advisable. The insurance requirements are strictly enforced. **Failure to comply may result in immediate revocation of the chapter's recognition by the College.**

Failure to adhere to any of the College's FSL policies will result in individual and or chapter referral to the Dean of Students and our conduct office. Sanctions may include suspension of chapter or removal of recognition depending on the type of offense.

Academic Accountability Policy

1. Academic Standard
 - a. All fraternities and sororities are to maintain a **minimum chapter cumulative GPA of 2.7 each semester**. This is meant to reflect the minimum standard for good academic standing at the institution and aligns with FSL's mission to foster success of all members.
2. Overview
 - a. If a chapter's cumulative GPA falls below a 2.7, the chapter will be placed on **Academic Warning** for the following semester. If the chapter continues to fail meeting the academic standard, it could result in escalated sanctions, up to and including loss of institutional recognition.
 - b. Recruitment and New Member Education Restriction
 - i. While on any academic status beyond Academic Warning (Academic Social Probation, Extended Academic Probation, or Academic Suspension), chapters are **not permitted** to partake in recruitment, new member education, initiation, or any other activities associated with membership intake, regardless of council affiliation or intake model.
3. Academic Sanctions
 - a. Academic Warning
 - i. This state is determined if a chapter's cumulative GPA is below a 2.7 for one semester. Its duration lasts one semester.
 - ii. Terms and Conditions

1. Required Meetings and Check-Ins
 - a. Chapter leadership must meet with the Fraternity and Sorority Life Advisor early in the semester to go over an academic scholarship plan and identify additional support opportunities.
 - b. A **mid-semester progress meeting** will be scheduled to evaluate compliance with all expectations.
- b. Academic Social Probation
 - i. This status is determined if a chapter's cumulative GPA is below a 2.7 for a second consecutive semester. Its duration lasts one semester.
 - ii. Terms and Conditions
 1. Social Event Suspension
 - a. The chapter may **not host or co-host** any social events during their probationary period.
 - i. Social events are defined as any gathering that does not pertain to chapter function, including events with alcohol present, hosted by the chapter, a member, or in collaboration with another organization (regardless of location).
 - b. Permitted Activities: Chapters **may** host educational, academic, and service-oriented programming that supports members' personal and academic development.
 - i. When hosting education programs, events must be led by a topic *expert*, not members of the chapter.
 - ii. All such programs must be submitted to and approved by the Fraternity and Sorority Life Advisor 5 business days prior to being held.
 2. Required Meetings and Check-Ins
 - a. Chapter leadership must meet with the Fraternity and Sorority Life Advisor early in the semester to go over an academic scholarship plan and identify additional support opportunities.
 - b. A **mid-semester progress meeting** will be scheduled to evaluate compliance with all expectations.
 - iii. Outcome Review
 1. GPA greater than or equal to 2.7: Return to good academic standing.
 2. GPA less than 2.7: Progression to Extended Academic Probation
- c. Extended Academic Probation
 - i. This status is determined if a chapter's cumulative GPA is below a 2.7 for a third consecutive semester. Its duration lasts one semester.
 - ii. Enhanced Oversight and Conditions
 1. Continued suspension of all social events.
 2. Increased frequency of meetings with the Fraternity and Sorority Life Advisor.
 3. Mandatory participation in structured academic support initiatives.
 4. Required involvement of chapter advisor, alumni leadership, and/or national headquarters.

5. Additional operational restrictions (i.e., retreats, travel, discretionary programming) may be imposed at the discretion of the Fraternity and Sorority Life Advisor.
 - iii. Outcome Review
 1. GPA greater than or equal to 2.7: Return to good academic standing.
 2. GPA less than 2.7: Progression to Academic Suspension
 - d. Academic Suspension
 - i. This status is determined if a chapter's cumulative GPA is below a 2.7 after four consecutive semesters.
 - ii. During this period chapters are temporarily suspended with a temporary loss of recognition by Allegheny College. During a period of suspension, the chapter may not:
 1. Operate as a recognized student organization.
 2. Recruit, initiate, or accept new members.
 3. Host, co-host, or participate in any events or activities, including social, education, philanthropic, or service programs under the chapter's name.
 4. Use institutional facilities, funding, or resources, nor represent itself as affiliated with the institution.
 - iii. The chapter's national organization and advisors will be notified of the suspension status.
 - iv. The length of suspension and any conditions on reinstatement will be determined by Leadership & Engagement in collaboration with appropriate institutional partners, and when applicable, the chapter's national organization. Reinstatement following suspension will require demonstration of sustained academic improvement, completion of any required action plans, and formal approval by the institution.
 - e. Reinstatement
 - i. Reinstatement is not automatic and will require the following:
 1. A completion of a minimum suspension period determined by Leadership & Engagement.
 2. Submission of a comprehensive academic recovery and sustainability plan.
 3. Demonstrated evidence of sustained academic improvement.
 4. Formal review and approval by the university.
4. Support and Resources
 - a. The goal of the Academic Accountability Policy is not to be punitive, but developmental. The Fraternity and Sorority Life Advisor will provide support to help chapters improve academic performance, including:
 - i. Consultation with the Fraternity and Sorority Life Advisor on academic success strategies.
 - ii. Referrals to institutional academic support services, tutoring programs, and writing and speech centers.
 - iii. Collaboration with advisors, alumni, and national headquarters to align academic initiatives.
 5. Communication of Status

- a. The Fraternity and Sorority Life Advisor will formally notify chapter leadership, advisors, and (if applicable) national headquarters of the chapter's academic status in writing with the release of semester grade reports.
6. Reinstatement of Good Standing
 - a. Chapters returning to good academic standing (a 2.7 cumulative GPA or higher) will regain full privileges, including the ability to host social events. Continued collaboration with the Fraternity and Sorority Life Advisor to sustain academic improvement is strongly encouraged.

Annual Certification

1. Chapters, the Panhellenic Council (Panhel), and Interfraternity Council (IFC) must be certified annually by Leadership & Engagement. Each group must complete a Certification report with all required documents by the end of the school year. This report will be reviewed by Leadership & Engagement. Feedback will be provided to the group along with areas and ways to improve. If a group is lacking in an area, they may have additional sanctions applied to their organization until they have shown improvement.
2. Levels of Certification
 - a. Excellent: Group is well above all expectations, received between 90-100% of total points.
 - b. Good: Group is above expectations, received between 80-89.9% of total points.
 - c. Fair: Group meets minimum expectations, received between 70-79.9% of total points.
 - d. Poor: Group did not meet expectations, received below 70% of total points.
3. Chapter Certifications
 - a. Chapter Management (20 points)
 - i. Chapter Officer Directory and Responsibilities: Please provide a list of the chapter officers and their responsibilities.
 - ii. Is the chapter current on all financial obligations to the university, the national organization, or others? Please provide a statement of financial stability.
 - iii. Chapters should vote regularly to approve chapter governing documents. Please provide a copy of your chapter's constitution and bylaws with the most recent chapter approval date.
 - iv. Please provide a copy of the Chapter Accountability Plan that should have been submitted to Leadership & Engagement in February.
 - b. Membership Development (20 points)
 - i. Chapters must have the following trainings: Executive and Cabinet Leadership Orientation, Drug and Alcohol Education Training, and Sexual Assault and Bystander Training. Please provide proof of education in these areas and the percentage of members who attended. If there are additional trainings that your chapters nationals offer/require that you attended, please include those as well.
 - ii. Does the chapter utilize campus resources for member development, and if so, how (i.e., does the chapter promote relevant campus programs or seek out campus departments to provide training and workshops?)
 - iii. Chapters should support programs and initiatives hosted by their respective councils. Please provide an outline of council-sponsored activities or initiatives that the chapter has participated in.

- iv. Chapters must attend mandatory events. Please submit a participation list of members and the mandatory events in which they were present.
- c. Inter/national Organization Relations (20 points)
 - i. Does the chapter utilize any programs or initiatives from the national organization headquarters? Please provide a list of the programs or initiatives if that is the case.
 - ii. Does the chapter participate in leadership conferences or other training opportunities from the national organization? Please list the dates and name of each conference or training along with who attended.
 - iii. Please provide a letter from your inter/national organization detailing the chapter's current standing within the organization.
 - iv. Has the chapter been operating under sanctions or a probation from the national organization? If so, please detail the sanctions below and the action steps the chapter is taking to regain their good standing.
- d. Service/Philanthropy (15 points)
 - i. Chapters must host at least two service/philanthropy based events a year. Please provide a list with the event name, date, amount spent on the event, and the amounts raised and who the event benefited for each event.
 - ii. All chapters must attend at least two Service Saturdays a semester as a group. Please provide a list with the date and attendance for each Service Saturday.
 - iii. All chapters should participate in community service. Please provide a list of all chapter members and an itemized list of the service hours (or events) that they have completed.
- e. Community Engagement (30 points)
 - i. Please provide a list of all chapter members, organizations that they are involved with on campus, and any leadership roles they may hold in those organizations.
 - ii. Please provide a list of campus activities in which the chapter has participated (i.e., did the chapter attend a program or other organization's event).
 - iii. Please provide a list of events that the chapter has sponsored that has benefitted the Allegheny College community (not including service/philanthropy events).
 - iv. Please provide a list of any events the chapter has co-sponsored with other organizations outside of the FSL community.
 - v. Did the chapter have members apply to be on their respective council in the current academic year?
 - vi. Each chapter must have at least two events per semester with another chapter on campus. These events are not allowed to have alcohol or substances involved. They must be substantive in nature, i.e. service/philanthropy, academic, etc. Please provide the event name, date, summary of event purpose, and percentage from the chapter that attended.
- f. Alumni Relations (10 points)
 - i. Please provide a list of all alumni/ae events the chapter held in the past year.
 - ii. The chapter should maintain an appropriate and updated social media presence. Please provide account names for all chapter run social media accounts and websites.
- g. Risk Management (15 points)
 - i. Please provide your chapter's risk management plan/structure.

- ii. Please list any risk management training in which your chapter participated over the past year. Include the number of members who participated, who hosted the event, the date, and what topic was covered.
 - iii. Has the chapter been operated under sanctions or probation from the institution? If so, please detail the sanctions below and the action steps the chapter is taking to regain its good standing.
 - h. Recruitment (15 points)
 - i. NPC Sororities
 - 1. Did the chapter reach quota during the formal recruitment process?
 - 2. Did the chapter participate in Continuous Open Bidding when eligible?
 - 3. Did the chapter meet all established deadlines and provide the required documentation during the recruitment process?
 - ii. NIC Fraternities
 - 1. Please provide recruitment goals for the chapter with a timeline and summary of the process.
 - 2. Was the chapter at or above the fraternity size average for the Fall and Spring Semester?
 - 3. Did the chapter meet all established deadlines and provide all required documentation during the recruitment process?
 - iii. NPHC Fraternities and Sororities
 - 1. Did the chapter participate in membership intake?
 - 2. What was the size of the line?
 - 3. Please provide your chapter's intake goals with a timeline and summary on progress.
 - i. New Member Education (20 points)
 - i. Please provide the chapter's new membership education plans. Note that this should be an outline of what your chapter specifically does at Allegheny College, not a copy of the national program.
 - ii. Please outline the chapter's new member mentor (big/little) program. What are the goals? How are the members paired? What is required of the mentors/do they have training prior to becoming a mentor?
 - iii. Please specifically outline how the chapter addresses anti-hazing education internally. Please provide dates, times and the number of members for each education session the chapter provides.
 - iv. What was the new member class retention rate (members pledged/members initiated)?
 - j. Scholarship (25 points)
 - i. Chapter's Spring GPA was at or above the all-college average.
 - ii. Chapter's Fall GPA was at or above the all-college average.
 - iii. Chapter's new member class GPA was at or above 2.7.
 - iv. Chapter's GPA was above 2.7.
 - v. Please submit a copy of the chapter's scholarship plan.
- 4. Interfraternity Council (IFC)
 - a. This section applies to the certification for the IFC Board and IFC Council Officers are responsible for this process.
 - b. Council Management (15 points)

- i. Council Officer Directory and Responsibilities: Please provide a list of the council officers and their responsibilities.
 - ii. Chapters should vote regularly to approve Council governing documents. Please provide a copy of your council's constitution and bylaws with the most recent approval date.
 - iii. Please provide a copy of the Council Accountability Plan that should have been submitted to Leadership & Engagement in February.
 - c. Membership Development (10 points)
 - i. Does the council utilize campus resources for member development, and if so, how (i.e., does the council promote relevant campus programs or seek out campus departments to provide training and workshops?)
 - ii. Councils are to create and sponsor programs and initiatives. Please provide an outline of council-sponsored activities or initiatives and how the council has hosted/sponsored them.
 - d. Service/Philanthropy (10 points)
 - i. Councils are to participate in community service. Please provide a list of all council officers and an itemized list of service hours that they have completed.
 - ii. Councils are to work with a local philanthropy of their choice every year. Please list the philanthropy and provide a list of events with the event name, date, amount spent on the event, and the amounts raised and who the event benefited for each event.
 - e. Community Engagement (25 points)
 - i. The Interfraternity Council must have a minimum of two events per semester, not including events that are considered Campus Traditions (Bid Days, Competition of the Muses, SAMS, etc) or events for recruitment.
 - ii. Please provide a list of all council officers, the organizations that they are involved with on campus, and any leadership roles they may hold in those organizations (including the fraternity that they represent).
 - iii. Please provide a list of campus activities in which the council has participated (i.e., did the chapter attend a program or other organization's event).
 - iv. Please provide a list of events that the chapter has sponsored that has benefitted the Allegheny College community (not including service/philanthropy events).
 - v. Please provide a list of any events the chapter has co-sponsored with other organizations outside of the FSL community.
 - f. Risk Management (10 points)
 - i. Please list any risk management training in which your council participated over the past year. Include the number of members who participated, who hosted the event, the date, and what topic was covered.
 - ii. Has the council been operating under sanctions or probation from the institution? If so, please detail the sanctions below and the action steps the chapter is taking to regain its good standing.
 - g. Recruitment (5 points)
 - i. NIC Fraternities
 - 1. Please provide recruitment goals for the fraternity community with a timeline and summary of the process.
5. Panhellenic Council (Panhel)

- a. This section applies to the certification for the Panhellenic Board and Panhel Council Officers are responsible for this process.
- b. Council Management (15 points)
 - i. Council Officer Directory and Responsibilities: Please provide a list of the council officers and their responsibilities.
 - ii. Chapters should vote regularly to approve Council governing documents. Please provide a copy of your council's constitution and bylaws with the most recent approval date.
 - iii. Please provide a copy of the Council Accountability Plan that should have been submitted to Leadership & Engagement in February.
- c. Membership Development (10 points)
 - i. Does the council utilize campus resources for member development, and if so, how (i.e., does the council promote relevant campus programs or seek out campus departments to provide training and workshops?)
 - ii. Councils are to create and sponsor programs and initiatives. Please provide an outline of council-sponsored activities or initiatives and how the council has hosted/sponsored them.
- d. Service/Philanthropy (10 points)
 - i. Councils are to participate in community service. Please provide a list of all council officers and an itemized list of service hours that they have completed.
 - ii. Councils are to work with a local philanthropy of their choice every year. Please list the philanthropy and provide a list of events with the event name, date, amount spent on the event, and the amounts raised and who the event benefited for each event.
- e. Community Engagement (25 points)
 - i. The Panhellenic Council must have a minimum of two events per semester, not including events that are considered Campus Traditions (Bid Days, Competition of the Muses, SAMS, etc) or events for recruitment.
 - ii. Please provide a list of all council officers, the organizations that they are involved with on campus, and any leadership roles they may hold in those organizations (including the fraternity that they represent).
 - iii. Please provide a list of campus activities in which the council has participated (i.e., did the chapter attend a program or other organization's event).
 - iv. Please provide a list of events that the chapter has sponsored that has benefitted the Allegheny College community (not including service/philanthropy events).
 - v. Please provide a list of any events the chapter has co-sponsored with other organizations outside of the FSL community.
- f. Risk Management (10 points)
 - i. Please list any risk management training in which your council participated over the past year. Include the number of members who participated, who hosted the event, the date, and what topic was covered.
 - ii. Has the council been operating under sanctions or probation from the institution? If so, please detail the sanctions below and the action steps the chapter is taking to regain its good standing.
- g. Recruitment (15 points)
 - i. NPC Sororities

1. Please provide recruitment goals for the sorority community with a timeline and summary of the process (for both Primary and Continuous Open Bidding).
2. Did the council receive attendance from all chapters for all Mandatory events hosted by the council in regards to preparation for recruitment?
3. Did chapters meet all established deadlines and provide the required documentation to the Panhellenic Council during the recruitment process?

6. Sanctions

- a. Chapters with a poor rating will be considered not in good standing. Chapters with this rating will have their entire executive board and cabinet meet with the Fraternity and Sorority Life Advisor three times for the following semester. These meetings will assist the chapter with their application for good standing at the end of the semester.
- b. If a chapter continues to have a poor rating after that semester, they will be placed on social probation. In which they will continue to meet with the FSA for the semester while having the following events restricted: any socials or events in which alcohol will or could be present, this includes any events hosted by the chapter, a member, or in collaboration with another organization (regardless of location). The chapter will have a chance to submit their application to be in good standing with the institution at the end of the semester.
 - i. Permitted Activities: Chapters may host educational, academic, and service-oriented programming that supports members' personal and academic development.
 1. When hosting education programs, events must be held in a public space or study room.
 2. All programs and events must be submitted to and approved by the Fraternity and Sorority Life Advisor 5 business days prior to being held.
- c. If a chapter has a poor rating after being on social probation for the second semester, the chapter will be placed onto probation. All events unrelated to chapter function (i.e., executive/cabinet meetings and chapter meetings) may not be hosted by the chapter.
 - i. In preparation for the chapter to apply for good standing, the chapter may submit all programs and events required for Good Standing to the FSA for approval two weeks in advance of the event.
 1. This includes educational, service/philanthropic, membership development events.
- d. If a chapter has a poor rating after the third semester, the chapter will lose their institutional recognition. The FSA will communicate this loss of recognition with the inter/national organization.

7. Communication of Status

- a. The Fraternity and Sorority Life Advisor will formally notify chapter leadership, advisors, and national headquarters of the chapter's status in writing with the release of Annual Certification Results.

8. Reinstatement of Good Standing

- a. Chapters returning to good standing (a fair rating or higher) will regain full privileges, including the ability to host social events. Continued collaboration with the Fraternity and Sorority Life Advisor to sustain improvement is strongly encouraged.

Houses and Suites

A. Fraternity & Sorority houses/independent living spaces owned by Allegheny College:

In order for a chapter that occupies a house or independent living space owned by Allegheny College to be eligible to house chapter members, hold social functions, and remain in good standing with the College, it must adhere to the policies outlined by their Housing Use Agreement. Each chapter should be knowledgeable of their specific policies and requirements listed in their Housing Use Agreement.

B. Residency Requirements for FSL Life Housing

1. Students may fulfill their on-campus residency requirement by living in a FSL house if they are initiated members.
2. Chapters must attempt to have as many executive officers living in the dedicated chapter housing as possible. In houses with a capacity of 8 beds or less, the chapter must at least have the President or executive member responsible for Risk Management & Compliance residing in the house.
3. Chapters may consider housing up to five uninitiated members provided all other measures have been exhausted. Permission must be granted by the Leadership & Engagement and Residence Life offices and the uninitiated members must meet residency and scholarship requirements.
4. Housing rosters **MUST** be submitted to Student Leadership & Engagement by the requested day. If any changes are needed, students will have to go through Residence Life's Room Change Process after the Housing Freeze is over each semester.

C. Sorority Suites in Brooks Hall

1. Sororities have access to suites on the fourth floor of Brooks Hall for use by members and for chapter activities.
2. Each chapter is responsible for signing an annual use agreement and paying a rental fee to the College for use of the space.
3. In the interest of mutual respect and community for the residents of the fourth floor of Brooks, all chapters are responsible for upholding any applicable Residence Life policies, quiet hours and prohibited use of open flames including but not limited to candles, incense, etc..
4. Work orders for issues with suites must be reported to Leadership & Engagement to file with Physical Plant.
5. Alcohol, drugs, smoking, and/or vaping is not permitted in the Sorority Suites at any time. Violation can result in potential loss of access to the suite and/or result in additional organizational conduct.

Expansion Policy

Allegheny is open to the expansion of Fraternity and Sorority Life organizations that contribute to the social and educational enrichment of students and the overall Allegheny College experience. Allegheny College will only grant a charter recognition to fraternity and sorority organizations that are affiliated with an Inter/National Headquarters. Greek Letter organizations must **NOT** participate in or support the practice of hazing potential new members, initiates, or current members of the fraternity/sorority. During

colonization potential new organizations are expected to abide by the values of the institution's mission, objectives and statement of community.

Allegheny also recognizes that there are different processes of expansion for fraternities and sororities depending on their inter/national and council affiliations (NIC, NPC and NPHC). As such, the College will work with each potential new organization on an individual basis to ensure that all policies and procedures are followed. Allegheny College reserves the right to accept, approve, or reject any social fraternity/sorority seeking recognition and/or colonization on campus. This model acknowledges and respects the various processes of expansion for NIC, NPC and NPHC organizations while maintaining campus based control over the process to ensure success for all parties involved.

Criteria for Expansion

Fraternity and sorority expansion may begin by one of the following methods:

1. An interested group of four or more students may submit a letter of interest requesting to establish a new or previously recognized national chapter to Leadership & Engagement.
2. Through reviewing a formal petition for recognition by an organization coming off a disciplinary loss of College and/or National recognition.
3. Formal expansion is deemed appropriate by the governing council (NIC, NPHC, NPC, etc.) and national fraternal/sororal organizations will be invited by the College to participate in this process.

Process for Expansion

Fraternities and MultiCultural Organizations

1. A formal request for colonization must be submitted by the inter/national organization to Leadership & Engagement. Students who are interested in the organization may also submit a letter of support.
2. The request will be reviewed by the Dean of Students, FSL Advisor and any other appropriate SL staff. After review, the request will be shared with FSL governing councils along with other pertinent administrative offices.
3. After the initial review process is completed, representatives from the inter/national organization will be invited to an on-campus presentation regarding their request.
4. The presentation should include:
 - a. An official letter of intent from the inter/national organization outlining the strategy for colonization at Allegheny as well as support and resource strategies the inter/national organization will provide a new colony.
 - b. Logistical Information:
 - i. Name of Fraternity.
 - ii. Founding date and location.
 - iii. Current number of colonies.
 - iv. Current number of undergraduate members and current number of alumni.
 - v. Average chapter size.
 - vi. Number of chapters closed in the last five years and their reasons for closing.
 - vii. Membership Costs: new member, initiation fees, insurance, regular dues (can be approximate)

- viii. Verification of appropriate liability coverage for the colony by the inter/national organization

Program Policies:

- Position on risk management.
- Position on hazing prevention awareness resources
- Length/focus of new member education.
- Minimum standards for potential new members.
- Scholarship/ academic support programs.
- Community service and philanthropy programs.
- Constitution and by-law highlights.
- Leadership/member development programs.

Colonization:

- List and status of colonies established in the last five years.
- Procedures for colonization (potential time-line if appropriate).
- Ongoing support for the colony.

Organizational Support:

- List of all chapters and locations
- Volunteer support at the district and local level

Resources:

- Inter/national organization
- Foundation scholarship/loans
- Leadership schools or conventions
- Publications
- Nearest chapter(s)
- Number of alumni in the Western Pennsylvania/Eastern Ohio area
- Contact information of committed alumni.

Commitment to the FSL Community

- The inter/national organizations will need to articulate their commitment to understanding and working in partnership with the Allegheny community by strengthening and supporting the FSL community.

5. Upon approval, the interest group (composed of national recruitment specialist or enrolled student group) requesting a chapter will provide Leadership & Engagement with the information on the “Application for Recognition as a FSL Organization” for review. Leadership & Engagement will review the required application information and make a recommendation regarding the request for expansion.
6. It is the responsibility of the interest group and/or person(s) applying for expansion to adhere to all Allegheny College policies and procedures. After reviewing the recommendation and consulting with Leadership & Engagement, the Dean of Students, and other appropriate college officials will make a final determination on the expansion request.
7. If approved, interest groups are given one academic year to initiate members of interest group into the organization and maintain a stable membership size of 10 or more individuals. New groups will remain at new emerging chapter status until they have reached the minimum of 10 members.

NPC Organizations (Per National Panhellenic Conference Requirements)

If the College Panhellenic makes the decision to consider adding a chapter to the campus, the following steps should be taken:

1. The Panhellenic Council should vote on a motion to form an Extension Exploratory Committee
2. If the vote passes, form an Extension Exploratory Committee composed of College Panhellenic officers, chapter delegates, alumnae advisors and faculty or administration.
3. The committee should analyze statistics with regard to enrollment and recruitment, and assess the needs of the Panhellenic community and gauge other extension readiness factors. NPC recommends looking at trends and statistics over a five-year period.
4. The Extension Exploratory Committee consults the administration regarding the addition of another NPC sorority. The committee should compile an official report and include a recommendation as to whether to extend or not at this time.
5. The report should be submitted to the College Panhellenic Council along with a motion reflecting the recommendation. Two weeks should be allowed for the report to be reviewed prior to the vote on extension.
6. If the Extension Exploratory Committee's report and motion recommends opening and the vote passes, the Panhellenic Council appoints a College Panhellenic Extension Committee. The College Panhellenic also contacts the NPC area advisor and the NPC Panhellenic Extension Committee chair with the decision.
7. The College Panhellenic Extension Committee should include a representative sample of the Panhellenic community including Panhellenic chapter members, alumnae members/advisors and administrators. Each NPC organization on campus should be represented on the committee, if feasible, by either a collegiate or alumna member.
8. Consideration should be given to NPC sororities that: A. Previously have had a chapter on the campus. B. Have letters of interest on file with the administration and/or College Panhellenic. C. Have been suggested by a local sorority if applicable. (Refer to the section Local Sororities.)
9. The College Panhellenic asks the NPC Panhellenic Extension Committee chair to notify all NPC sororities of the extension opportunity or to send a letter of introduction to NPC sorority/ies. The College Panhellenic should provide information based on the current template provided by the NPC Extension Committee (which will include facts about the college/university, the Panhellenic community, housing, the timeline for extension and other relevant details): The College Panhellenic also outlines the information it requests from NPC sororities.
10. The College Panhellenic Extension Committee reviews responses from NPC sororities and selects organizations to make presentations.
11. Arrangements are made with each selected organization for a campus presentation. Presentations are to be scheduled for separate days and follow all current best practices.
12. NPC sororities not selected to present are notified.
13. After all presentations have been made and evaluated, the College Panhellenic Extension Committee makes a recommendation to the College Panhellenic Council regarding which organization meets the needs of the campus. The council votes on the recommendation and issues an invitation.
14. The College Panhellenic notifies the other organizations that made a presentation of the selection and thanks them for their participation.
15. The College Panhellenic immediately begins work with the selected sorority to prepare a schedule for new chapter establishment.

Exploratory visits: A College Panhellenic may decide to allow optional exploratory visits to campus by member organizations prior to the deadline for submission of extension materials. If

the College Panhellenic decides to allow these visits, they are optional and for information-gathering purposes only. Exploratory visits will only involve campus administrators and should not include contact with any students, including Panhellenic officers or members of the College Panhellenic Extension Committee (other than campus administrators). Participation in an exploratory visit should not be a factor or consideration in determining which member organizations are invited to campus to make an extension presentation; therefore, members of the College Panhellenic Extension Committee should not be informed about which organizations did and did not make an exploratory visit.

Exploratory Visits Policy Once the NPC Panhellenic Extension Committee has established that the proper authority has opened the campus for extension, the committee will verify whether NPC organizations not represented on the campus may conduct exploratory visits before presentations are made. NPC member organizations receiving an independent notice of extension directly from a campus will contact the NPC Panhellenic Extension Committee, which will verify whether exploratory visits are authorized. The NPC Panhellenic Extension Committee will inform the NPC member organizations whether exploratory visits will be permitted and will encourage the proper authority to include that information in any correspondence announcing the extension opportunity.

Campus Presentations An extension presentation is an opportunity for an NPC member organization to showcase its sorority and to further explain organizational philosophy, values, programming, leadership opportunities, policies and new chapter establishment practices. A campus may choose to limit the number of organizational presenters or representatives attending the formal extension presentation. Organizational representatives may include inter/national staff members and volunteers, alumnae and collegiate members. Only sorority informational material will be presented during the extension process to the College Panhellenic Association or to the local/interest group. All gifts and favors will be eliminated until an NPC member organization has been invited to establish. There shall also be no promise of future gifts, grants or scholarships as part of the presentations made during the extension process. Inter/national and regional officers/volunteers and headquarters staff members (including traveling staff members/consultants) from other NPC member organizations shall not be invited to nor attend another member organizations' presentations. Recording and sharing of presentations is prohibited. Participation on a College Panhellenic Extension Committee by an inter/national or regional volunteer or an NPC volunteer is discouraged.

Application for Recognition as an FSL Organization

Following the acknowledgement of receiving the letter of intent and the approval to move forward from the Greek Council and Dean of Students, Interest groups will be notified to complete an expansion packet for Leadership & Engagement to review, the following information must be submitted in packet form:

Information from the Interest Group Members:

- A) A list of the group's potential members and their class status and cumulative grade point averages.
- B) Two potential campus/faculty advisors and letters from those faculty members verifying their willingness to serve in this capacity.
- C) Statement of purpose for establishing this organization.

- D) Organization Structure
 - 1) Executive officers
 - a) Goals and responsibilities for each officer
 - b) Leadership training program for each officer
 - 2) Standards/Judicial Board structure
- E) Standards for membership
 - 1) New member education program
- F) Plan for dues and fees and the operation of other chapter finances
 - 1) Dues from national organization
 - 2) Plans for liability insurance
- G) Statement concerning how this organization will contribute to the existing FSL community as well as campus community at Allegheny College.
- H) Potential activities, programs, projects and/or the like, for the upcoming school year.

Information from the National Office:

- A) Reasons for establishing/re-establishing a chapter at Allegheny College.
 - B) Procedures for establishing a new chapter
 - C) Expectations the National Office has of the college
 - 1) Colonization period
 - 2) Number of members needed to initiate colonization process
 - 3) Evaluation procedures to assess needs or other areas of support throughout the colonization period.
 - D) Financial support provided by the National Office
 - 1) Dues and fees collected by National Office (Chapter and individual fees)
 - E) Policy concerning Hazing
 - 1) Membership Requirements
 - F) Pledge education requirements
 - G) Commitment from National Office for continuous support to the new chapter
 - H) Frequency of campus visits from National Office
 - I) List of alumni associations, local alumni, and area collegiate chapters
- **This is to be condensed and presented in the form of PowerPoint/ Prezi which must be sent to Leadership & Engagement prior to scheduled presentation. Detailed packets must be printed and handed into the office in packet form.**

New Emerging Chapter Requirements

- A) Within one month of the commencement of colonization, an anticipated timeline for colonization at Allegheny College must be provided to Leadership & Engagement.
- B) Colonies are afforded the privileges given to all recognized FSL Organizations in good standing. Leadership & Engagement will discuss expectations concerning recruitment and membership intake activities, prior to chartering, with representatives of the new emerging chapter.
- C) During the colonization period, the new emerging chapter will develop programming in the following areas, with records of these provided as requested by Leadership & Engagement.
 - 1) Fraternity/Sorority Education
 - 2) Recruitment/Membership Intake
 - 3) Scholarship

- 4) Officer Training and Transition
 - 5) Financial Responsibilities
 - 6) Alumni Relations
 - 7) Social Programming (to include substance abuse and risk management education)
 - 8) Community Service
 - 9) New Member Education and Hazing
- The new emerging chapter must have an inter/national representative visit at least once each semester for the duration of the new emerging chapter. This representative should meet with a staff member from Leadership & Engagement at least once a semester.
 - The group must remain as a new emerging chapter for at least one fall or spring academic semester.
 - Failure to meet any of the aforementioned requirements within one year of colonization will result in a review by Leadership & Engagement and may result in the suspension of the chapter/new emerging chapter or the revoking of one's charter.

Organizational Conduct Policy from The Compass (Article V)

- A. Upon recognition by the College, student organizations become responsible for acting in accordance with College policies and all other applicable College regulations. The College may take action when the behavior of the members of a student organization violates College policy. Both individual and organizational disciplinary action may be pursued for the same conduct.
- B. Student organizations may be held responsible for the acts of individual members when some of its members act together or when the members are acting on behalf of the organization. These acts include, but are not limited to, the following categories:
 - a. When a member is in violation of College policy and other members present, by failing to discourage such activity, tacitly condone the violation.
 - b. When the violation is directly related to the organization's activities or an environment created by the organization.
- C. Alleged violations will be adjudicated as outlined in Article VI of this process.
- D. The following sanctions may be imposed upon student organizations found to have violated College policy:
 - a. The sanctions of Warning and Probation plus other Educational Sanctions as outlined in Article VI of this process;
 - b. Deactivation which entails loss of privileges, including College recognition and funding, for a specified period of time.
- E. Fraternities and Sororities must follow all provisions of "The Compass Supplement for Fraternity and Sorority Life" (this document). Any violation of these policies may be enforced under College Policy #21, prohibiting the violation of other published College policies. Please note that violations of College policies, including the policies listed in this document may result in sanctions from the College, Interfraternity or Panhellenic Council, inter/national headquarters and/or the chapter itself.