

UC DAVIS

CENTER FOR STUDENT INVOLVEMENT

Sorority and Fraternity Life

Community Policies

Updated 3/17/2023

SORORITY & FRATERNITY LIFE COMMUNITY POLICIES

- I. **PURPOSE** – The Sorority & Fraternity Life Community Policies are designed to provide a framework for accountability and success, and to uphold the Standards and Values of the Sorority and Fraternity Life (“SFL”) community. All sorority/fraternity organizations recognized by the institution will be held to all conditions of the Recognition & Accreditation Program (“RAP”) that are incorporated in the policies herein.
- II. **SORORITY & FRATERNITY ORGANIZATION DEFINED** - Any Registered Student Organization recognized as a sorority or fraternity at UC Davis by the Center for Student Involvement or on a Growth and Development Contract with the Center for Student Involvement and Sorority & Fraternity Life staff.
 1. Student organizations will be considered a sorority or fraternity chapter and adhere to the RAP and SFL Community Policies if they meet two or more of the conditions below:
 - a. Single-gender Registered Student Organization;
 - b. Affiliated with a Regional, National, or International parent organization that advertises itself as a sorority or fraternity and is not an honor society;
 - c. Affiliated with a Regional, National, or International parent organization that is a member of a national/international council (e.g. National APIA Panhellenic Association; National Association of Latino Fraternal Organizations; National Panhellenic Conference; National Pan-Hellenic Council; National Multicultural Greek Council; North American Interfraternity Council; etc.);
 - d. Participate in multiple activities commonly associated with sororities and fraternities, such as:
 - a) New member intake process;
 - b) New member education process;
 - c) Rush/recruitment period;
 - d) Numerous large-scale social and/or philanthropic events.
- III. **ACCREDITATION STATUS** - Through the annual RAP and compliance with these policies, Chapters can receive the following accreditation statuses:
 1. **Accredited** - Accredited Chapters have completed all requirements to receive all privileges of a Registered Student Organization (“RSO”) as outlined by the Center for Student Involvement. These requirements include:
 - a. Earn a RAP Score above 70% points through quality submissions in areas of Scholarship, Leadership, Service, and Community;
 - b. Complete two Community Education Program requirements with at least 90% attendance annually.
 - c. Have no outstanding or unresolved Group Conduct violations;
 - d. Be in good financial and judicial standing with the respective governing council;

- e. Submit all Quarterly Reports completely and on time;
 - f. Meet other Requirements of a Sorority/Fraternity organization listed below.
2. *Provisional* - Provisional accreditation is a temporary status for Chapters that have not met all minimum requirements of RAP to be accredited. During this time the Chapter will still be a RSO by the University and the Center for Student Involvement, but will be assigned 'Provisional' accreditation status and will be required to complete Provisional Assignments determined by the Sorority and Fraternity Life staff within one year (start of Fall) to earn 'Accredited' status. Failure to complete all Provisional Assignments within one quarter will result in the Chapter being placed on 'Not Accredited Level 1' status. A Chapter can be placed on 'Provisional' accreditation for one or more of the following circumstances:
- a. RAP Score is below 70%;
 - b. Have not completed the two Community Education Program requirements within the allotted time or at the required percentages;
 - c. Chapter has outstanding conduct violations and has not resolved outstanding sanctions;
 - d. Chapter is inactive, or in poor financial or judicial standing with the respective governing council;
 - e. Chapter has not met the other Requirements of a Sorority/Fraternity Organization listed below.
3. *Not in Good Standing (not accredited)* - Chapters that do not complete their Provisional Assignments within the allotted time will 'Not be in Good Standing' with the Center for Student Involvement. There are two levels that 'Not in Good Standing' Chapters can be placed on:
- a. Level 1: Probation - In the first year a 'Not in Good Standing' Chapter, will be able to re-register as a RSO with the Center for Student Involvement, and will be recognized by the Center for Student Involve. Chapters must receive approval from Center for Student Involvement Sorority and Fraternity Life Advisor for all activities. Chapters will have until end of first year to complete all Provisional Assignments and earn Good Standing status.
 - a) Chapters on probation will be required to have mandatory bi-weekly advising meetings with their SFL advisor to monitor progress and develop plans to complete Provisional Assignments.
 - b. Level 2: Suspension or Removal - After the first year as a Chapter 'Not in Good Standing', if the Provisional Assignments remain incomplete and the Chapter has continued to be noncompliant, their probation status will advance to Level 2: Suspension or Removal. The extent of the unmet Provisional Assignments and/or conduct violations will determine which sanction is assigned:
 - a) Level 2 Sanction: Suspension - Suspended Chapters will have their status and privileges as a RSO revoked for one year.
 - b) Level 2 Sanction: Removal - Chapters that continue to be noncompliant with the RAP, have incomplete Provisional Assignments, and/or severe

conduct violations will have their status a RSO at UC Davis **removed indefinitely** with no guarantee of approved return.

- IV. Growth and Development Status - A Chapter whose membership has fallen below five members, will be placed on Growth and Development Status with the Center for Student Involvement.

Growth and Development Status may include requirements such as:

1. To uphold the expectations and standards set for all organizations as outlined in Sorority and Fraternity Life Community Policies, the respective council's governing documents, and University policy and procedures;
2. Must maintain an official point of contact with the Sorority and Fraternity Life staff that is updated at the start of each Quarter;
3. Must host two recruitment events per year;
4. Publicity and use of campus facilities is limited to the recruitment of new members and educational programming;
 - a. All publicity and programming must be done in co-sponsorship with the Chapter's respective governing council.

An organization can maintain Growth and Development Status for **up to two academic years**. If the organization has not met the requirements to be an Accredited Chapter within that time period, the organization may be subject to 'Not in Good Standing' Level 2 Sanction: Removal, and required to go through the expansion process if they wish to return to campus;

V. REQUIREMENTS FOR SORORITY & FRATERNITY ORGANIZATIONS -

1. Must meet requirements set by Center for Student Involvement to be a RSO (<http://csi.ucdavis.edu/student-organizations/orientation/>);
2. Must meet all annual deadlines, expectations and requirements set in the RAP;
3. Must have an on-campus advisor or local Chapter advisor;
4. Must complete and submit all quarterly reports:
 - a. Chapter Reporting
 - a) Officers and Advisor Update
 - b) Officer Anti-Hazing Compliance Form
 - c) Notice to Conduct Intake/NM Education
 - d) Member Roster Update
 - e) Certificate of Insurance
 - b. New Member Reporting
 - a) New Member Reporting Form (within 2 days of extending membership)
 - b) New Member Anti-Hazing/Grade Release Form within 5 days of accepting membership
 - c) Hazing prevention training within first 3 weeks of new member process
 - c. New Initiate Reporting
 - a) New Initiate Roster (within 1 week of initiation)
5. Must have a Risk Management Plan submitted annually through RAP;

- a. The plan should meet or exceed the standards and procedures outlined in Risk Management Policy section below;
- 6. Must be a member of a recognized SFL governing council:
 - a. Asian Sorority and Fraternity Council
 - b. Davis Collegiate Panhellenic Association
 - c. Interfraternity Council
 - d. National Pan-Hellenic Council
 - e. Professional Sorority and Fraternity Council, or
 - f. United Sorority and Fraternity Council.
- 7. Must have at least 90% of Chapter membership participate in the Sexual Violence Prevention Education Program;
- 8. Must maintain a valid Certificate of Insurance (“COI”) on file by providing a new copy upon expiration or the start of the academic term or by securing UC-provided insurance - further details in Organization Insurance section below.

VI. **RISK MANAGEMENT POLICY** - The following policies, adopted from National Interfraternity Conference (NIC) and the University of California, Davis, shall apply to all sorority and fraternity Chapters and the Chapters’ members at UC Davis:

- 1. **Alcohol and Drugs:**
 - a. The possession, sale, use or consumption of alcoholic beverages, during an event sponsored or endorsed by the Chapter, or at any event an observer would associate with the Chapter, must be in compliance with any and all applicable laws of the state, province, county, city and Institution;
 - b. No alcoholic beverages may be purchased through Chapter funds or with Chapter funds;
 - c. The purchase or use of a bulk quantity or common source(s) of alcoholic beverage, for example, kegs or large beverage coolers, is prohibited;
 - d. “OPEN PARTIES”, meaning those with unrestricted access by non-members of the Chapter, without specific invitation, where alcohol is present, are prohibited;
 - e. No members, collectively or individually, shall purchase for, serve, or sell alcoholic beverages to those under the legal drinking age;
 - f. The possession, sale or use of any **ILLEGAL DRUGS** or **CONTROLLED SUBSTANCES** while on Chapter premises or during a Chapter event or at any event that an observer would associate with the Chapter is strictly prohibited;
 - g. No chapter may co-sponsor an event with an alcohol distributor or tavern (tavern defined as an establishment generating more than half of annual gross sales from alcohol) at which alcohol is given away, sold or otherwise provided to those present;
 - a) This includes any event held in, at or on the property of a tavern as defined above for purposes of fundraising;

- b) However, a Chapter may rent or use a room or area in a tavern as defined above for a closed event held within the provisions of this policy, including the use of a third party vendor and guest list;
 - c) An event at which alcohol is present may be conducted or co-sponsored with a charitable organization if the event is held within the provisions of this policy.
 - h. Alcohol is prohibited at all recruitment, intake or rush activities or events where potential new members are present;
 - i. No member or pledge, associate, new member or novice shall permit, tolerate, encourage or participate in "drinking games." The definition of drinking games includes but is not limited to the consumption of shots of alcohol, liquor or alcoholic beverages; the practice of consuming shots equating to one's age; "beer pong"; or any other activity involving the consumption of alcohol which involves duress or encouragement related to the consumption of alcohol;
 - j. No alcohol shall be present at any pledge, associate member, new member, or novice program, activity, or ritual of the Chapter. This includes but is not limited to activities associated with "bid night," "big brother – little brother" events or activities, "big sister - little sister" events or activities, "family" events or activities and initiation.
2. Hazing:
- a. No Chapter, colony, student, member, advisor or alumnus shall conduct nor condone hazing activities.
 - a) It is against UC Davis's policies for student organizations to conduct any activities that involve "hazing." Violations may include, but is not limited to, the loss of registration as a student organization, action by the Office of Student Support and Judicial Affairs, or referral to local law enforcement agencies. Permission or approval by a person being hazed is not a defense;
 - b) UC Davis's definition of hazing is the participation in hazing or any method of initiation or pre-initiation into a campus organization or other activity engaged in by the organization or members of the organization at any time that causes, or is likely to cause, physical injury or personal degradation or disgrace resulting in psychological harm to any student or other person. Hazing may include but is not limited to the following list of actions and activities:
 - (1) Forms of physical activity not part of an organized, voluntary athletic contest or not specifically directed toward constructive work;
 - (2) Any activity that might reasonably bring physical harm to the individual;
 - (3) Paddling, beating, or otherwise permitting someone to hit another individual;

- (4) Requiring one to wear any degrading, uncomfortable, or unsanitary garments;
- (5) Depriving one of the opportunity for sufficient sleep (6 hours per day minimum), decent and edible meals, or access to means of maintaining body cleanliness;
- (6) Activities interfering with one's academic efforts by causing exhaustion, loss of sleep, or reasonable study time;
- (7) Requiring one to consume large amounts of alcohol;
- (8) Forcing, coercing, or permitting one to eat or drink foreign or unusual substances such as raw meat, raw eggs, salt water, onions, etc.;
- (9) Having substances such as eggs, paint, honey, etc. thrown at, poured on, or otherwise applied to the bodies of individuals;
- (10) Morally degrading or humiliating games or any other activities that make an individual the object of amusement, ridicule, harassment or intimidation;
- (11) Kidnaps, road trips, etc. which are conducted in a manner that endangers the health or safety of an individual;
- (12) Subjecting one to cruel or unusual psychological conditions for any reason;
- (13) Any requirement which compels someone to participate in any activity which is illegal, perverse, publicly indecent, contrary to the individual's genuine moral and/or religious beliefs, or contrary to the rules, policies and regulations of the University.

- c) These rules apply to undergraduate, graduate, alumni, potential or active members. Please refer to the Office of Student Support and Judicial Affairs full Student Code of Conduct:

<https://ossja.ucdavis.edu/student-conduct-and-discipline-policy>

3. Sexual Abuse and Harassment:

- a. UC Davis's definition of Sexual Harassment - Sexual harassment is unwelcome sexual advances, unwelcome requests for sexual favors, and other unwelcome verbal, nonverbal or physical conduct of a sexual nature, when submission to or rejection of this conduct explicitly or implicitly affects a person's employment or education, is the basis for employment, academic, or organizational decisions, unreasonably interferes with a person's work or educational performance, or creates an intimidating, hostile or offensive working or learning environment.
- b. Sexual abuse and harassment include any actions, activities or events, whether on Chapter premises or an off-site location, which are demeaning to women or men, including but not limited to: verbal harassment, sexual assault by individuals or members acting together, the employment or use of strippers, exotic dancers or similar, whether professional or amateur, at a Chapter event as defined in this policy, is prohibited.

- c. Chapters will not tolerate or condone any form of sexist or sexually abusive behavior on the part of its members, whether physical, mental or emotional;
 - d. Please refer to the UC Davis Policy and Procedure Manual for Sexual Violence and Sexual Harrassment: <https://ucdavispolicy.ellucid.com/documents/view/41/61>
4. Discrimination and Harassment:
- a. Discrimination is the unfair or unequal treatment of an individual or group of people based upon legally protected characteristics or catagories. The University's nondiscrimination policies cover student admission, access, and treatment in University programs and activities. Please refer to UC Davis's full policy on discrimination here: <https://hdapp.ucdavis.edu/discrimination.html>
 - b. Harassment by a student of any person by using, displaying, or making other demonstrations of words, gestures, imagery, or physical materials, or engaging in any form of bodily conduct, on the basis of race, color, national or ethnic origin, alienage, sex, religion, age, sexual orientation, or physical or mental disability, that has the effect of creating a hostile and intimidating environment is prohibited;
 - c. Hate and Bias - A hate or bias incident includes non-criminal conduct that is motivated by hatred or bigotry and directed at any individual, residence, house of worship, institution, or business expressly because of the target's real or perceived race, color, national origin, religion, sex, gender identity, pregnancy, physical or mental disability, medical condition (cancer-related or genetic characteristics), ancestry, marital status, age, sexual orientation, citizenship, or service in the uniformed services. Such incidents also include conduct directed against an individual or group because of their association with or advocacy on behalf of a member or members of a legally protected class.
5. Fire Safety - Fire and safety regulations require persons, groups or organizations that are responsible for meetings, programs or performances in any University classroom or auditorium to adhere strictly to the following:
- a. Except when entering or leaving the room, no person or persons shall be allowed to sit or stand in any doorway, aisle or passageway that is meant to serve as a means of emergency exit from the room;
 - b. The number of persons admitted to any classroom or auditorium shall not exceed the posted number;
 - c. No seats shall be added to any classroom or auditorium without first obtaining written permission from the Campus Fire Chief or his/her authorized representative;
 - d. In areas in which row seating is set up from time to time (i.e., meetings, theater productions, concerts) a minimum of twelve inches (front to back) must be left open between each row of seats;
 - e. The Campus Fire Department will conduct periodic inspections to insure strict compliance by all persons concerned.

VII. ORGANIZATION INSURANCE - Chapter must maintain a valid and current insurance policy.

1. *Certificate of Insurance* - Chapter's must have a current Certificate of Insurance on file with the Center for Student Involvement that meets the following criteria:
 - a. The registered student organization at UC Davis must be listed as the "Insured" or "Additional Insured";
 - b. The REGENTS OF THE UNIVERSITY OF CALIFORNIA must also be listed as "Additional Insured";
 - c. The Insurer/Producer name and contact information must be on the certificate;
 - d. The policy start and end date must encompass the entire length of the event/year;
 - e. The policy must include General Liability coverage of at least \$1,000,000 per occurrence;
 - f. The Chapter must provide 30 days advance written notice to the University of any modification, change, or cancellation of any component of the insurance coverage.
2. **MEMBERSHIP INTAKE and NEW MEMBER EDUCATION** - Documentation related to incoming new and initiated members must be completed quarterly.
3. *Notice to Conduct Intake and New Member Education*
 - a. Chapter must submit intent to conduct or abstain from intake or new member education for the upcoming quarter - due the quarter before;
 - b. Report should include dates for Interest Meetings, Recruitment Events, Selection, Bidding, Start of New Member Education, and Initiation;
 - a) If applicable, the date, time and location for presenting new member (i.e. probate, rollout, revealing, neophyte show);
 - c. In the event that any dates and times need to be changed, the Chapter must notify the Sorority and Fraternity Life staff no less than five business days prior to the new event time.
4. *Intake and New Member Education Process* - Chapter must meet all of the following parameters:
 - a. Process must begin and end in the same academic year - process may not encompass more than two consecutive quarters;
 - b. Activities can only take place during the first through ninth weeks of Fall, Winter, and Spring Quarters. Intake or New Member Education activities may not take place during Winter Break, Spring Break, Summer Break, and Exam Week;
 - c. Exceptions to the above will only be granted if Chapter submits a petition in writing explaining the need for an altered plan.
5. *New Member Reporting and New Initiate Reporting*
 - a. Chapter must submit a roster to the Sorority and Fraternity Life staff with each new member's full name and UC Davis email within 2 days of accepted bid or invitation to join (final deadlines listed in appendices);
 - b. Each new member will be contacted and then must submit the Grade Release and Anti-Hazing Forms via AggieLife within 2 days of the stated start date of Intake or New Member Education Process;

6. *Presentation of New Members* - All organizations must adhere to the following guidelines when presenting or attending a presentation of new members to the campus community:
- a. Presenting new members must be approved by the Center for Student Involvement;
 - b. Presentation of new members must take place no more than 30 calendar days after the members have been initiated into the organization or prior to the last day of class in the quarter of initiation, whichever comes first;
 - c. Presentation of new members is not to be scheduled on the same date or time of a previously planned event of another Chapter of the same council unless agreed upon by both organizations;
 - d. Presentation shows must take place on the UC Davis campus unless otherwise approved by Sorority and Fraternity Life staff;
 - e. A copy of the reservation confirmation must be submitted to the Sorority and Fraternity Life staff before a presentation can be approved;
 - f. No explicit or revealing attire is to be worn by the new members or other show participants/performers;
 - g. Disparaging comments about other organizations or use of foul language will not be tolerated;
 - h. No alcoholic beverages are permitted;
 - i. No physical abuse will be tolerated. This includes, but is not limited to: slapping, kicking, spitting, punching, pushing, poking, caning, etc. Canes, staffs, sticks, etc. may be used as a part of the performance, but may not be used as a weapon to harm another individual;
 - j. In the event of a fight during the presentation, those fighting will be referred immediately to the appropriate campus authority (e.g., Center for Student Involvement, Student Judicial Affairs, UC Davis Police Department). If a member of the presenting organization is involved, the presentation show will be stopped immediately (see Violations section for further details);
 - k. Disruptions by other organizations in attendance will not be tolerated. This includes, but is not limited to: walking through the presenters' show, talking over the presenting organization, etc;
 - l. Presentations must begin no later than 9:00 p.m. and last no longer than 2 hours. Presentations must begin within 10 minutes of the stated time on a chapter's New Member paperwork or presentation will be cancelled. Following the show, members of the presenting organization must vacate the area within 45 minutes to assist with crowd disbursement. The presenting organization will be responsible for ensuring the site used is left in its original state after use.
7. *Violations of New Member Policies* - Violations of the policies pertaining to the new member process may result in a loss of good standing or removal of Chapter's Registered Student Organization status.
- a. Violations include, but are not limited to:

- a) Failure to submit proper paperwork, or intentional submission of improper paperwork;
- b) Any violations of the UC Davis Hazing Policy
- c) Holding new member events without adhering to the new member guidelines set by the University and/or the international or national organization; and understand that failure to compile with any of the above Terms and Conditions, CSI registration requirements, or University policies and regulations may result in administrative action and/or disciplinary sanctions. Administrative action may include, but not be limited to holds on organization activities or loss of active status. Organizations with inactive status do not have the benefits of Registered Student Organizations. To regain active status, I or another primary leader will have to request access to my RSO's AggieLife page to remedy identified deficiencies. Reported violations of University policies will be reported to the Office of Student Support and Judicial Affairs (OSSJA). If found in violation, OSSJA may impose sanctions including, but not limited to conditional registration or revocation of registration status.
- d) Violations that include failure to complete anti-hazing modules with less than 90% completion will result in conditional status



