



Greek Life Code of Conduct

For NPHC Organizations

(This document is an addendum to the *Student Code of Conduct*)

Introduction

The Office of the Dean of Students offers undergraduate students an experience that complements the mission of the University. In partnership with faculty, staff, alumni, and national organizations, the Office of the Dean of Students challenges and educates students in the areas of integrity, commitment, accountability, leadership, scholarship, and civic responsibility. Southern University and A&M College recognizes that Greek-letter organizations are an integral part of the campus community and can have a positive impact for members and the campus community as a whole.

This *Greek Life Code of Conduct* governs the actions of Greek-letter organizations at Southern University and A&M College. The Office of the Dean of Students may create procedures and standards to implement this policy and any other rules and standards. The Dean of Students (or designee) has the right at any time to exercise his or her authority in regard to any Greek-letter organization when deemed appropriate. The Dean of Students is responsible for the interpretation of this *Greek Life Code of Conduct*. Should any person wish for an interpretation of any provision of this policy, that party should contact the Office of the Dean of Students and the Dean of Students will render an opinion in response to the inquiry. The interpretation by the Dean of Students will be final.

General Policies

The Office of the Dean of Students has outlined the following statements regarding Greek Life at Southern University and A&M College:

1. Greek-letter organizations and their members will abide by all rules and regulations of the University as published in this policy, the *Student Code of Conduct*, and local, state, and federal laws.
2. Greek-letter organizations will establish alumni support for the purpose of providing community, information, training, discipline, and leadership.
3. Greek-letter organizations will promote academic excellence for members and promote an environment conducive to learning.
4. Greek-letter organizations will participate in campus activities and contribute to campus life.
5. Greek-letter organizations will encourage and support the involvement of its members not only in fraternity/sorority leadership positions, but leadership positions throughout the campus community.
6. Members of Greek-letter organizations must recognize that, by virtue of enrollment, they are at Southern University and A&M College primarily for an academic education. The basic relationship between the student and the University cannot be altered by co-curricular activities such as membership in a Greek-letter organization.
7. Members must recognize that Greek-letter organization membership is a privilege, and by voluntarily associating with a Greek-letter organization, agree to conduct themselves responsibly at all times in accordance with the policies and guidelines of Southern University and A&M College and their organization.
8. Members will participate thoughtfully in the business of their organizations, accept responsibility for their organization, and embrace and support the policies and goals of Southern University and A&M College and their organization.
9. Greek-letter organizations will be subject to the authority of the Office of the Dean of Students and other entities as specifically outlined in this policy.
10. The Office of the Dean of Students will determine and implement any rules or guidelines not covered by this policy.

Membership Criteria

Recognition as a Greek-letter organization is the formal process by which Southern University and A&M College permits a fraternity, sorority, or other organization to function on campus, conduct membership intake, and be considered a part of the campus community.

Membership Requirements

1. Membership Intake Requirements
 - a. Candidates must be a full-time, currently enrolled student at Southern University and A&M College.
 - b. Earned 30 credit hours at Southern University and A&M College.

- Transfer students must have earned 12 of the 30 credit hours from Southern University and A&M College.
 - c. Cumulative GPA of 2.75 (no rounding).
 - d. Fifteen (15) hours of verifiable community service through Southern University and A&M College.
 - e. Does not have any outstanding *Student Code of Conduct* violations.
 - f. Must complete the Divine Intervention (Greek Life educational program facilitated by the Office of Student Life) prior to the chapter's submission of a *Request for Membership Intake by NPHC Organization*.
2. General Membership Requirements (once initiated)
 - a. Maintain a 2.5 cumulative GPA (no rounding).
 - b. Must be a full-time, currently enrolled student at Southern University and A&M College.
 - c. Be in good standing with Southern University and A&M College.
 - d. Complete a minimum twenty (20) hours of community service through Southern University and A&M College.

Organization Responsibilities

Organizations have the following responsibilities during the membership intake process:

1. Organizations must petition the University to be considered for membership intake.
2. Organizations must ensure that membership intake activities will not interfere with the academic progression of candidates.
3. In the selection of new members, organizations must ensure that the process is free of any form of hazing.
4. Chapter advisors must be present at ALL membership intake activities.
5. Organizations must complete ALL required paperwork.
6. Organizations are allowed to initiate no more than 50 aspiring students per membership intake period. No exceptions will be made.

Membership Intake Period

1. Greek-letter organizations may conduct membership intake during the Spring semester, only.
2. Membership intake activities may only be conducted during the following days/times for the approved intake period:
 - a. Monday – Thursday: 5:00pm – 10:00pm
 - b. Friday: 5:00pm – 12:00am
 - c. Saturday: 8:00am – 12:00am
 - d. Sunday: 8:00am – 10:00pm
 - e. No membership intake activities can take place during Spring Break.
3. The specific membership intake period will be announced by the Office of the Dean of Students prior to the start of the spring semester.

New Member Presentations

All Greek-letter organizations must note the following regarding all new member presentations

1. The date/time/location of all new member presentations will be determined by the Office of Student Life.
2. "Death marches" are prohibited.

Prohibited Activities

Alcohol

Greek-letter organizations will comply with the following rules, in addition to those stated in the *Student Code of Conduct*.

1. The possession, sale, use or consumption of alcoholic beverages during on-campus events, sponsored or endorsed by a Greek-letter organization, or at any on-campus event an observer would associate with a Southern University and A&M College Greek-letter organization is prohibited.
2. The purchase of alcoholic through or with organizational funds is prohibited. Additionally, the purchase of same for members or guests be undertaken or coordinated by any member in the name of or on behalf of an organization is prohibited.

3. No members, collectively or individually, shall purchase for, serve to, or sell alcoholic beverages to any minor.

Hazing

The potential for hazing typically arises as part of a student's initiation in a Greek-letter organization in which there is often a perceived or real power differential between members of the organization and those newly joining it. No Greek-letter organization, student or alumnus shall conduct nor condone hazing activities. Hazing is defined as any action taken or situation created, intentionally, whether on or off campus, to produce mental or physical discomfort, embarrassment, harassment, or ridicule. Such activities are not consistent with academic achievement, this policy, the *Student Code of Conduct*, or applicable local, state, and federal laws. Such activities and situations include, but are not limited to:

- Marching in line
- Forced or extreme physical activity
- Forced or involuntary spending
- Standing for a length of time
- Personal servitude
- Sleep deprivation or interruption of consecutive sleep hours
- Acts of humiliation or degradation
- Interruption or interference of academic commitments
- Paddling in any form

Sexual Abuse and Harassment

Southern University and A&M College will not tolerate or condone any form of sexually abusive behavior on the part of members of Greek-letter organizations, whether physical, mental or emotional. This is to include any actions, activities or events, whether on or off campus which are demeaning to individuals, including but not limited to verbal harassment or sexual assault by individuals or members acting together. All members of Greek-letter organizations are subject to the provisions concerning sexual harassment/misconduct contained in the *Student Code of Conduct*.

Organization Management

Financial Responsibility

Poor financial management for any student organization is likely to have negative effects on the ability of the organization to have a positive influence on the campus community. Organizations must note the following:

1. Organizations are only approved to have on-campus financial accounts.
2. By September 15 of each year, each organization will submit an annual budget that has been approved by the membership of the organization. The budget will cover the period from August 1 to the following July 31.
3. Each organization will maintain good financial standing with its national office. Paperwork to certify such must be submitted annually the Office of Student Life.
4. Organizations may engage sponsors only with the prior written approval of the Office of Student Life.

Meetings and Social Events

Southern University and A&M College sets forth requirements for hosting meetings and social events on or off campus in an effort to foster a safe environment for organization members and guests. Such regulations are designed to complement national organization risk management programs.

1. Organizations that intend to host an event/activity must complete and submit a building request form as well as an event request form to the Office of Student Life no later than 7 business days before any planned event.

Tree Designations

Organizations should note the following regarding tree designations and other campus property:

1. Only National Pan-Hellenic Council organizations are approved to have designated tree areas on campus. No other requests will be entertained.
2. Organizations are prohibited from painting trees, sidewalks, or other University property.

3. Persons or groups who paint or otherwise deface University property are subject to disciplinary action, as it will be considered vandalism.
4. Any changes to designated tree areas must be approved by the Office of Student Life and the Director of the Physical Plant.
5. Organizations are responsible for the primary care of their designated area. Organizational area not properly maintained will be subject to fines.

Academic Performance Standards

1. The average GPA for each Greek-letter organization (Chapter GPA) must be 2.75 or higher each semester for chapters to remain in good standing with the University.
2. Organizations failing to meet the 2.75 GPA requirement at the end of each semester (excluding summer) will be required to develop an academic improvement plan.
3. Organizations failing to meet or exceed the 2.75 academic standard for two consecutive semesters (not including summer terms) are subject to sanctions from the Office of Student Life.

Educational Programming

To enhance the individual and personal development of the campus community, all Greek-letter organizations must engage in at least two (2) programs/workshops per academic year (not counting summer terms). Organizations will select which program(s) best meet their particular needs by integrating their mission throughout programming structure. Organizations may co-sponsor educational programs. Programs must have 75 percent of the organization’s membership present to qualify. Topics that must be considered include:

Academic Integrity	Ethical Decision Making	Sexual Assault
Academic Success	Hazing	Study Skills
Alcohol Awareness	Healthy Relationships	Career Development
Communication	Leadership Development	Stress Management
Personal Responsibility	Personal Achievement	Time Management

Programs centered on student health must be co-sponsored with or have the approval of the Student Health Center and/or University Counseling Center, for liability purposes.

Community Service

Organizations should be committed to developing citizenship through service. Southern University and A&M College offers many opportunities for students to serve the local community. It is imperative that organizations strengthen the campus Greek community by supporting each other’s service events. All organizations are required to demonstrate their commitment to service as follows:

1. All Greek-letter organizations will engage in a minimum of two community service projects per semester. Service projects must be coordinated through the University.
2. Each academic year (not counting summer terms), the all organizations must cumulatively acquire an average of 12 service hours per member, with greater than 75% of the membership actively volunteering.
3. Each organization will submit a report to the Office of Student Life by last day of each semester as listed on the academic calendar (not including summer term) detailing their compliance with the community service requirement.

Campus Activities

Organizations should be committed to forming connections with other non - Greek-letter organizations and persons not part of the campus Greek community. Each organization will participate in/host at least two (2) all-campus activities each academic year (not counting summer terms). Organizations may co-sponsor events.

Risk Management

Greek-letter organizations must work with their national organizations to develop individual organization risk management policies. These policies will be submitted to the Office of Student Life annually by September 15, along with other relevant insurance certificates.

Sanctions

Organizations that fail to meet any or all provisions of this policy or the *Student Code of Conduct*, fails to comply with any conditions of probation or suspension, the Office of Student Life may impose sanctions, including, but not limited to, the following:

Disciplinary Sanctions

1. Censure: A warning that an organization's actions are unacceptable and that further infractions will result in more serious sanctions.
2. Restitution: An organization shall be required to make reparations for damages or expenses associated with the actions or entities involved.
3. Fines: An organization shall be required to make a monetary payment by a specified date. The amount will be \$250 - \$500.
4. Administrative Probation: Intended to provoke learning and positive change within an organization. Length of the probation will be determined by the Office of Student Life.
5. Activities Suspension: An organization may be prohibited from participating in campus activities such as, service activities, community-wide events, education programs, Homecoming, Bayou Classic, SpringFest, and membership intake activities. The length of the suspension will be determined by the Office of Student Life.
6. Social Suspension: An organization may be restricted or prohibited from sponsoring or participating in any social event. The length of the suspension will be determined by the Office of Student Life.
7. Administrative Suspension: An organization may be temporarily restricted from any or all activities normally permitted to a student organization. The length of the suspension will be determined by the Office of Student Life.
8. Administrative Expulsion: An organization will lose all rights as a Greek-letter organization recognized by Southern University and A&M College. This sanction will be for an indefinite period of time.

Educational Sanctions

1. Educational Workshop: An organization will be required to participate in a program of an educational nature. The exact form of the program will be determined by the Office of Student Life.
2. Philanthropic Service: An organization shall be required to participate in a service project.

Additional Information

Any Southern University and A&M College faculty, staff, or student may initiate a complaint against a Greek-letter organization for an action that might lead to a sanction pursuant to this policy or the *Student Code of Conduct*. The complaint must be filed with the Office of Student Life. Upon the implementation of any sanction by the Office of Student Life, the sanctioned organization may appeal its sanction upon notice to the Vice Chancellor for Student Affairs 48 hours after the Office of Student Life has sent notice to the organization's representatives of its sanction.

When an organization's activities may be a threat to the health, safety or welfare of Southern University and A&M College campus community, all or some of its activities may be immediately, temporarily suspended. This suspension may include, but is not limited to, all campus activities, University sponsored events, or other activities of the organization. The Dean of Students and/or the Vice Chancellor for Student Affairs and Enrollment Management has the authority to order such suspension. No hearing or inquiry is necessary prior to said suspension. In addition, the Office of Student Life will enforce any sanctions given to Greek-letter organizations by their national office.