

## **Policies Governing Fraternities and Sororities at University of California, Riverside**

In addition to following the Recognized Student Organization Policies, found here: <http://studentlife.ucr.edu/docs/student-organizations-policies.pdf>, Fraternities and Sororities are also responsible for adhering to the following policies.

### **I. Recognition**

The University of California (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.

#### *A. National Affiliations*

Fraternities and Sororities at UCR are established as local chapters of national organizations. Each fraternity/sorority organization must be a member of and in good standing with one of the following umbrella organizations:

- National Association of Fraternal Organizations, Inc. (NALFO)
- National Pan-Hellenic Council (NPHC)
- National Panhellenic Conference (NPC)
- National Multicultural Greek Council (NMGC)
- National APIDA Panhellenic Association (NAPA)
- North-American Interfraternity Conference (NIC)

Exceptions to the national affiliation requirement may be granted for multicultural or special interest fraternity/sorority organizations that are not affiliated with an umbrella organization, but are part of a local, national or international organization with appropriate insurance coverage and support. This information should be clarified and included through the expansion application process.

Local fraternities/sororities not affiliated with a national organization recognized by UCR before the academic year ending in August 31, 2013 will continue to be recognized as long as they maintain good standing with their Governing Council and the Fraternity and Sorority Involvement Center.

#### *B. 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 (PACAOS 150.41) and Title IX of the Education Amendments of 1972 permit the membership practice of selecting members on the basis of gender.

Opposite sex auxiliary groups should be consistent with an organization's national policy where applicable.

### **II. Expansion**

Generally, UCR 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. Students and/or inter/national organizations must contact the Fraternity and Sorority Involvement Center to determine the current status and when expansion will be open by the appropriate Governing Council, as defined below in II.A.1, 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 and appropriate Governing Council.

#### *A. UCR Procedures for Expansion*

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

1. A Governing Council (Interfraternity Council, College Panhellenic Association, Collective Multicultural Council, or National Pan-Hellenic Council) may submit a request to Fraternity and Sorority Involvement Center, based on demonstrated need, to initiate expansion.
2. Once a request for expansion has been approved by the Fraternity and Sorority Involvement Center and Student Life, the Fraternity and Sorority Involvement Center, in partnership with the Governing Council, will send a call out to national fraternities and sororities affiliated with the Governing Council.
3. Interested organizations must submit an Application for Expansion to the Fraternity and Sorority Involvement Center. The Fraternity and Sorority Coordinator, in partnership with the expansion committee of the Governing Council and other campus staff as appropriate and designated by Student Life, will review and select organizations to visit campus. During this visit, interested organizations will be asked to make a presentation to the community.
4. The Governing Council will make a recommendation of organization(s) to be considered at UCR to Student Life for final approval.
5. Organizations will begin as an interest group, move to established chapter, and then gain status as a chartered organization once approved by the University and the organization's inter/national office.

### **III. Special Requirements for Fraternity/Sorority Good Standing (Maintenance of Recognition)**

To remain in "good standing" with UCR; i.e. preserve status as recognized student organization, the organization and its members must comply with all of the following requirements list in Section A – E below:

#### *A. Reporting and Advisement*

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

1. Local chapter by-laws (exclusive of ritual), inter/national constitution, and articles of incorporation.
2. Updated roster of membership on HighlanderLink including leadership designation. Each organization must submit the names and contact information of all chapter members, advisors and inter/national headquarter contacts to the Fraternity and Sorority Involvement Center (FSIC) at the beginning of each quarter through HighlanderLink. Any time elections are held, updates must be completed for new officers within one (1) week of elections.
3. Evidence that active members meet the grade point average requirement as set by their National Organization as applicable.
4. Attend Student Life, Fraternity and Sorority Involvement Center, and Governing Council sponsored

required programs and trainings, including but not limited to: Student Organization Leadership Development Seminars, New Member Summit, Presidents' Summit, Fraternity and Sorority Leadership Retreat, Brothers and Sisters Against Violence certification, and Governing Council meetings.

5. Chapters must complete the Standards of Excellence and Community Report reporting processes by the specified due dates each academic year and maintain the current minimum standards as stated.
  - The Standards of Excellence program serves to encourage each chapter in the UCR Fraternity and Sorority Community to function at the most effective and efficient level possible. The program also aids in providing the best possible experience for individual members. The Chapter Standards of Excellence program assesses chapters based on a set of minimum standards. This assessment process is designed to assist the chapter leadership, inter/national or regional organization and the Fraternity and Sorority Involvement Center in supporting each individual chapter's further development. It also serves as the basis by which the Fraternity and Sorority Involvement Center will award and recognize chapter excellence and contributions to the Fraternity and Sorority Community.
  - The Community Report requires campus-recognized sororities and fraternities to submit information each year to maintain recognition. Additional information can be found here: [https://leginfo.legislature.ca.gov/faces/billNavClient.xhtml?bill\\_id=202120220AB524](https://leginfo.legislature.ca.gov/faces/billNavClient.xhtml?bill_id=202120220AB524)

#### *B. Leadership*

1. Each fraternity and sorority must establish a working relationship with the Fraternity and Sorority Involvement Center by maintaining communication, attending required meetings, and providing major updates from their regional or inter/national organization.
2. Each chapter president must meet with their respective Fraternity and Sorority Involvement Center advisor quarterly.
3. All council officers must meet with the Fraternity and Sorority Involvement Center advisors monthly and attend their respective council Officer Transition Retreats.
4. Members holding leadership positions within their chapter and council must be in good social standing within their individual organizations and good academic standing, which includes maintaining at least a 2.0 cumulative GPA.
5. Chapters are required to participate in their corresponding Governing Councils by attending meetings and meeting requirements and expectations of their respective council.

#### *C. Conduct*

1. Fraternities and sororities must abide by all state, local, and federal laws, and follow applicable governing council policies and inter/national policies.
2. All members of fraternities and sororities are expected to adhere to the [Standards of Conduct](#)
3. Fraternities and 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](#)
  - Each chapter president must complete the UCR Anti-Hazing Compliance Form at the beginning of every academic year.
4. Fraternities and sororities found to be in violation of policies are subject to discipline through the University, governing council, and/or national organization.

#### *D. 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.

1. *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.
2. *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 inter/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.
3. *Minimum GPA for Elected Council Positions.* Council officers must possess at the time of election and maintain good academic standing for elected positions unless the council constitution states a higher GPA requirement.

#### E. *Recruitment, Intake, and 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.

1. 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.
2. The selection process may not interfere with the academic or residential life of the University.
3. Recruitment/intake processes may only take place during the academic year – fall quarter, winter quarter, spring quarter.
4. Alcohol, marijuana, and controlled substances may not be involved, either formally or informally, during recruitment activities or efforts during the recruitment and new member education periods.
5. All chapters are required to complete the "Recruitment and Intake Request" form online every quarter to the Fraternity and Sorority Involvement Center for review before the start of any recruitment/intake process, but at the latest by week 3 of each quarter.
6. All chapters must create recruitment plans that are consistent with policies set forth by the University, their inter/national office, and governing council.
7. 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.
8. All new chapter members must participate in minimum mandatory new member education (New Member Summit) coordinated by the Fraternity and Sorority Involvement Center.
9. All chapters must create New Member plans that are consistent with policies set forth by their inter/national organizations and governing councils.

#### IV. **Recommendations for Fraternity/Sorority Distinction**

1. Align activities with fraternity/sorority values and the Pillars embraced by the Fraternity/Sorority community at UC Riverside (Friendship, Scholarship, Leadership, and Service).
2. 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 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.

3. 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.
4. 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.
5. Ensure that all members have working understanding of University, inter/national, governing council, and chapter policies and maintain an internal judicial system to address violations of policies by members.
6. Develop a written plan for all officers, including job descriptions, selection and removal processes, selection cycles and leadership transition plan.
7. 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 the these guidelines and to communicate guidelines to all members of the chapter and guests at chapter events.
8. Chapters are encouraged to work with alumni chapter advisor(s), approved by the inter/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.

## **V. 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 [Standards of Conduct](#). The organization and its individual members may be subject to the full range of sanctions articulated in the standards, including Disciplinary Dismissal and associated withdrawal of organizational recognition by the University.

### *A. Voluntary Closure*

Any fraternity and sorority previously recognized by a governing council and approved by Student Life 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.

### *B. 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.

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

Requirements for Reinstatement after Loss of Recognition/Dismissal/Revocation

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/sorority or active alumni of the organization to the Fraternity and Sorority Involvement Center. 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 and policies 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 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 that led to chapter's loss of recognition/dismissal/revocation 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.

Failure to include any of the above will result in automatic rejection of the request to be reinstated.

## **V. 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.