



Office of Student Leadership and  
Engagement  
Fraternity and Sorority Life  
Policies, Rights, and Regulations

## Introduction

The Office of Student Leadership and Engagement offers undergraduate students an experience that complements the mission of the University. In partnership with faculty, staff, alumni, and national organizations, the Office of Student Leadership and Engagement 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.

*Fraternity and Sorority Life Policies, Rights, and Regulations* governs the actions of Greek-letter organizations at Southern University and A&M College. The Office of Student Leadership and Engagement may create procedures and standards to implement this policy and any other rules and standards. The Director of Student Leadership and Engagement (or designee) has the right at any time to exercise his or her authority in regard to any Greek-letter organizations when deemed appropriate. The Dean of Students is responsible for the interpretation of *Fraternity and Sorority Life Policies, Rights, and Regulations*. 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 Student Leadership and Engagement 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 Student Leadership and Engagement and other entities as specifically outlined in this policy.
10. The Office of Student Leadership and Engagement 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 the time of membership application
    - i. Transfer students must have earned 12 of the 30 credit hours from Southern University and A&M College.

- c. Overall GPA of 2.75 (Overall includes institutional and transfer)
  - d. Fifteen (15) community service hours. Must be verifiable by Southern University and A&M College.
  - e. Does not have any outstanding *Student Code of Conduct* violations.
  - f. Must complete the Greek Life Perspective Workshop (Greek Life educational program facilitated by the Office Student Leadership and Engagement) 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 period unless approved by the Office of Student Leadership and Engagement.

### **Membership Intake Period**

- 1. Greek-letter organizations may conduct membership intake during the Spring semester and only in alignment with the chapter intake calendar as submitted. *Requests for Fall Intake may be considered if the respective chapter has maintained good standing.*
- 2. Membership intake activities may only be conducted during the following days/times for the approved intake period:
  - a. Monday – Thursday: 5:00pm – 11:00pm
  - b. Friday: 5:00pm – 11:00pm
  - c. Saturday: 8:00am – 11:00pm
  - d. Sunday: 8:00am – 11:00pm
  - e. No membership intake activities can take place during official school Holidays
- 3. The specific membership intake period will be announced by the Office of Student Leadership and Engagement prior to the start of the spring semester.

### **Membership Intake Petition Hearings**

Any organization seeking to host Membership Intake will be required to petition with the Office of Student Leadership and Engagement. Petition Hearings are an opportunity for the organizations to substantiate their need for new members. The final approval of Membership Intake lies with the Membership Intake Petition Hearing Committee. The committee is comprised of Student Affairs professional and campus partners.

The Office of Student Leadership and Engagement will provide the petition hearing schedule at the opening of each Membership Intake season. Organizations are responsible for scheduling hearings within the prescribed timeframe. All necessary documents for the hearing will be provided to organizations in advance and are to be submit at the time of the hearing.

Following the Petition Hearing, the committee has up to three business days to review, evaluate, and respond to the petition.

### **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 must be approved by the Office of Student Leadership and Engagement

2. "Death marches" are prohibited.

### **Academic Performance Standards**

1. The average GPA for each Greek-letter organization (Chapter GPA) must be 2.5 or higher each semester for chapters to remain in good standing with the University.
2. Organizations failing to meet the 2.5 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 2.5 academic standard for two consecutive semesters (not including summer terms) are subject to sanctions from the Office of Student Leadership and Engagement.

### **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.

### **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.
2. Each academic semester (not counting summer terms), all organizations must complete 20 service hours, with greater than 75% of the membership actively volunteering.
3. Each organization will submit a report to the Office of Student Leadership and Engagement by last day of each semester as listed on the academic calendar (not including summer term) detailing their compliance with the community service requirement.

### **Educational Programming**

1. To enhance the individual and personal development of the campus community, all Greek-letter organizations must engage in at least four (4) programs/workshops per academic semester (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.
2. 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.

### **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 Leadership and Engagement
4. Organizations may engage sponsors only with the prior written approval of the Office of Student Leadership and Engagement.

### **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 to the Office of Student Leadership and Engagement no later than 20 business days before any planned event.

## **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 Leadership and Engagement annually by September 15, along with other relevant insurance certificates.

## **Tree Designations**

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

1. National Pan-Hellenic Council and Independent Greek organizations are approved to have designated tree areas on campus (upon request and based on the availability of trees). No other requests will be entertained.
2. Any changes to designated tree areas must be approved by the Office of Student Leadership and Engagement and the Director of the Physical Plant.
3. Organizations are responsible for the primary care of their designated area. Organizational area not properly maintained will be subject to fines.

## **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 beverages through or with organizational funds is prohibited. Additionally, the purchase 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.

### **Louisiana Laws-Revised Statutes**

#### **RS 17:1801 - Hazing prohibited; penalties**

- Hazing in any form, or the use of any method of initiation into organizations in any education institution supported wholly or in part by public funds, which is likely to cause bodily danger or physical punishment to any student or other person attending any such institution is prohibited.
- Whoever violates the provisions of this Section shall be expelled, suspended, or dismissed from the education institution and not permitted to return for at least one semester, quarter, or comparable academic period. In addition, the person violating the provisions of this Section may also be subject to the provisions of R.S. 14:40.8 which provides penalties for certain hazing activities.
- If an organization has taken disciplinary action against one of its members for hazing or has reason to believe that any member of the organization has participated in an incident of hazing, the organization shall report the incident to the institution with which it is affiliated. If an organization or any of its members has been disciplined by a parent organization for hazing, the organization shall report the hazing for which the organization was disciplined to the institution with which it is affiliated.

## **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*.

### **Joint Greek Council**

The Joint Greek Council is the peer governing body of Fraternity and Sorority Life. The primary function is to administer all business related to the overall welfare of Fraternities and Sororities at Southern University, and to compile rules governing the Council.

The objective of Joint Greek Council is to develop and maintain inter-fraternal relations at a high level of accomplishment in fraternity and sorority life and in doing so:

1. Consider the goals and ideals of Chapter and Colony membership as continuously applicable to campus and personal life.
2. Further intellectual accomplishment and scholarship of the fraternal organizations and their members.
3. Cooperate with member fraternities and sororities and the University Administration in concern for and maintenance of high social and moral standards.
4. Provide a medium for the exercise of self-government of the member organizations.
5. Ensure compliance with the Joint Greek Council constitution, its Bylaws, rules and regulations, and regulations of the University.

### **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 Leadership and Engagement may impose sanctions, including, but not limited to, the following:

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 \$50 - \$500.
4. Social Probation: Organization are prohibited from participating in any social activities both on and off campus during the probationary period. Restrictions include limitations related to access to the plot, the type and amount of programming permitted, and possible loss of having intake.
5. Disciplinary Probation: Organization are under severe restrictions during the probationary period. Specific restrictions are customized based on the type and severity of infraction/s. When placed under disciplinary
6. Suspension: An organization restricted from all activities normally permitted to a student organization. The length of the suspension will be determined by the Office of Student Leadership and Engagement.
7. 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 Leadership and Engagement.
2. Philanthropic Service: An organization shall be required to participate in a service project.



## **Sanction Review Process**

The sanction review process serves as a function of the Joint Greek Council (if a council is active) and is designed to hear cases of alleged violations of the Fraternity and Sorority Life Policies, Rights, and Regulations and possibly the Southern University and A&M College Code of Student Conduct concerning conduct of fraternities/sororities. The process is guided by precedent and designed to maintain continuity regarding accountability action involving fraternities/sororities. Cases involving hazing will ONLY be reviewed by the Director of Student Leadership and Engagement and select University Officials.

Following a hearing the chapter(s) will be sent written notification of the result within seven class days by the Joint Greek Council. The decision letter will also contain information about the result of the hearing, sanctions, if appropriate, and the process to appeal.

The rights of an accused fraternity/sorority in the sanction review process include:

1. The right to be informed in writing of all charges at least five class days before any hearing.
2. The right to waive, in writing, the five-day notice of hearing.
3. The right to reasonable access to the organizational file and information upon request, which is maintained by the Office of Student Leadership and Engagement/JGC Advisor. This access will not include the name(s) or organization affiliation of the individual who filed the initial incident report and must be in the presence of the Joint Greek Council Advisor.
4. The right to have an advisor present during the hearing. This advisor may not address the board, represent the accused student, or directly question or cross-examine witnesses.
5. The right to present witnesses.
6. The right to question witnesses if present.
7. The right to a written statement of the outcome of the proceeding and decision of the Joint Greek Council Executive Board within seven calendar days of the hearing.
8. The right to appeal the decision, in writing.

In all sanction review process hearings, the accused is presumed to be not responsible until it is proven that a violation of University Policy Code of Student Conduct or the Fraternity and Sorority Life Policies, Rights, and Regulations has occurred.

## **Organization Appeals**

Sanctions issued by the Office of Student Leadership and Engagement are effective immediately.

1. All organization hold the right to appeal the process or outcome of a sanction.
2. Sanctions for a violation of a the Fraternity and Sorority Life Policies, Rights, and Regulations, can be appealed for the following reasons:
  - a. Belief the sanction imposed was excessive or not appropriate based upon the violation
  - b. Inappropriate sanction having no reasonable relationship to the charges.
  - c. To consider new information, not known to the organization at the time of the sanction, but is sufficient to alter the decision
3. A written notice of appeal can be submitted to the Vice Chancellor of Student Affairs or their designee within seventy-two (72) hours after the formal sanction.

Consideration that can be may by the Vice President of Student Affairs or their designee as a follow:

1. Uphold original sanction
2. Modify the sanction
3. Dismiss sanction

## **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 Leadership and Engagement. Upon the implementation of any sanction by the Office of Student Leadership and Engagement, the sanctioned organization may appeal its sanction upon notice to the Assistant Vice Chancellor for Student Affairs 48 hours after the Office of Student Leadership and Engagement 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, or permanently suspended. This suspension may include, but is not limited to, all campus activities, University sponsored events, or other activities of the organization. The Director of Student Leadership and Engagement and/or the Vice Chancellor for Student Affairs has the authority to order such suspension. No hearing or inquiry is necessary prior to said suspension. In addition, the Office of Student Leadership and Engagement will enforce any sanctions given to Greek-letter organizations by their national office.