



THE UNIVERSITY OF VERMONT
**FRATERNITY &
SORORITY LIFE**

Fraternity and Sorority Life Handbook

(formally known as the Fraternity and Sorority Recognition Standards)

[Updated as of September 24th, 2024]

Citizenship | Friendship | Leadership | Lifelong Learning | Justice

Contents

(formally known as the Fraternity and Sorority Recognition Standards).....	1
Introduction	4
UVM Fraternity and Sorority Life Core Values & Purpose Statement	5
Core Values	5
Purpose	5
Chapter Recognition	5
Fraternity and Sorority Life Recognition Standards	5
Non-Discrimination	5
Academic requirements:	6
UVM Conduct Compliance:	6
Risk Management:	6
Compliance with Inter/National Headquarters:	7
Presidential Commitment:	7
Rosters:	7
FSL Fee and Governing Council Fee	8
Chapter Advisor	8
UVM Faculty/Staff Advisor	8
Proof of Insurance	8
Fraternity and Sorority Chapter Accreditation Program	8
Expansion/Extension Process for New and Returning Organizations (Associate Chapters)	9
Recognized, In Good Standing	9
Recognized, Not in Good Standing	9
Recognized, on Interim Suspension.....	10
Membership Requirements and Protocols	10
Recruitment Process.....	10
Potential New Members.....	10
Chapters.....	10
Bid Offering and Financial Responsibility	11
New Member Process.....	11
New Members	11
Chapter Misconduct	11
Chapter Finances:	11
ChartStrings	11

Social Events	12
Organization Facilities, City Ordinances & Neighbor Relations	13
Education	13
Neighbor Relations	13
Fire Safety Inspection.....	13
Occupancy Requirement.....	13
Housing Releases	14
Other University Policies and Procedures	14
• Alcohol, Cannabis, Tobacco, and Other Drug Use- Students	15
• Code of Student Conduct.....	15
• Discrimination, Harassment and Sexual Misconduct	15
• Equal Opportunity in Educational Programs and Activities and Non-Harassment	15
• Group & Organization Recognition	15
• Hazing	15
• International Travel Involving Students	15
• Licensing – Requests.....	15
• Personal Safety & Security.....	15
• Protecting Minors	15
• Student Organization Misconduct Investigation and Resolution.....	15
• Travel	15

Introduction

The Fraternity and Sorority Community at the University of Vermont has a long and prestigious history dating back to 1836. Since that time, thousands of UVM students have enjoyed the benefits of their affiliation with Greek-lettered social organizations and Fraternity and Sorority Life (FSL) has remained a valuable part of the broader University of Vermont educational community.

The University believes that Greek-lettered social organizations have immense potential to positively influence the personal development and educational experiences of their members.

This happens when organizations provide:

- Role models for creating socially just communities.
- Positive environments where members strive to live by high values.
- Supportive and inclusive friendships, a sense of siblinghood and connectedness within the UVM and Burlington communities.
- Standards, support, and recognition for the academic pursuits of members.
- A set of behavioral standards based on articulated ideals and principles.
- Opportunities to develop positive relationships through collaboration and service.
- Leadership opportunities with purpose and passion.
- Assistance in the development of self-discipline and self-reliant behavior.
- Expectations of good citizenship, personal integrity, and respect for individual freedoms

In 1997, the FSL community at UVM embraced a call to excellence entitled “A Vision for the Future.” That document, at the forefront of a national trend towards excellence programs, introduced a set of standards required for Greek-lettered social organizations to be recognized by the University.

In the ensuing nearly forty years, the Vision document has been a central piece of the University’s commitment to our FSL Community. Also, in that time, much has changed on the Inter/National and local landscapes. In response to both national best practices and changes in our campus, the University has revised and re-organized the Vision document, renaming it to align our standards with our institutional values and with Inter/National fraternal standards.

UVM understands that Greek-lettered social organizations are internally self-governing, legal entities responsible and liable for their own behaviors and actions. The degree of success an organization achieves is finally a result of its own choices and actions. UVM aims to challenge and support its Greek-lettered social organizations in the conduct of their affairs.

In addition, UVM understands fraternities and sororities to be inter/national affiliated organizations, which have their own policies and procedures, and which carry responsibility for their own internal governance and welfare. Therefore, Greek-lettered social organizations are not agents of the University with respect to third-party interests. Greek-lettered social organizations bear their own responsibility and possible liability. However, they and their members bear collective responsibility and possible liability for actions which violate University policy or the law's requirements. As with all students and student organizations, if Greek-lettered social organizations or affiliated individuals do not comply with University regulations and policies, disciplinary processes will occur.

The facilities of recognized Greek-lettered social organizations are privately owned and are under the control and care of entities other than the University. While the University seeks to work in partnership with its Greek-lettered social organizations, their inter/national Headquarters and the City of Burlington, the University also acknowledges the limits of its authority with respect to these organizations' facilities.

The Office of Fraternity and Sorority Life, the Department of Student Life and the standards outlined in this document are intended to support excellence in Greek-lettered social organizations, rooted in values-based behavior. Any Greek-lettered social organizations wishing to receive and maintain recognition by the University of Vermont must comply with all University policies and procedures, in addition to the standards set forth in this document.

UVM Fraternity and Sorority Life Core Values & Purpose Statement

In 2011, student leaders came together to create what we now use as our core values to set a standard for the FSL community.

Core Values

Citizenship, Friendship, Leadership, Lifelong Learning, and Justice

Purpose

The University of Vermont Fraternity and Sorority Community will set the standard for developing lifelong leaders with the ability to collaborate and advocate for justice, contributing to positive change locally, regionally and nationally.

Chapter Recognition

Consistent with the University's [Group and Organization Recognition](#) Policy, recognition for all Greek-lettered social organizations will be granted by the Vice Provost for Student Affairs, or designee, in cooperation with the Interfraternity Council (IFC) and Panhellenic Council (CPH).

Fraternity and Sorority Life Recognition Standards

All fraternity and sorority life social organizations are required to meet the minimum standards set by the Office of Fraternity and Sorority Life.

Non-Discrimination

Greek-lettered social organizations may select members according to subjective criteria consistent with the University's nondiscrimination policies. Greek-lettered social organizations are entitled to single-gender membership, provided they qualify under the provision of Section 86.14 of the regulations promulgated under Title IX of the U.S. Education Act of 1972.

Academic requirements:

UVM Undergraduates selected for membership must be full- time students and have earned a minimum cumulative GPA of 2.5.

All chapters must maintain, at a minimum, a 2.7 cumulative and term grade point average to retain social privileges. If a chapter falls below this standard, the chapter will lose all social function privileges until the GPA minimum is acquired. They must also present and implement an academic plan and meet with their respective FSL advisor at least once a month.

UVM Conduct Compliance:

All members are expected to know and understand UVM policies related to student and organizational conduct, including but not limited to the Code of Student Conduct, in addition to their own Inter/National policies and insurance provider expectations. University policies may be found on the University website at www.uvm.edu/policies. Applicable policies should be reviewed with the chapter by the chapter leadership each semester. Alleged violations of University policy by recognized organizations will be addressed through the [Student Organization Misconduct Investigation and Resolution Procedures](#).

Risk Management:

The University of Vermont requires all Greek-lettered social organizations to comply with their inter/national headquarters' risk management policies, UVM policies, and NIC and NPC recommendations.

Improving the health and safety of all members is a high priority for the FSL community. Regularly engaging in relevant educational workshops and programs, as detailed below, is required, as is full member attendance. Chapter leadership must coordinate with campus professionals, city-wide resources or their inter/national headquarters when designing their educational workshops. Each organization is responsible for submitting appropriate programming details and chapter attendance via UVM Clubs. Submissions will be reviewed to confirm their content meets the expectations of FSL. These programs include:

- Alcohol and Other Drug Prevention education (once per semester)
- Hazing Prevention education (once per semester)
- Affirming Diversity Education (once per semester)
- Sexual Violence Prevention education (once per semester)
- Chapter Choice (once per semester)

The Fraternity and Sorority Life staff reserves the right to deny any submissions that do not meet the content requirement of one the above workshops or where chapter attendance is insufficient.

Compliance with Inter/National Headquarters:

All Greek-lettered social organizations must have on file with FSL copies of their governing documents and adhere to their Inter/National policies and procedures, including fiscal management and membership requirements. Chapters shall promptly submit any changes to the Inter/National Headquarters membership or other requirements as they occur. UVM requires that Inter/National Headquarters provide timely documentation to FSL when a chapter is not meeting standards.

Presidential Commitment:

The President of each Organization commits to the following:

- At the time of your appointment, you must have a minimum GPA of 2.5.
- Attend and participate in the Presidents' Retreat in January
- Attend and participate in Presidents' Council Meetings
- Attend one-on-one meetings with their designated 1:1 Fraternity and Sorority Advisor once per month. Students should come to their designated 1:1 with an agenda highlighting upcoming programs, important dates, questions they may have for the Fraternity and Sorority Advisor, etc.
- Meet with Faculty/Staff Advisor once per semester to discuss personal academic goals. If cumulative GPA is below a 2.5, develop academic plan with Faculty/Staff advisor and submit to FSL by third week of semester.
- Confirm monthly that educational programming requirements have been submitted.
- Participate in IFC/Panhellenic slating process.
- Submit an Chapter Accreditation Program Packet submission form on UVM Clubs.

Rosters:

- ❖ Organizations must provide up-to-date documentation (rosters) of all returning members to FSL by the second Friday of each semester. Chapters are also responsible for submitting an end-of-semester roster by the last Friday of each semester. This roster should have all seniors/non-returning members highlighted and a subsequent document with each highlighted student's name and reasoning for removal from roster. Additionally, changes in membership throughout a semester require timely updates. Anytime a new member is added (given a bid) or a member leaves the organization for any reason, the organization must submit an updated roster within 3 business days to the Office of Fraternity & Sorority Life.
- ❖ If a student leaves the organization mid-semester, chapters must highlight them in the updated roster and inform the student to complete the membership status change request form on UVM Clubs.

Failure to meet membership roster deadlines will result in fines.

- ❖ **Current member rosters:** A fine of \$200 will be imposed for chapters that do not submit rosters by the second and/or last Friday of a semester, and the Chapter is unable to host any events until the roster is approved by FSL.
- ❖ **Membership updates:** Failure to submit changes in membership within 3 business days will result in a fine of \$100 per day.
- ❖ **Incomplete information:** For each member with incomplete or incorrect information, there will be a \$25.00 fine.

FSL Fee and Governing Council Fee

The FSL Fee is due within the first nine weeks of each semester. The FSL Fee is \$25 per student per semester. The FSL fee will be reevaluated biennially on even years and set by the Assistant Director for FSL, in consultation with the Vice Provost for Student Affairs. Organizations are also required to pay for their respective governing council fees each semester.

Chapter Advisor

All chapters are required to have at least one chapter advisor. Chapter Advisors must be approved and trained by their respective headquarters. UVM requires the main Chapter Advisor be 3 years removed from UVM, live or work within 60 miles of the University and attend advisor roundtables and programs provided by the Office of Fraternity & Sorority Life as schedules allow.

UVM Faculty/Staff Advisor

All chapters must have a faculty/staff advisor that is actively employed by the University of Vermont. Ideally this would be someone connected through your members, however FSL will assist in finding a faculty/staff advisor when needed to fulfill this requirement. If an organization loses their faculty/staff advisor they have one semester to recruit a new advisor. During this interim period the FSL office will default as the advisor until a new advisor is found by the chapter. If the chapter does not secure an advisor after one semester, the chapter will be placed on probation.

Proof of Insurance

All Organizations are required to purchase at the Organization's expense commercial general liability insurance with a policy effective and expiration date that covers the current academic year in a minimum amount of \$1 million per occurrence and \$2 million aggregate. Such liability insurance shall contain a Host Liquor Liability endorsement for \$1,000,000, Medical Payments coverage of at least \$5,000, name UVM, its officers, employees and agents as an additional named insured, and shall be written with an insurance carrier acceptable to UVM. The insurance shall be considered primary over any and all collectable insurance that UVM may have available. A certificate of such insurance shall be forwarded to FSL as evidence of such coverage. This insurance policy may not be canceled without thirty (30) days' notice to UVM.

Any Organization found responsible for insurance lapses will be considered recognized, but not in good standing until the insurance is reinstated. An Organization that goes uninsured for a period of longer than ten days will be placed on interim suspension by the Vice Provost for Student Affairs, or designee.

Fraternity and Sorority Chapter Accreditation Program

The Department of Student Life/Fraternity and Sorority Life evaluates individual fraternities and sororities at the end of each calendar year by using the "Accreditation Program." This program reviews advancements in the following areas:

1. Chapter Operations/Basic FSL Requirements
2. Academics
3. Membership Engagement and Citizenship
4. Leadership Development
5. Philanthropy and Service
6. Campus Engagement

This program operates on an evaluation system, with different criteria for each designation. Its purpose is to enhance chapter operations and student engagement, while evaluating the quality of recognized organizations at the University. This process plays a role in evaluating the continued recognition of each chapter. Please refer to the Chapter Accreditation Program for more information.

Expansion/Extension Process for New and Returning Organizations (Associate Chapters)

Recognition as a fraternity/sorority organization at UVM is open to national/international organizations. Each inter/national organization must be in good standing with an FSL umbrella group (e.g., National Panhellenic Conference, North American Interfraternity Conference). Exceptions may be granted for a multicultural or special interest fraternity/sorority not affiliated with an umbrella organization, provided the group is part of a national or international organization with appropriate insurance coverage and support.

UVM follows the National Panhellenic Conference and North American Interfraternity Conference's recommendations and protocols for expansion/extension. In addition to the requirements associated with those protocols, the Office of Fraternity & Sorority Life may require additional information for submission from potential associate chapters. Please refer to the Fraternity and Sorority Life webpage for information about the Expansion Process.

*Acceptance of Associate Chapters is ultimately at the discretion of the University and will only be granted when doing so is in the best interest of UVM, its students and the greater community.

Recognition Status

All organizations fall under one of four distinct categories reflecting their status of recognition:

Recognized, In Good Standing

The Organization is in full compliance with UVM Fraternity and Sorority Standards for Recognition, including compliance with all applicable UVM policies, and has had no restrictions placed on its recognition.

Recognized, Not in Good Standing

The Organization remains a Recognized Organization but with restriction(s) on its operation due to violation of UVM policy and/or the UVM Fraternity and Sorority Standards for Recognition. The Student Organization's ability to access University controlled benefits and resources, or to engage in certain activities, will be limited. The Organization will also be unable to access University funds, including generated revenue and student fees allocated to the organization. The Student Organization will be restricted in their ability to place members in leadership roles within their respective governing organizations. For the period of restriction, the Organization will receive a formal written notice that the Organization is not in good standing with the University and its actions will be monitored for a period of no less than one semester. Further violations of University policies by the Organization during this period will result in harsher outcomes and may include suspension or De-Recognition.

Recognized, on Interim Suspension

The Organization remains a Recognized Organization but with temporary restriction(s) on operation due to preliminary evidence of an incident that demonstrates a fraternity or sorority's presence or activities could pose a threat to the health, safety or well-being of any individual. Interim suspension may be imposed by the Director of Student Life, or appointed designee, pending appropriate process as outlined in the University's Student Organization Misconduct UOP. When under interim suspension all Organization activities must cease. Failure to comply with the terms of an interim suspension may result in disciplinary action, including de-recognition.

De-Recognized

The Organization has been separated from the University as a result of chapter misconduct. The length of derecognition is at the discretion of the Student Organization Accountability Panel as outlined in the Student Organization Misconduct UOP. If a chapter's recognition is revoked, the University will request that the inter/national organization withdraw the charter from the local chapter, though that action is within the inter/national organization's discretion. Upon expiration of any applicable derecognition period, re-recognition is contingent on successful application to the Vice Provost for Student Affairs.

Recognized fraternities and sororities may not conduct any activities with derecognized chapters, chapters presently under interim suspension, or chapters not in good standing where doing so would cause the chapter to violate the terms of their current status. This includes but is not limited to social events, philanthropy events, service events, and meetings.

Membership Requirements and Protocols

Recruitment Process

Potential New Members

All undergraduate students are eligible to participate in a fraternity or sorority recruitment process should they meet UVM and the Office of Fraternity and Sorority Life, and individual organizations minimum eligibility requirements.

- All potential new members must attend pre-recruitment orientation hosted by CPH or IFC to learn about the responsibilities that come with joining an organization.

Chapters

- Chapters of the Interfraternity Council have the ability to recruit new members 365 days a year. Any organizations which would like to host summer recruitment events for potential new members, before the first welcome event hosted by the Fraternity and Sorority Life Office during the first week of school each semester, must have these events approved by the Fraternity and Sorority Life Office. All subsequent recruitment events must follow the rules and guidelines set forth by the individual councils.
- Chapters of the Panhellenic Council that are NPC member group organizations will continue to host Fall Primary Recruitment within the first four weeks of classes. Any chapters not at Total (including members abroad) are encouraged to host smaller, informational recruitment processes throughout the academic year.
- All recruitment are to be alcohol-free and values-based.

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Bid Offering and Financial Responsibility

When extending a bid to potential new members, all chapters must also provide an information sheet on financial responsibilities for joining the organization. The financial responsibility sheet must include a breakdown of dues, when payments are due, if payment plans and scholarships exist, and a contact for further information.

New Member Process

The new member phase can last no longer than eight weeks from the time of the bid offering. All New Member programs must conclude before the last day of classes during the semester it is occurring. New Member Educators must provide the start and finish dates of their organization's new member process and the New Member Program outlines to FSL two weeks before chapter recruitment begins each semester. Initiation into full membership must be conducted in a timely manner following a new member process. Further, the University reserves the right to shorten or eliminate the new member phase in light of concerns regarding health and safety or for other good cause.

New Members

Newly-initiated members must submit the UVM Fraternity & Sorority Community Grade Release/Hazing Prevention contract on UVM Clubs within 7 days of acceptance of a bid.

100% of new members in each Organization must attend:

- Emerging Leaders' Summit within two semesters of accepting a bid (invitation to join).
- Brief alcohol screening and intervention for college students (BASICS) inventory within two semesters of accepting a bid (invitation to join).

These educational sessions are in addition to any training and education required of all members and that National Headquarters may require of their new members.

Chapter Misconduct

Failure to meet the standards set forth in the Fraternity and Sorority Life Handbook will subject the Chapter to either the Panhellenic or Interfraternity Council judicial boards, depending on their respective governing council, as well as the Student Organization Misconduct Investigation and Resolution Procedures where the issue is also one of University policy. The process followed by the respective judicial boards can be found in the bylaws of the Panhellenic and Interfraternity Councils.

Chapter Finances:

All organizations must remain in good financial standing with UVM, their national organization and their relevant vendors.

ChartStrings

Every chapter in good financial standing will have a University Chartstring that can be used for booking space, or other allowable expenses. Chapters will also have EMS access for booking events and catering

on campus, which will be assigned to two leaders, pending their compliance with EMS training policies. Chapters may utilize their chartstring to pay for event-related expenses through EMS. Other allowable expenses can be approved and facilitated with FSL staff.

At the end of each semester, Student Life will generate a statement that will be emailed to each chapter, showing their transactions and balance. If the chapter had charges on their chartstring, they will receive an itemized invoice. Invoices are payable within 30 days of receipt, and can be paid by check or credit card. Chapters that do not pay their invoice within 30 days will lose their chartstring and EMS privileges until their invoice is paid in full. Booking space using another organization's chartstring is prohibited and will result in privileges being reviewed. Repeated misuse or failure to pay may result in revocation of the privilege for longer periods of time, and may also result in additional consequences, including referral to the Center for Student Conduct or the Student Organization Misconduct process.

Social Events

Social functions are defined as follows:

- *Date function* is defined as a function where each member invites one guest. Attendance is limited to membership of the chapter and invited dates. It is limited to one date per member (i.e. formals, date parties, grab a date, etc.)
- *Mixer* is defined as a function with two organizations where only members of those organizations are allowed to attend. Attendance is limited to membership of the organizations hosting the event. No outside guests are allowed.
- *Invite party* is defined as a function where the chapter members invite guests to their event. Chapters should adhere to their inter/national risk management policies for guidelines regarding invitations. Generally, no more than three times the membership of the chapter present at the event is permissible as maximum attendance. An invite party can be co-sponsored by no more than two organizations.

University of Vermont fraternities and sororities are allowed to host only alcohol-free events for the first three weeks and weekends starting with Move-In Day. Additionally, please refer to NPC, NIC, IFC, and Panhellenic Council by-laws.

Chapters are not allowed to participate in or host any Invite Parties for the first three weeks of the fall semester starting with Move-in Day, and the first two weeks of the spring semester starting with move-in day.

Chapters are not allowed to host any social events during finals starting the night classes end until the first day of the following semester. Exceptions for senior send-off events will be considered upon advance written request and approval from the Office of Fraternity & Sorority Life.

**Events monitors are required for all social events. Event monitors must be an active member of the organization and include at least one executive board officer.

All fraternities and sororities must submit a Request for Alcohol Service Form for any social events with alcohol at least 30 business days before the event to the Director of Student Life.

Organization Facilities, City Ordinances & Neighbor Relations

The facilities of recognized Greek-lettered social organizations are privately owned and are under the control and care of entities other than the University. While the University seeks to work in partnership with recognized organizations, their inter/national Headquarters and the City of Burlington, the University also acknowledges the limits of its authority with respect to these organizations' facilities.

Education

All chapter members living in off-campus chapter facilities must attend Good Neighbor training at the start of each academic year. Any members who move into chapter facilities after the start of the academic year must attend the next scheduled Good Neighbor training. Chapter members that do not live in the chapter facility are encouraged to attend Good Neighbor training once a year.

Neighbor Relations

As a matter of respect for the neighborhoods in which our organizations reside, each Chapter is expected to maintain exteriors of property/facilities in a manner consistent with reasonable community standards. Written concerns regarding property upkeep must be addressed within 2 business days and include reasonable measures to rectify the problem.

Organizations are expected to observe community standards regarding noise and other behaviors that impact neighbors (treatment of property, foot traffic, managing gatherings, etc.). Written concerns (e.g. neighbor complaints or police reports) regarding problematic behavior must be addressed within 2 business days.

Fire Safety Inspection

All Organizations who maintain facilities are required to pass a fire inspection twice a year (every six months). It is the Organization's responsibility to contact the Burlington Fire Marshal's office to schedule inspections at least two months before the inspection is due.

A facility's fire safety compliance and related operation will be determined by the Burlington Fire Marshal's office. Any Organization that is out of compliance after the time allowed by the Fire Marshal for remediation will minimally be placed on interim suspension by the Vice Provost for Student Affairs, or designee. Additionally, sophomore members will not receive a waiver to move off-campus for the year following that in which the suspension takes place, and thus will be required to live on-campus their entire sophomore year.

Occupancy Requirement

All facilities are expected to adhere to and post occupancy limits as set by the Fire Marshal. It is the Organization's responsibility to make the Fire Marshal aware if the facility is altered in any way, which would affect the occupancy limit established by the Fire Marshal's office.

Housing Releases

FSL Members who have not completed their on-campus living requirement to the Department of Residential Life may be eligible to be released from their housing requirement in order to move into their chapter facilities. Members are only eligible if they meet the following criteria:

- They are a member of a recognized fraternity or sorority that is in good standing;
- The member is in good standing with their chapter;
- They have a 2.75 cumulative GPA or greater*; and
- They are in "good standing" in terms of conduct and finances with the university.

*First-year FSL members that have not accrued a GPA must go through a mid-semester academic review in order to be eligible for release.

Members who do not meet the above criteria will not be eligible to receive a housing release, no exceptions. Chapters are eligible to receive up to 10 housing releases per calendar year. This number resets at the conclusion of each fall semester. Housing releases will not be given after December 1 or May 1 for the following fall semester and spring semester respectively. Chapters that have live-in requirements for specific elected positions within their chapters must take that information into account when planning their housing releases in order to fill their facilities (for example, if a member who still has semesters left in their on-campus living requirement is elected to a position that requires them to move into the chapter facility, they are still counted towards that chapter's housing release count AND must meet all other criteria in order to be released).

It is the responsibility of the chapter to maintain a full chapter facility and utilize housing releases to accomplish this. Facility managers should make sure that they are aware of the intentions of members living within the chapter facility to remain in the facility through each academic year. This includes being aware of members who will be studying abroad or graduating at the conclusion of a fall term. Extra housing releases will not be given to fill spaces vacated in these ways, nor will housing releases be given after December 1.

Other University Policies and Procedures

As recognized organizations of UVM, you can find a comprehensive list of university policies and procedures that directly affect chapters and must adhere to [here](#). Full details of each policy can be found at <https://www.uvm.edu/policies/z-policy-index>. Below are university policies that fraternity and sorority chapters should pay particular attention to.

- [Alcohol, Cannabis, Tobacco, and Other Drug Use- Students](#)
- [Code of Student Conduct](#)
- [Discrimination, Harassment and Sexual Misconduct](#)
- [Equal Opportunity in Educational Programs and Activities and Non-Harassment](#)
- [Group & Organization Recognition](#)
- [Hazing](#)
- [International Travel Involving Students](#)
- [Licensing – Requests](#)
- [Personal Safety & Security](#)
- [Protecting Minors](#)
- [Student Organization Misconduct Investigation and Resolution](#)
- [Travel](#)

Here are a few ways you can [Report a Concern](#): [C.A.R.E Form](#), [Bias Incident](#), [General Student Misconduct](#), [Academic Misconduct](#), [Bias, Discrimination, & Harassment Incident Reporting Form](#), and [Potential Hazing Incident](#).

Disclaimer: Please note that The University of Vermont and The Department of Student Life/Fraternity and Sorority Life Office reserves the right, at any time and at its sole discretion, to alter, amend, change, modify, delete, revise, or restate the terms of the FSR and may do so by providing written notice to any existing council or organization, any applying organization, or any other council or organizations.