

The University of Vermont Fraternity and Sorority Recognition Standards



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

Citizenship | Friendship | Leadership | Lifelong Learning | Justice

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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 our Fraternity and Sorority Community. While Fraternity and Sorority Life (FSL) has weathered many changes over the last 180 years, it has remained a valuable part of the broader University of Vermont educational community.

The University believes that Fraternity and Sorority organizations have great potential to positively influence the personal development and educational experiences of their members.

This happens when the 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 sister/brotherhood 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 Fraternity and Sorority 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 in order for a fraternity or sorority to be recognized by the University.

In the ensuing, nearly twenty years the Vision document has been a central piece of the University’s commitment to our Fraternity and Sorority 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 and Fraternity and Sorority communities, 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 fraternities and sororities are internally self-governing, legal entities, responsible and liable for their own behaviors and actions. The degree of success a fraternal organization achieves is finally a result of its own choices and actions. UVM aims to challenge and support fraternal organizations in the conduct of their affairs. As with all



students and student organizations, if fraternities, sororities or affiliated individuals do not comply with University regulations and policies, disciplinary processes will occur.

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, fraternal organizations are not agents of the University with respect to third party interests. Fraternal organizations bear their own responsibility and possible liability. They do bear collective responsibility and possible liability for any actions which damage UVM's mission or reputation, or which violate either University policy or the requirements of the law.

The facilities of recognized UVM fraternal organizations are privately owned and are under the control and care of entities other than the University. While the University works in partnership with fraternities and sororities, 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 Assistant Director of Student Life for Fraternity and Sorority Life, the Department of Student Life, and the standards outlined in this document are intended to support excellence in Greek-letter organizations, rooted in values-based behavior. Any fraternities or sororities wishing to receive and maintain recognition by the University of Vermont must comply with all University policies and procedures, in addition to all of the standards set forth in this document.



UVM FRATERNITY AND SORORITY CORE VALUES & MISSION STATEMENT

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

Core Values

Citizenship
Friendship
Leadership
Lifelong Learning
Justice

Mission

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.

RECOGNITION

Recognition for all Greek-lettered social organizations will be granted by the Director of Student Life and the Dudley H. Davis Center¹. All organizations fall under one of five distinct categories reflecting their status of recognition.

Recognition Status

Expansion/Extension Process (Associate Chapters, Colonies)

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.

¹ Director of Student Life and the Dudley H. Davis Center will be abbreviated as Director of Student Life for the purpose of this document.



UVM follows the National Panhellenic Conference and North American Interfraternity Conference's recommendations and protocols for expansion/extension. The UVM Office of Fraternity & Sorority Life requests additional information from potential colonies (see Appendix).

Active status

The Organization is in full compliance with UVM Fraternity and Sorority Standards for Recognition and has had no restrictions placed on its recognition. Organizations must be inter/nationally recognized.

Probationary Status

The Organization remains a recognized Organization but with restriction(s) on its operation. This status may require the Organization to complete sanctions or satisfy conditions prior to returning to active status. The Organization may also be restricted from involvement in certain activities, e.g. the ability to participate in social functions or receive awards. An Organization that does not comply with the terms of its probation may be de-recognized.

Example:

An Organization hosts any social event with alcohol during the first three weeks of school or during finals week. The Director of Student Life places the Organization on probationary status for a specific time period, with specific conditions (such as no social gatherings).

Interim Suspension

If preliminary evidence of an incident demonstrates that a fraternity or sorority's presence or activities could pose a threat to the health, safety or well being of any individual, the Director of Student Life, or appointed designee, has the option to place that Organization on interim suspension. When under interim suspension all Organization activities must cease.

When interim suspension has been invoked, the appropriate authority will convene to determine if the Organization is responsible for any violations of law, policy and/or UVM Fraternity and Sorority Standards for Recognition. If the Organization is found not responsible, the interim suspension will be lifted immediately. If the Organization is found responsible, the appropriate authority will issue its sanctions, and the Director of Student Life will determine the impact of the findings on the recognition status of the Organization.

Example:

An organization's facility is judged to be in violation of Burlington Fire Code. The organization would be placed on Interim Suspension until the house is brought up to code (within the time specified by the Burlington Fire Marshal's Office).



An organization's new member is treated for alcohol poisoning/detoxification. The organization would be placed on Interim Suspension pending an investigation into the circumstances surrounding the incident.

De-recognition

Any Organization that fails to meet conditions of its probationary or suspension status, or that has established a pattern of significant behavioral concerns over an extended time period may face de-recognition. Significant isolated violations of campus policy/code of conduct, governing council policy, federal or state law are also bases for potential de-recognition.

In such cases, the Director of Student Life will review all relevant information, issue a decision regarding recognition status, and will schedule a time to meet with the following: a representative of the Organization's Alumni, a representative of the inter/national office, and a representative of the Organization. The purpose of the meeting is to allow all interested parties the opportunity to understand the decision.

An Organization has the option to appeal the Director of Student Life's de-recognition decision to the Vice Provost for Student Affairs or an appointed designee. Appeals must be received in writing by the Vice Provost within five business days of being notified of the Director of Student Life's decision. Bases for appeals are 1) abuse of authority, 2) new evidence, and 3) prejudicial procedural error.



RECOGNITION REQUIREMENTS

UVM CONDUCT COMPLIANCE

All fraternity and sorority organizational presidents are expected to know and understand UVM policies related to student and organizational conduct, including but not limited to the Code of Student Rights and Responsibilities, in addition to their own Inter/National policies and insurance provider expectations. University policies may be found on the University website. Additionally, at the beginning of each semester, the Dean of Students' Office distributes a list of policies that are most relevant to the University's students and student organizations. These should be reviewed with the chapter by the chapter president each semester.

RISK MANAGEMENT

The University of Vermont requires all recognized fraternities and sororities to comply with the Risk Management Policy, promulgated by Fraternity Insurance Protective Group, Inc. (FIPG, Inc.).

NOTE: If the nature of your organization requires an exemption from one or more of the FIPG rules, please submit a request for the exemption along with an explanation, in writing, to the Director of Student Life.

COMPLIANCE WITH INTER/NATIONAL HEADQUARTERS

All fraternities and sororities must adhere to their Inter/National policies and procedures, including financial management and membership requirements. UVM requests that Inter/National Headquarters provide documentation when their Organization is not meeting standards.

GOVERNANCE

All Organizations must be active members in good standing of their respective governing bodies [Interfraternity Council (IFC), Panhellenic Council (Panhel)].

INDIVIDUAL MEMBERSHIP

UVM Undergraduates selected for membership in a UVM fraternity or sorority must be full-time students² and have earned a minimum cumulative GPA of 2.5.

ORGANIZATION MEMBERSHIP

² UVM defines full-time students as individuals enrolled in at least twelve credit hours per semester. Students receiving assistantships or fellowships may be considered full-time while enrolled in fewer than twelve credits.



All Organizations are expected to maintain a cumulative group GPA of 2.7. Organizations that do not meet this standard will be placed on academic probation, with the potential for additional sanctions.

PRESIDENTIAL COMMITMENT

The President of each Organization commits to the following:

- Δ Attend and participation in the Presidents' Retreat in January
- Δ Attend Leaders Retreat and Town Meeting in August
- Δ Attend and participation at Presidents' Council Meetings
- Δ Attend one-on-one meetings with their designated 1:1 Fraternity and Sorority Advisor two times/semester
- Δ 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 office by third week of semester.
- Δ Confirm monthly that Lynx data has been submitted.
- Δ Participate in IFC/Panhel slating process.

NEW MEMBER PROCESS

Initiation into full membership must be conducted in a timely manner following a new member phase. The new member phase can last no longer than eight weeks from the time of the bid offering. New Member Educators must communicate the start and finish dates of their organization's new member process as well as the New Member Program outlines two weeks before the beginning of chapter recruitment each semester. Further, the University reserves the right to shorten or eliminate the new member phase in light of concerns regarding health and safety.

CITY ORDINANCES & NEIGHBORHOOD RELATIONS

Education

New Member Educators are required to review Neighbor Relations with each new member class.

Neighbor Relations

As a matter of respect for the neighborhoods in which our Organizations reside, each Organization 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 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. Sophomore members will not receive a waiver to move off campus (for the year following that in which the suspension takes place), 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.

ROSTERS

Organizations must provide up-to-date documentation (rosters) of all returning members to FSL by the second Friday of each semester. Chapters are prohibited from having any events until rosters are submitted. Fines will be assessed for late or incomplete/incorrect rosters, or not reporting additions of new members in the specified time period. (see Appendix). Organizations must provide FSL additions to rosters within 3 business days, anytime a new member is added. If a student leaves the organization mid-semester, chapters must highlight them in the updated roster and submit a separate document outlining the reason why the student has left the organization.

Chapters are also responsible for submitting a 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 students' name and reasoning for removal from roster. Fines will be assessed for late or incomplete/incorrect rosters (see Appendix).

FSL FEE

FSL Fee is also due the second Friday of each semester. FSL Fee for the 2018-2019 academic year will be \$17 per student per semester. The FSL Fee will increase to \$25 per student per semester for the 2019-2020 academic year.

BID OFFERING & 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 i, when payments are due, if payment



plans and scholarships exist and a contact for further information. This Information must be submitted each by the last friday of each semester.

NEW MEMBERS

Newly initiated members must submit the UVM Fraternity & Sorority Community Grade Release/Hazing Prevention contract on the Lynx (UVM's organizational management website) within 7 days of acceptance of a bid. There is an option to not release grades, however this should be discussed with the organization's Chapter Advisor.

100% of new members in each Organization must attend Emerging Leaders Summit within two semesters of accepting a bid (invitation to join).

100% of new members in each Organization must attend brief alcohol screening and intervention for college students (BASICS) inventory within two semesters of accepting a bid (invitation to join).

ADVISOR

All primary Chapter Advisors must live or work within the immediate (60 miles) Burlington area and have the support of the Inter/National organization. Organization Advisors must be 3 or more years removed from undergraduate status.

FACULTY/STAFF ADVISOR

All chapters must have a faculty/staff advisor that is 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. See Appendix for a description of the role and responsibilities of this position. Chapters that do not have a faculty/staff advisor will not have the ability to use EMS.

PROOF OF INSURANCE

All Organizations are required to have commercial general liability insurance, which will provide coverage up to 1 million dollars per occurrence for bodily injuring and property damage liability and include coverage for social host liquor liability. UVM must be named on the policy as an additional insured party.

Any Organization found responsible for insurance lapses will be placed on probation until the insurance is reinstated. Uninsured Organizations will not be allowed to host or attend any social function. An Organization that goes uninsured for a period of longer than ten days will be placed on interim suspension.

REPEATED VIOLATIONS OF UNACCEPTABLE BEHAVIOR



Organizations found responsible for violating the standards set forth in this document, the Interfraternity or Panhellenic Constitution and Bylaws, or the University of Vermont's Code of Student Rights and Responsibilities twice in the same academic year risk losing recognition.

The University maintains the right to withdraw recognition after only one offense depending on the nature of the violation.



CHAPTER ADVISORY SUPPORT

All organizations must have at least one Chapter Advisor and one Faculty/Staff Advisor. All Chapter Advisors must be approved and trained by their respective headquarters. UVM requests the main Chapter Advisor be 3 years removed from UVM, live or work within 60 minutes of the University and attend advisor roundtables and programs provided by the Office of Fraternity & Sorority Life as schedules allow.

All Faculty/Staff Advisors must be employed by The University of Vermont and are requested to serve one-year terms with possible extensions based on a mutual agreement between the fraternity or sorority and the faculty/staff advisor. Faculty/Staff Advisor position description can be found at uvmfsl.com.

CHARTSTRINGS

Chartstring use is a privilege. Each semester organizations desiring to use a University chartstring to book space must pay the Department of Student Life a deposit based on the prior year's bill. All deposits must be paid by the second Friday of each semester. When the Department of Student Life receives a charge for an Organization's function, it will email invoices to that Organization's president. Organizations that do not pay their chartstring invoice within 14 days of receipt will lose chartstring privileges the following semester. Booking space using another organization's chartstring is a standard/security issue and will result in privileges being reviewed and a \$100.00 fine for each reservation.

EXTENSION/EXPANSION

UVM follows the National Panhellenic Conference and North American Interfraternity Conference's recommendations and protocols for expansion/extension. Additionally, the Office of Fraternity & Sorority Life requests the following from newly established/ re-established chapters/colonies*:

- The expansion/extension team should live in Burlington (the minimum amount of time should be negotiated with the Office of Fraternity & Sorority Life), along with strategic plan for ongoing support from the national office.
- List of the number of alumni that live in the area, statement regarding interest and support from the alumni in establishing a chapter, and a list of specific alumni who are interested in working with the chapter in an advisory capacity.
- List of chapters closed within the last five years and the reason for closing.

*As an institution we are moving away from using the word "colony" to refer to newly chartered / re-chartered chapters in our community. This aligns our language with our values as historically colonization involves violence and trauma.

FIPG RISK MANAGEMENT POLICY



The University of Vermont requires that all fraternities and sororities recognized by the Office of Student Life comply with The Risk Management Policy, as promulgated by Fraternity Insurance Protection Group, Inc. (FIPG, Inc.) ("Policy").

This Policy is intended to apply to all fraternity entities and all levels of fraternity membership, including fraternities that are not FIPG members. Our purposes for adopting this Policy are to promote socially acceptable conduct that reflects the pride we have in each other and in the organizations to which we belong and to enhance the safety of our members and guests. For the purposes of this Policy, the term "fraternity" includes sororities, and the term "member" includes a fraternity's members, pledges and associates.

This Policy is separate from but complements the University's Code of Student Rights and Responsibilities ("Student Code"), which sets forth standards governing the conduct of all of the University's students and sets forth procedures under which the University may initiate disciplinary actions involving individual students and student organizations. All members of the fraternity and sorority community are expected to abide by this Policy, the Student Code, and other applicable University rules and regulations and federal, state, and local civil and criminal laws, regulations and ordinances. In the event of any inconsistencies, the more restrictive provisions shall apply. This Policy is applied and enforced by the Panhellenic Council ("PHC"), the Interfraternity Council ("IFC"), and the National Pan-Hellenic Council ("NPHC").

No policy can cover all possible situations that may arise. When this Policy is not specific on a certain point or deferral to the FIPG Risk Management Manual (the "FIPG Manual") is insufficient, chapters are to conduct their activities in the spirit of the social responsibility embodied by this Policy. Chapters in violation of this Policy will be subject to review and may be referred to Department of Student Life, CSES, and/or IFC or Panhellenic Standards Board.

The Policy may be found at www.fipg.org. www.fipg.org also includes what an event can be perceived or defined as.

ORIENTATION & FIRST-YEAR STUDENTS

Any organization found responsible for crashing summer orientation and/or having social/recruitment events for the incoming students will not be eligible for awards for two years.

RECRUITMENT

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 must have these events approved by the Fraternity & Sorority Life Office.

Chapters that identify as multicultural/cultural Greek-letter organizations have the ability to host programs/informationals for any interested students with the approval of their headquarters 365 days a year.



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 women abroad) are encouraged to host smaller, information recruitment process throughout the academic year.

All recruitment events are to be alcohol free and values based.

ROSTERS – CURRENT

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. Failure to submit will result in a fine of \$100 per day.

Current rosters are imperative for the Office of Fraternity & Sorority life to provide accurate data for institutional research. It is also important for the University to know who a member of an organization at all times.

ROSTERS – MEMBERSHIP

Failure to meet the membership roster deadline of the second as well as last Friday of classes each semester, will result in fine of \$200 (this fine goes to offset the administrative cost of updating rosters after the deadline) and the chapter is unable to host any events until the roster is approved by the Office of Fraternity & Sorority Life. For each member with incomplete or incorrect information there will be a \$25.00 fine.

SOCIAL EVENTS

- a). 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.
- b). 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 with written notice to the Office of Fraternity & Sorority Life.
- c.) All fraternities and sororities must submit a Request for Alcohol Service Form for any social events with alcohol at least 10 business days before the event to the Director of Student Life.
- d). All fraternities and sororities must submit a Formal Registration Form for their semester formal 30 days before the event. The Formal Form can be found on the Lynx.

UNRECOGNIZED CHAPTERS

Recognized fraternities and sororities may not conduct any activities with unrecognized chapters. This includes but is not limited to social events, philanthropy events, service events and meetings. This is to protect the recognition of our chapters, the safety of individuals, and help all organizations uphold the policies of The University of Vermont.

