

Multicultural Greek Council

# Constitution & Bylaws

Updated: April 10, 2023

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## The History and Establishment of the Multicultural Greek Council

In 2005, the Center for Fraternity and Sorority Life began strong outreach to Gamma Alpha Omega Sorority, Inc., Kappa Delta Chi Sorority, Inc. and Omega Delta Phi, Fraternity Inc., who were, at the time, the only recognized fraternities and sororities who were not part of one of the three existing councils: Panhellenic, National Pan-Hellenic Council and Interfraternity Council. Since that time, a lot of growth and change took place both within the Greek Community as well as within the Center for Fraternity and Sorority Life, up until the summer of 2006.

In the Fall of 2006, members from Kappa Delta Chi Sorority, Inc., Omega Delta Phi Fraternity, Inc., Gamma Alpha Omega Sorority, Inc. and Gamma Iota Omicron Fraternity (a newly established, local Fraternity) began meeting to discuss the possibility of starting a Greek Council for their organizations which previously had never had council representation on the WSU campus. The initial meetings consisted of discussions with the Fraternity and Sorority Life Staff regarding their options. Many ideas were discussed including forming a National Association of Latino Fraternal Organizations (NALFO) council. However, the decision came to a vote and ultimately the organizations decided to form a local, Multicultural Greek Council, called the United Greek Council (UGC).

In the Spring of that same year, the four multicultural organizations outreached to the gentlemen of Omega Phi Omega Inc., a Filipino based fraternity that was newly re-established at WSU. Members of Omega Phi Omega Inc. began attending meetings and the new council now had five organizations. That summer, the Lovely Sisterhood of Chi Delta Sigma Sorority, Inc. a locally founded, Asian American-Pacific Islander based organization was established, and joined their fellow culturally based Greeks in the UGC beginning in the Fall of 2007. Additionally, in the Fall of 2007, La Hermandad de Oquichtli Macuilli Tonatiuh, an Aztec based Brotherhood was re-established at WSU and subsequently became the seventh addition to the United Greek Council. Later that academic year, Spring of 2008, Alpha Nu Multicultural Sorority, Inc. was established at WSU and became the Multicultural Greek Council's eighth organization. Sigma Lambda Beta International Fraternity, Inc., a Latino based fraternity, Sigma Lambda Gamma National Sorority, Inc., a Latina based sorority, established colonies on the campus of Washington State University, further expanding the multicultural Greek community.

The multicultural Greek community then experienced further growth, starting with the additions of Lambda Phi Epsilon International Fraternity, Inc., an Asian-Interest Fraternity, and Chi Sigma Alpha National Sorority, Inc., an Asian-Interest Sorority, in 2013. In Fall 2014, Delta Lambda Phi Social Fraternity, a gay, bisexual, and progressive men's organization, established a colony at WSU. Also, in Fall 2014, UGC issued an aggressive expansion plan that solicited invitations to come to WSU and establish colonies/chapters in an effort to grow the community over the next two years. The first organization to establish itself after this expansion plan was Lambda Theta Alpha Latin Sorority, Inc., a Latin-based sorority, in Spring 2015. In Spring of 2016, four

new organizations requested membership under the Multicultural Greek Council: Delta Xi Phi, a multicultural sorority; Lambda Theta Phi, a Latin-based fraternity; Alpha Psi Lambda National Inc., a co-ed Latino based fraternity; and Alpha Pi Omega Sorority, Inc., a Native American based sorority. Other invitations have been extended to organizations wishing to come to the campus.

In Fall 2016, there were 14 active organizations all moving forward with their chapters and showing support for each other and the community. Both a Council system and an Association system were established. The United Greek Council was represented by the committee officers and members of each organization. This marks the new future of the United Greek Council, as we believe, **“United, we illuminate the World.”**

On October 28, the 2019 United Greek Council Executive Board presented a proposal to the United Greek Council delegates to change the name of the United Greek Council Executive Board and United Greek Council to be named the Multicultural Greek Council. With this name change, the Executive Board presented the draft with the hope that it will help foster visibility for the Multicultural Community throughout campus as well as bridge the gap between the council and its members in the future. On November 4, 2019, the name of the Multicultural Greek Council Executive Board/Association was officially changed to be recognized as the Multicultural Greek Council after a unanimous vote from the delegates.

The purpose of the Multicultural Greek Council at Washington State University is to cultivate the growth of each member organization by serving as a unifying body for culturally based fraternities, sororities, and like entities while striving to improve community life through service and education. As leaders of our student body we shall maintain high standards for all members while remaining unique within our respective organizations.

In the Spring of 2020, the COVID-19 pandemic began impacting college campuses across the nation. At the March 9<sup>th</sup>, 2020 meeting of the MGC Delegates, the council voted to suspend all events that were not directly tied to academic purposes. On March 20<sup>th</sup>, Governor Jay Inslee ordered a “stay home, stay healthy” order for the state of Washington, asking students to stay at home following spring break to slow the spread of the pandemic. Throughout the Spring Semester, MGC worked to provide services and support for the community virtually.

The University remained virtual through out the Fall 2020 and a largely virtual (pseudo hybrid) function for Spring 2021. Through the pandemic the work of the council substantially evolved. Returning in person to campus in Fall 2021. As a result of the pandemic, many organizations had chosen not to engage in virtual recruitment, and those that did participate saw substantially smaller numbers of members. Alpha Psi Lambda closed in Fall of 2021, following all their members graduating. In the Spring of 2022 Sigma Psi Zeta National Sorority Inc. joined the MGC community after a successful fall expansion.

Throughout the 2022 year, MGC worked to provide chapters support for recruitment and increase the visibility of the community across campus.

The Center for Fraternity and Sorority Life is charged with developing various chapters to enhance the educational mission of the University. The Center for Fraternity and Sorority Life provides staff to advise the Interfraternity Council, Panhellenic Council, Multicultural Greek Council, National Pan-Hellenic Council, along with other associated officers and student groups.

## Objective

The objective of the Multicultural Greek Council shall be to develop and maintain interfraternal relations at a high level of accomplishment, and in doing so, to:

1. Consider the goals and ideals of member groups as relevant to campus and personal life.
2. Promote superior scholarship as basic to intellectual achievement.
3. Cooperate with member fraternities, sororities and like entities and the University administration in the maintenance of high social standards.
4. Regulate other matters of interfraternal interests at Washington State University that are presented to the Association for consideration.

## Principles of Action

IN ORDER THAT the members of the Multicultural Greek Council may better serve the educational institutions of which they are an integral part; and

IN ORDER THAT the Multicultural Greek Council and college and university administrators may develop and maintain a closer relationship, to their mutual advantage; and

IN ORDER THAT the public may be better informed of the role that the council plays in the constructive development of the WSU institution

## These Principles are Declared:

1. Loyalty of the Institution will be achieved by:
  - a. Educating associate members and members in the history, traditions, and the importance of their college or university; and
  - b. Planning participation by association members in events that build pride in their institutions.
2. Constructive Training will be fostered by:
  - a. Directing formal training dedicated to the development and improvement of associate members as responsible community and organization members and:
  - b. Stimulating full opportunity for the development of positive leadership abilities:
3. Intellectual Achievement will be encouraged by:
  - a. Providing an environment in the sorority/fraternity chapter which will stimulate intellectual and cultural progress; and

- b. Establish respect for scholarship as the primary purpose of a college education.
- 4. Commendable Conduct will be sought by:
  - a. Teaching and exemplifying the values and standards that each member must uphold under their respective organizations and as community members.
  - b. If a member chooses to violate these expectations, they will receive the proper repercussions within their organization and/or Council
- 5. Management Responsibility will be promoted by:
  - a. Emphasizing the importance of being a responsible community member
  - b. Fostering personal and professional growth

## Constitution of the Multicultural Greek Council

### Preamble

We, the Multicultural Greek Council on the campus of Washington State University, believe that a well organized multicultural community can provide a strong, positive contribution to the primary function of the University. We also believe that through close cooperation between the University and ourselves, we can foster a spirit of goodwill to the benefit of our fellow students, the University and ourselves. We, therefore, establish this constitution for the exercise of a responsible self-governance of our affairs within the student body.

## Article I Name and Purpose

### Section I Name

The name of this organization shall be the Multicultural Greek Council at Washington State University. The presiding nine officers shall be the Multicultural Greek Council (MGC) Executive Board.

### Section II Mission Statement

The purpose of the Multicultural Greek Council at Washington State University is to cultivate the growth of each member organization by serving as a unifying body for culturally based fraternities, sororities, and like entities while striving to improve community life through service and education. As leaders of the student body we shall maintain high standards for all members while remaining unique within our respective organizations.

### Section III Terminology

For the Purpose of the Multicultural Greek Council Constitution and Bylaws the following terminology may be abbreviated:

1. The Multicultural Greek Council (MGC)
2. The Center for Fraternity and Sorority Life (CFSL)
3. The Associated Students of Washington State University (ASWSU)

## Article II Authority and Responsibility

### Section I Scope of Authority

1. The Multicultural Greek Council delegate is the officially recognized organization for communication on sorority/fraternity affairs between university administrative officials and the multicultural sororities/fraternities.
2. Only those sororities/fraternities that are members in good standing of the Multicultural Greek Council shall be allowed to participate in the organized sorority/fraternity programs conducted under the auspices of the Multicultural Greek Council.
3. The Council has the authority to establish policy and to discipline sorority/fraternity groups for acts perpetrated by those groups (either part or all of one or more sororities/fraternities) through the standards process in accordance with the provisions of the bylaws of these articles.
4. The Multicultural Greek Council reserves the right to establish policy on a temporary or emergency basis as long as the temporary policy is not in conflict with the current MGC Constitution. The temporary policy must adhere to the ethics and values of the MGC Constitution. All policies created in this capacity must be voted on and passed by a 2/3 vote of the MGC Representatives in order for the policy to permanently be part of the Multicultural Greek Council Constitution.

### Section II Responsibility

1. The Multicultural Greek Council
  - a. The Multicultural Greek Council has the responsibility for establishing, promoting, and maintaining high standards of conduct and performance through its program of organizational activities. Self-regulation and self-discipline are essential parts of this experience and are to be exercised by all member sororities/fraternities to the end that the fullest possible individual and group development will result.
2. The Multicultural Greek Council
  - a. The duties of the MGC are:
    - i. To act on behalf of the Association between meetings and in emergencies.
    - ii. To serve as a steering committee in planning Association participation.
    - iii. To act as a coordinator with the IFC/Panhellenic Council/ NPHC and in turn the sororities/fraternities at Washington State University.
    - iv. To connect the Greek Community with University administration, faculty and other campus leaders through meetings and discussions as appropriate.

## Article III Membership

There shall be two types of membership: active and associate.

## Section I Active Membership

The active membership of the Multicultural Greek Council at Washington State University shall be comprised of all chapter-holding members of fraternities, sororities, and like entities who have applied to be part of the Association. These Multicultural Greek Council members retain the full rights and privileges of Active Membership until loss of recognition under the university.

## Section II Associate Membership

1. The associate membership of the Multicultural Greek Council at Washington State University shall be comprised of all colonies in good standing with the fraternal requirements of the Center for Fraternity and Sorority Life and their National Organization that have been granted associate membership by the Multicultural Greek Council.
2. Associate membership in the Multicultural Greek Council shall consist of any sorority/fraternity, or like entity group that desires MGC membership but does not yet meet the requirements for full membership.
  - a. Chapters seeking associate membership must be approved by an MGC two-thirds majority vote.
  - b. Associate membership is a provisional MGC status for colonies, re-colonization or full charter members that was not previously recognized by the Multicultural Greek Council for at least four academic years after the year the group lost recognition. Associate membership is a provisional MGC status for interest groups/colonies/re-colonization and full chapter status members who wish to receive the rights and privileges provided by the Multicultural Greek Council.
  - c. Associate members are expected to be fully engaged and involved in the meetings and discussions of the Association.
  - d. Are not recognized as a voting chapter in the Association.
  - e. No chapter may be an associate member for longer than two calendar years from when they were voted into associate status.

## Section III Representation

1. Each sorority/fraternity shall be represented by an MGC Representative, who is appointed or elected by the sorority/fraternity.
2. Each full (active) member from a sorority/fraternity shall have one vote in the Council.

## Section IV Relationship of Chapter to University

Washington State University grants recognition to multicultural sororities/fraternities in compliance with Student Involvement as Registered Student Organizations. The privileges and services offered by the University recognition of a sorority/fraternity on campus are deemed to be absolutely necessary for the success of MGC chapters. Therefore, no chapter, colony or interest group may be granted full or associate membership in the Council without being a University recognized registered student organization.

Membership in the Multicultural Greek Council (MGC) is necessary before a multicultural sorority/fraternity can receive certain benefits granted by the University. The MGC is within its rights to establish reasonable criteria for membership in the MGC.

### **Section V Associate Membership Criteria**

1. The probationary period will be one year from the organization's presentation, in which time the chapter, colonies or interest groups will have no vote in the Association; however, no members will on serve the Multicultural Greek Council.
2. A sorority/fraternity, or like entity, seeking MGC recognition must petition the MGC for associate membership status. Upon receiving a petition, the MGC must report the petition to the community.
3. MGC associate membership status will be granted upon determination that the sorority/fraternity, or like entity, has established a relationship with the (inter)national group and/or Washington State University Center for Fraternity and Sorority Life and met the requirements expected by MGC.
4. A sorority/fraternity, or like entity, may not re-petition for associate members status until six weeks after the last rejection.
  - a. A sorority/fraternity, or like entity, may be eligible for associate membership upon completing the following requirements:
    - i. The chapter establishes good standing with the Center for Fraternity and Sorority life which requires active status recognized by Student Organization Services of Student Involvement and Leadership development.
    - ii. The chapter is in good standing with Multicultural Greek Council
    - iii. The chapter is a Registered Student Organization.
    - iv. The chapter's (inter)national organization submits a letter to the MGC expressing their support of the local chapter and their efforts toward recognition.
  - b. The chapter/colony must then present to the Multicultural Greek Council. The presentation must entail:
    - i. Information about that entity. Including their background and basic facts
    - ii. The entities plan about how they will contribute to the Association.
  - c. The Association votes on the following:
    - i. if that chapter/colony has presented the proper information in a professional manner.
    - ii. has met all requirements asked of them
    - iii. show enthusiasm and effort in their presentation.
  - d. 2/3 Vote is needing to grant the entity Associate Member Status.
  - e. The chapter is on a probationary period for the time frame of one year requiring participation starting from the day the organization is voted into the association after the Chapter's presentation.



- i. The chapter officers and members agree to comply with all provisions of the MGC Constitution and Bylaws.
  - ii. The chapter submits a complete chapter roster to the Center for Fraternity and Sorority Life.
- f. The associate member chapter is eligible to be voted in by the association to be granted full membership in the MGC when, the following conditions are met:
  - i. The chapter is in good standing with Multicultural Greek Council.
  - ii. Has completed a year of associate member status,
  - iii. The chapter is financially solvent and has no outstanding debt to the MGC.
  - iv. The chapter's (inter)national organization submits a letter to the MGC expressing their support of the local chapter and their efforts toward recognition. This must be a new letter from that of section A, item 3 above.
  - v. While the chapter, colony, or interest group is an associate, it actively participated in appropriate MGC activities; including regularly scheduled meetings, leadership conferences, community service events, fundraisers and other activities deemed beneficial for the chapter and MGC membership as a whole.
    - 1. If chapter fails to attend three or more activities membership will be denied.
  - vi. The chapter demonstrates compliance with the MGC Constitution and Bylaws within its time as an associate member chapter.
  - vii. The entity presents to the association after their probationary period that they have met the previously stated conditions and along with a review of their involvement with the association
- g. Full membership shall be decided by a 2/3 vote of the association.
  - i. If a current member of MGC opposes to the association receiving full membership it must be because they do not fulfill the above stated criteria. A vote cannot be cast because of personal biases
  - ii. Two-thirds of the full member association chapters must agree that the membership criteria have been met. If the criteria are not met, a full report from the MGC President will be sent to the chapter and the (inter)national organization listing those areas of deficiency. The group may re-petition eight weeks after rejection.

## Section VI Loss of Membership

A sorority/fraternity may forfeit its active membership in this Association through disciplinary action by the Association, or as decided by the Multicultural Greek Standards Board as provided in the bylaws. Multicultural Greek Council active member chapters that experience a loss of recognition from Washington State University for up to one semester will be considered under probationary status of a

one year time frame, which will result in a loss of voice and vote in the Multicultural Greek Council. Subsequent or continued violations (relevant to the cause of probation) may result in a complete loss of membership in the Multicultural Greek Council until re-recognition is achieved with Washington State University.

## Article IV Meetings

### Section I Regular Meetings

Regular meetings of the Multicultural Greek Council Delegates shall be held once every two weeks during the academic year. Special meetings may be called by the President at their discretion or upon written request. The date, time, and place of regular meetings may be altered by the Multicultural Greek Council, Executive Council, or the President in case of emergency, necessity, or unavoidable conflict. A minimum of 24 hours' notice shall be given.

The executive council shall hold weekly executive meetings in addition to the biweekly MGC delegate meetings.

### Section II Quorum

Quorum shall consist of a two-thirds majority of all full member organizations of the MGC.

## Article V Central Office

### Section I Authority

In order that the records of the MGC shall be kept in a safe place and that continuity shall be provided, the Executive Council is authorized to establish CUB 304 (Multicultural Greek Council Office) as the official offices for the Council.

### Section II Purpose

This office shall be the repository for the records of the MGC and the principle place of business of the MGC.

## Article VI Amendments

### Section I Process

This constitution may be amended by a majority vote of two-thirds of the full member sororities/fraternities, or like entity.

### Section II Method

Amendments may be proposed by the MGC or by any representative of a member or associate member sorority/fraternity, or like entity.

### Section III Timeline

Proposed amendments to this constitution shall be presented in written form at least one meeting prior to the meeting at which the vote is taken.

## Article VII Delegates

1. The Multicultural Greek Council at Washington State University shall be comprised of one delegate from each chapter of the active fraternities, sororities, and like entities represented at the institution. An alternate delegate from each chapter is recommended. It is recommended that the permanent chapter delegate be an upper classman of the chapter at the time of their election.
2. The permanent chapter delegate shall be elected by their chapter to serve for one year, beginning the first meeting after election, and is not to be substituted for unless the delegate leaves college or fails to meet individual chapter requirements. In the event the Chapter delegate cannot attend the regular meeting, they should notify the MGC President p and send his/her alternate delegate.
3. When a delegate vacancy occurs, it shall be the responsibility of the chapter concerned to select a replacement and to notify the Vice President of Scholarship of their name and contact information.
  - a. The alternate delegate can serve as the temporary delegate until the chapter has confirmed the permanent delegate.

## MULTICULTURAL GREEK COUNCIL BYLAWS

Established May 2012

### Article I Officers and Advisors

#### Section I MGC Officers

The officers of this Council shall be President along with Executive Vice President, Vice President of Scholarship, Vice President of Civic Engagement, Vice President of Finance and Administration, Vice President of Public Relations and Alumni, Vice President of Recruitment, and Vice President of Standards.

#### Section II Eligibility to Maintain Office

No candidate shall be eligible to maintain office in MGC unless he meets or exceeds the following requirements during his term.

1. Must be an active member of an MGC member or associate member sorority/fraternity, or like entity, while pursuing an undergraduate degree from Washington State University.
2. Must have prior experience working within their chapter in a leadership role, either as previous executive officer or leadership coordinator.
3. The officers shall maintain a cumulative GPA of 2.80 or greater and be in good standing with their own chapter.
4. The officers shall be elected by the active members of the Multicultural Greek Council.
5. The officers shall be able to serve a term of one year. The term of office begins January 1st and ends every December 31st.

6. The officers shall not act as representatives of their chapter while serving on the Executive Council of MGC. MGC officers must be disaffiliated when engaging in Multicultural Greek Council events.
7. When an officer's chapter loses recognition, they will be removed from their position.
8. For vacancies see Section V.

### Section III Officer and Committee Duties

1. President
  - a. To preside at meetings of the Multicultural Greek Council.
  - b. To call such special meetings as needed.
  - c. To assume general responsibility for the functioning of the Council, its agencies, and committees including the enforcement of the provisions of the constitution, the bylaws, and the other MGC policies and regulations.
  - d. To act as the main communication link between external groups and the Multicultural Greek Council
  - e. To discharge the duties of any officer in the event of resignation or forfeiture of office until a new officer is elected.
  - f. To create an agenda and facilitate MGC meetings and executive council meetings.
  - g. Understand the constitution and bylaws of the Multicultural Greek Council.
  - g. Educate the fraternities and sororities referred to the United Greek Standards Board about MULTICULTURAL GREEK COUNCIL, University, Federal, State and local policies.
  - h. Encourage sororities/fraternities, or like entities, to take responsibility for their actions and prevent inappropriate behavior by the most positive means available, without unduly penalizing individual students.
  - i. Foster collaboration with IFC, NPHC and Panhellenic.
  - j. To coordinate the implementation of a Junior Council annually.
2. Executive Vice President
  - a. They are responsible for the logistics work for meetings/events, which include, but are not limited to, reserving venues and necessary equipment, filling out necessary paperwork, and assisting other committees in their duties.
  - b. To discharge the duties of the President in the event of the President's absence, resignation, or forfeiture of office.
  - c. To serve as an ex-officio member of, and to supervise the activities of, all standing committees except through the actions of the Multicultural Greek Council
  - d. To perform such other duties as assigned by the president.
  - e. To work with chapters' New Member Educators.
  - f. To coordinate the New Member, Retreat each semester.
  - g. To coordinate the Multicultural Greek Leadership Summit on annual basis.

- h. To facilitate the leadership development of all members.
- 3. Vice President of Scholarship
  - a. To promote scholarship. Must have at least one academic workshop per semester.
  - b. To coordinate the Spring graduation ceremony.
  - c. To coordinate the MGC Study Tables.
  - d. To provide direction and support for chapter scholarship chairs.
  - e. To communicate semesterly grade reports to chapter scholarship chairs and chapter presidents.
    - i. If necessary, articulate requirements of academic tiers to chapters.
- 4. Vice President(s) Finance and Administration
  - a. To record and distribute the minutes of the Multicultural Greek Council and of the Executive Council meetings.
  - b. To maintain a file of all Multicultural Greek Council proceedings and correspondence.
  - c. To handle all financial matters of the MGC including preparation of the annual budget for the MGC and formal recruitment week.
  - d. To oversee the planning and execution of all fundraising endeavors of the Multicultural Greek Council.
  - e. To raise funds for MGC events, programming, and projects. Must complete two each semester, a total of four per year.
- 5. Vice President(s) of Recruitment
  - a. To oversee the planning and execution of all MGC sponsored recruitment programs and events.
  - b. To work closely with the Center for Fraternity and Sorority Life, Multicultural Student Services, Panhellenic Recruitment Chair, as well as with IFC and NPHC.
  - c. To coordinate year-round recruitment programs.
  - d. To coordinate with the members of MGC to establish a Greek Ambassador Program.
  - e. To coordinate summer Alive! recruitment efforts.
  - f. This position will be required to stay over the summer. As such a \$1,500.00 stipend will be provided for this position to offset summer costs to be assisted by the Center for Fraternity and Sorority Life.
- 6. Vice President of Public Relations & Alumni
  - a. To provide a comprehensive public relations program for the Multicultural Greek Council.
  - b. Ensure distribution of positive press for the WSU Greek Community.
  - c. To promote the Multicultural Greek Community
  - d. To serve as a liaison to the outside community
  - e. To update website, publication, Facebook, etc.
  - f. To serve as a liaison to chapter alumni chairs. To coordinate at least one alumni event.

7. Vice President of Programming
  - a. Coordinate and implement signature MGC events, such as MGC Week, retreats and Homecoming Week.
  - b. Serve as co-chair for Annual Arête Greek Awards Ceremony.
  - c. Coordinate and implement programs throughout each academic semester for Washington State University students.
  - d. To find programming that will benefit MGC if any programming is missed because of a miscommunication.
  - e. Provide direction and support for chapter programming chairs.
  - f. Coordinate and track all educational programming requirements as required in Appendix E.
8. Vice President of Civic Engagement
  - a. To oversee the planning and execution of the community service events that the Multicultural Greek Council may take on. Must complete two events per semester.
  - b. This individual shall work with the MGC and/or outside organizations, including the Center for Civic Engagement and ASWSU to coordinate civic engagement opportunities for the MGC and calculate hours per member required.
  - c. To work with chapter community service and philanthropy chairs.
  - d. To complete at least one philanthropy each year.
  - e. To perform other duties as assigned by the president.
9. Vice President of Standards
  - a. To work with member organizations on successful event and risk management.
  - b. Review all off-campus registered social events.
  - c. Maintain and understand the constitution and by-laws of the Multicultural Greek Council.
  - d. Discover the truth about incidents referred to the United Greek Standards Board through the prescribed process as outlined in Appendix D
  - e. Manage the incidents referred to the MGC Greek Standards Board (GSB) by following all steps outlined in Appendix D. (Manage the incidents referred to the MGC Standards Board, comprised of Presidents/Standards Chair/similar executive officer by following all steps outlined in Appendix D.)
  - f. Provide a fair process to the chapters referred to the MGC Greek Standards Board as stated in the MGC Greek Standards Board Constitution (see Appendix D).
  - g. Educate the chapters referred to the MGC Greek Standards Board about MGC, University, Federal, State and local policies.
  - h. Encourage chapters to take responsibility for their actions and prevent inappropriate behavior by the most positive means available, without unduly penalizing individual students.

- i. Work with chapter standards chairs, risk managers, and social chairs (if applicable).
10. Vice President of Diversity Equity and Inclusion

### **Section IV Multicultural Greek Council Advisor**

The Official Advisors for the United Greek Council of Washington State University shall consist of members of the staff of the Center for Fraternity and Sorority Life.

### **Section V Vacancy**

1. When vacancies in an officer position occur at a time other than the regularly scheduled election period a committee shall be formed and all MGC member organizations will be required to send at least one representative to the committee meetings. If more than one position is not filled the unfilled positions may be combined into a single or multiple committees. This decision relies solely upon the discretion of the Multicultural Greek Council:
  - a. President, Executive Vice President, Vice President of Civic Engagement, Vice President of Finance & Administration, Vice President of Scholarship, Vice President of Programming, Vice President of Public Relations & Alumni, Vice President of Recruitment, and Vice President of Standards

### **Section VI Payment of MGC Officers**

- 1) For every semester worked, MGC officers will receive a stipend not to exceed \$500.00. The Director of Recruitment will receive an additional \$1,500 to cover summer living expenses.
- 2) Payment will be dispersed in even amounts throughout the academic year. Payment may be reviewed and adjusted by the staff advisor of the Center for Fraternity and Sorority Life and MGC President, based on the officer's evaluations and the discretion of his advisor. The evaluations must be completed in order to receive payment and will be reviewed with that officer prior to the close of each semester.

## **Article II Elections and Recall**

### **Section I Time of Elections**

The elections of Multicultural Greek Council Officers shall take place during the fall semester, with most of the process taking place at regularly scheduled MGC meetings, prior to Thanksgiving Break.

### **Section II Process**

1. The process for election of the MGC officers will consist of several components
  - a. Nominations
    - a. Slate Process/Committee
    - b. Elections
2. Nominations

- a. Current MGC officers and MGC Delegates can nominate someone from the community to be in the running for a council officer position
- b. All nominations should be submitted at least two weeks prior to election day.
- 3. Slate Process/Committee
  - c. A committee will be comprised of one representative from each organization and council officers who are not candidates for any position.
  - d. The Committee will interview and then evaluate all the nominations submitted by MGC Delegates and MGC community members
  - e. All nominees will be asked if they accept or decline the offer to be in the running for a position on the Multicultural Greek Council
  - f. The committee will make a recommendation to the full association of slated candidates for each position.
- 3. Elections
  - a. Elections will take place on the 1st MGC meeting of the month of November.
  - b. Candidates will have about 2-3 minutes to speak on their behalf on why they are best fit to fill the position
  - c. Each MGC Delegate will receive a handout with the name of each council officer position available for that specific term and will have the opportunity to write in the candidate that they believe is most fit
  - d. Once all the voting has occurred a randomly selected MGC Delegate will assist the MGC President in counting the ballots that very same day of elections.

### Section III Special Cases

- 1. MGC Executive Officers Running for Office:
  - a. Current MGC officers must follow the same process as other candidates; filling the application/evaluations by the deadline, speech night, etc.
  - b. For the MGC Executive Vice President to run for a second term on MGC, they must announce they are running at the MGC meeting immediately prior to the date applications are due.
  - c. The MGC Executive Vice President will turn over his/her duties, to an MGC officer chosen by the MGC President and the MGC advisor.
  - d. Current MGC officers may not be nominated from the floor, nor are they eligible to become a write-in candidate.
- 2. Suspension of the By-Laws:
  - a. If such situations arise, that are not accounted for in the election by-laws, then chapter presidents may vote to suspend the by-laws to resolve the issue or move and vote to change the by-laws if appropriate.
  - b. In situations that prohibit the MGC chapter presidents from being able to exercise the power listed in part A above, the majority of the MGC officers, in consultation with the MGC advisor may suspend the by-laws as necessary to resolve the issue.



- c. Due process and fairness will be maintained throughout the election process regardless of any issue that arises.

## **Section IV Eligibility for Elections to Run for Office**

1. No candidate shall be eligible to hold office in MGC unless he/she meets or exceeds the following requirements at the time of election:
  - a. Must have a cumulative GPA of 2.80.
  - b. Must be an active member of an MGC recognized organization, or like entity.
  - c. His/her chapter, or like entity must be in good standing with the MGC and the University (i.e. the candidate and his/her chapter abide by all MGC and University policies and have had no major infractions with the MGC or WSU for six months prior to elections).
  - d. The six months begins from the date of the major infraction incident.
  - e. A major infraction is defined as any risk management violation that is or has been adjudicated by either, the Multicultural Greek Standards Board, the Office of Student Conduct and/or the University Conduct Board.
  - f. The candidate has previously held a chapter office position.
  - g. Exception to (1), the MGC committee and advisor can evaluate and grant exceptions to the academic requirements.
  - h. Exception to (3), a joint committee composed of all MGC officers and advisor can grant exceptions to the infraction requirement after receiving chapter minutes allowing the potential candidate to run for MGC office.

## **Section V Assuming Office**

Officers shall assume their duties at the last regular business meeting in of the Fall Semester.

## **Section VI Recall of Officers**

Any officer may be recalled at any regular meeting by a two-thirds majority vote of the council, providing the recall motion at least one meeting in advance.

## **Article III Roster of Fraternity/Sorority, and or like entity, members and associated/new members**

### **Section I Submission**

A roster of the ID numbers and names of Active members be furnished to the Center for Fraternity and Sorority Life as requested.

All roster details should be submitted in accordance with the established CFSL roster policies.

## Section II Contents

The official roster shall contain the names and ID numbers of all undergraduate Active members affiliated with that chapter.

## Section III Revisions

The official roster may be reviewed during the semester until the deadline established by the Center for Fraternity and Sorority Life.

# Article IV Regulations

## Section I Attendance at Meetings

1. Each MGC member and associate member fraternity is required to send a representative to all mandatory meetings of chapter officers as scheduled by any MGC officer.
2. At least 48 hours' notice must be given by email, phone or otherwise to the chapter by the MGC officer in charge of that meeting.
3. The standard penalty for missing a mandatory MGC scheduled meeting is \$5.00.
4. All attendance records shall be submitted to the MGC Vice President of Scholarship and Administration and recorded.
  - a. Notification of fine shall be sent out within 24 hours of the meeting missed by the Vice President of Finance and Fundraising.
  - b. The fine is due at the next MGC meeting, if fine is not paid the chapter loses voting rights until the fine is paid.
5. Any chapter that fails to send a representative to two consecutive MGC meetings will forfeit its voting privileges until the 2nd meeting after the next attended meeting.

## Section II Social Policy

All associate and full member chapters of the MGC must strictly adhere to the WSU Policies, the chapter's (inter)national Risk Management and Insurance Policies and all state, local and federal laws. The Multicultural Greek Council Social Policy is listed in Appendix G

## Section III Community Service

1. Each organization under the Multicultural Greek Council will be required to perform 12 hours of community service each semester per person.
  - a. See Appendix G for Specifics regarding the MGC Community Service Requirements

## Section IV Public Relations

1. Individual organizations are prohibited from posting, printing, and/or wearing inappropriate and/or offensive themes for advertisement purposes.
  - a. A violation of this regulation will result the organization being sent to the Standards Board

2. The VP of Public Relations & Alumni shall monitor chapter websites and social media usage to ensure content, language, and images are consistent with the values of the Multicultural Greek Council and for an overall positive image.
  - a. A violation of this regulation will result the organization being sent to the Standards Board.
3. During a crisis or incident that disrupts normal MGC social media operations, the university has procedures in place to communicate with faculty, staff, students, and members of the media and public as needed. The Multicultural Greek Council President shall stand in as a spokesperson.

## Section V Academics

1. All member organizations of the Multicultural Greek Council must maintain at least a 2.65 GPA or above to be in good academic standing.
  - a. Those members that fall below this requirement will be considered academically deficient with the Multicultural Greek Council.
2. All members of the Multicultural Greek Council should maintain a 2.0 or better to stay in good standing with the University. Those members that fall below this requirement will be considered academically deficient with the Multicultural Greek Council and the University.
3. All new member classes/lines of Multicultural Greek Council must maintain a 2.65 semester GPA as they are going through their education process to remain in good standing with Multicultural Greek Council.
4. All member organizations have the right to determine their own academic requirements to start an education process.
  - a. Those member organizations that fall below this requirement will be considered academically deficient with the Multicultural Greek Council.
5. The VP of Scholarship is required to maintain the official MGC Academic Plan, which must include academic interventions, deficiency requirements, and incentives. This plan should be updated annually.

## Section VI Founding Day Clause

1. The National Founding Day of each respective organization within the Multicultural Greek Council shall be reserved solely for said organization as it regards to public organizational activity of any kind. Other member chapters shall not host public events on days reserved as Founders' Days without written permission from the organization.
2. Penalties for Violations of Founders' Day Clause
  - a. Should an active chapter within the Multicultural Greek Council violate the Founder's Day Clause, that active chapter shall be subject to a hearing with the MGC Greek Standards Board.
3. Founding Dates Listed:
  - a. Alpha Nu Multicultural Sorority, Inc. - Feb 27
  - b. Alpha Pi Omega Sorority, Inc. - Sept 1
  - c. The Lovely Sisterhood of Chi Delta Sigma Sorority, Inc. - Feb 8
  - d. Chi Sigma Alpha National Sorority, Inc. - Sept 25

- e. Gamma Alpha Omega Sorority, Inc. - Jan 25
- f. Gamma Iota Omicron Fraternity, Inc. - Feb 7
- g. Kappa Delta Chi Sorority, Inc. - April 6
- h. La Hermandad de Oquichtli Macuilli Tonatiuh - Jan 21
- i. Lambda Phi Epsilon Intl Fraternity, Inc. - Feb 25
- j. Lambda Theta Alpha Latin Sorority, Inc. - Dec 1
- k. Omega Delta Phi Fraternity, Inc. - Nov 25
- l. Sigma Lambda Beta Intl Fraternity, Inc. - April 4
- m. Sigma Lambda Gamma National Sorority, Inc. - April 9
- n. Sigma Psi Zeta Sorority, Inc. - March 23

## Section VII Event Registration Requirements:

This section is a duplication of the RSO student manual. For the most up to date guidelines and details regarding event registration, please refer to the RSO manual.

- 1) On campus RSO events/activities come with a potential for risk, putting the advisor, organization, and individual members in a place where the potential for liability in the event of a claim is very real. Due to this level of risk, WSU requires organizations to submit an “Event Request” through Presence, which will begin the event review and risk assessment process. We encourage RSOs to take the risk evaluation of their activities seriously to avoid any consequences.

### Subsection I Process

- 1) First, for on campus events, reserve your location at [scheduling.wsu.edu](https://scheduling.wsu.edu). We recommend that you reserve your location at least 4 weeks in advance. You will receive a notification that you reserved the location via email and a confirmation of the reservation will occur 1-3 business days after you reserved the space.
- 2) After you reserve a location at [scheduling.wsu.edu](https://scheduling.wsu.edu), create an event on Presence. On the organization’s Presence page, an organization administrator can select “Manage Organization”, then navigate to the “Events” tab in the organization tools and select “Create Event”.
  - a) You must submit your event request 1-7 weeks in advance, depending on the type of the event (see event request timeline). Please be as detailed and specific as possible when completing the event request form.
  - b) You cannot edit your event request after you submit it and it is in pending status. If you need to change the date/time/location/details of the event, comment on the pending request to signal action from the RSO Community Advisor to edit the request.
- 3) The Presence will automatically add campus reviewers that need to approve your request. Depending on the details of your event, reviewers may include WSU Police Department, University Schedulers, Environmental Health and Safety, etc.
- 4) Campus reviewers may ask you questions, make comments, or they will approve/deny your event request.
- 5) You will be notified via email regarding any questions or comments made by reviewers, and you are expected to respond promptly.

- 6) When the necessary reviewers have reached an approval on the request, the Center for Fraternity and Sorority Life will approve the event and the organization can have the event as it was requested.

**IMPORTANT:** If an organization fails to complete the Presence Event Request process, the event may be cancelled, and a documented warning will be sent to the Organization. If the Organization fails to complete the Event Request process a second time, the event can be cancelled, and the Organization will be locked until two additional officers take the RSO Officer Training.

### Subsection II Event Request Timeline

Events must be submitted in presence with a sufficient amount of time for the event to be approved by all approvers. Events submitted earlier have higher attendance and they are more likely to get approved on time. Every event is different and will require different amounts of time for review. Please follow these event request timeline requirements:

- 1) 2 Weeks: Meetings and Low Risk Events
  - a) Meetings without food, tabling, or study spaces
- 2) 3-Weeks: Events
  - a) Simple events, events w/ food, events w/ 50+ people
  - b) Off campus chapter social events, or off campus philanthropic events that need council approval.
- 3) 4-Weeks: High-Risk Events
  - a) Mechanical Bulls, Animals, Athletic Activities, Events happening in Rec Spaces etc.
- 4) 7 Weeks: Events w/ Alcohol on Campus
  - a) Obtain License or Permit from WA State Liquor & Cannabis Board

### Subsection III Food at Events

We know how much it can help an event to provide food for participants. To be sure you are serving food safely, you should review the following information to get all the info you need about serving food to the public at your on-campus events.

- 1) All forms and information on food events are available at <https://ehs.wsu.edu/public-health/food-safety/>.
- 2) Click on the WSU Temporary Food Service Procedures link.
- 3) Determine if your proposed food service event is private or public.
  - a) A private food service event is defined as a social event with food, regardless of fee, promoted by limited word of mouth or advertising to a limited group of people. For example, word of mouth or an advertisement for a club, department, or college potluck (potlucks are **only** allowed for private events). No permits or waivers are required for private events. Student Involvement and Environmental Health and Safety (EH&S) recommends that these links be utilized: Rules of Operation for Temporary Food Establishment Facilities,

Temperature Log for Potentially Hazardous Foods, and borrow a thermometer from Student Involvement to check food temperatures.

- b) A public food service event is defined as a social event with food, regardless of fee, promoted by advertising (word of mouth, radio, WSU announcements, Daily Evergreen, etc.) inviting the general public to attend. A Temporary Permit or Exemption from Permit may be required for public events. Access the links [WSU Temporary Food Service Permit Application](#) (or [Application for Exemption from Permit](#)). Please contact EH&S at (509) 335-3041 for further assistance and information if necessary.
  - i) For all Public Events requiring a Temporary Food Service Permit you must submit an application at least 14 days prior to the event otherwise it WILL result in foods not being served at the event due to State regulations (no exceptions).

#### Subsection IV Advertising of Events

- 1) A full list of options for advertising your events can be found at [Promote a Student Organization | Student Engagement Services at WSU](#).
- 2) Events must be fully approved in Presence before an organization begins to advertise the events publicly.
  - a) The first violation of this policy, in an academic year, shall result in a documented warning being issued to the offending organization
    - i) If an event is advertised on social media, it must be taken down by the offending organization, within 1 day.
    - ii) Failure to remove the advertisement will result in a \$25.00 fine per day that the offending advertisement is up.
  - b) Any further violations of this policy shall result in the organization being referred to the Greek Standards Board for Non-Compliance with MGC bylaws.
    - i) If an event is advertised on social media, it must be taken down by the offending organization, within 1 day.
    - ii) Failure to remove the advertisement will result in a \$25.00 fine per day that the offending advertisement is up.

## Article V Finances

### Section I Financial Management

Financial support of the Council shall be provided by dues assessed to the member fraternities/sororities, or like entities, through action of the Council, and in accordance with the by-laws.

The MGC Vice President of Finance will create an operating budget for the Association during the spring for the following academic year. The budget will be presented to the MGC and must be passed by a majority vote of MGC representatives at an announced meeting of the Multicultural Greek Council.

The MGC Vice President of Finance will distribute chapter-billing statements every semester. Fines for late bills will assess a penalty of

- 1 Week Late
  - Chapters will be assessed a late fee of 3% of their total outstanding balance
- 2 Weeks Late
  - Chapters will be assessed a late fee of 5% of their total outstanding balance
  - Chapters will be reviewed by the Multicultural Executive Council for additional sanctions. Sanctions may include:
    - Being placed on probation (no intake, no social events, and prohibited from hosting new member presentations) until the chapter has become current.
    - Additional Community Service hours
    - Additional programming requirements
    - Additional sanctions as deemed appropriate by the MGC Executive Council
- 3 Weeks Late
  - Chapters will be assessed a late fee of 7% of their total outstanding balance
  - Chapters will have their voting rights removed from their delegates
- 4 Weeks Late
  - Chapters will be suspended from operation across the community.

Payment plans can be arranged through the MGC Vice President of Finance.

## Section II Expenses

1. Extraordinary expenses shall be borne by the member fraternities/sororities, or like entities, in the Council. The budget shall outline all anticipated expenses.
2. Such expenditures shall be approved and apportioned by the MGC.
3. The MGC will collect additional assessments from each member chapter following the approval of such assessments.
4. At any given time, MGC funds, cannot and will not be utilized to purchase any alcoholic beverages.
5. Any check, in which funds are used by the MGC funds, must be signed and approved by two people before given to the respective recipient. (i.e.: VP of Finance and Fundraising, CFLS Program Coordinator, or Director of CFSL)

## Section III Dues

1. Membership dues are to be paid twice a year by semester. Fall semester dues are to be paid by September 14th and spring semester dues are to be paid by January 25th.
  - a. The amount of these dues shall be determined by dividing the approved expenditure budget by the rostered number of individuals listed on the roster submitted to the Center for Fraternity and Sorority Life at the end of the previous semester.

- i. This amount should be managed as low as possible to not create additional financial burden on the community.
  - ii. Chapters must be issued notice a minimum of 2 weeks before bills are issued, when the price per person increases over the previous semester.
    - 1. The council must provide a copy of the entire budget to all delegates to show why the dues must be increased.
  - iii. The cost of the Vice President of Recruitment's stipend must be split 50:50 each semester to reduce spring costs on chapters.
- 2. These dues will be used for MGC purposes, such as
  - a. MGC events, programming, advertising, and any other expenses the Association deems appropriate.
  - b. An increase in the number of dues will be set by the delegates as the Council deems appropriate.
    - i. All members under the Multicultural Greek Council are recognized as active members by the CFSL. Organizations must send in a letter from their regional or national directors to indicate any newly inactive or expelled members to remove them from the roster.

## Section IV VP of Finance and Fundraising Responsibilities

1. The VP of Finance and Fundraising is responsible for creating a budget for the academic school year, including anticipated income and expenditures. Approval of this budget comes from the Council by vote.
2. In order to keep track of income and expenses, throughout the year, the VP of Finance and Fundraising must create monthly financial ledgers (reports). These reports will be presented in the last Delegates meeting of the month and individually with the Director of CFSL.
3. A transitional binder must be created and kept up to date with budgets, ledgers, and pertinent information that would allow the upcoming VP of Finance and Fundraising a smooth transition to their roles. As well, as having a resource to refer to when faced with unfamiliar areas of the position.

## ARTICLE VI Revisions

### Section I Record

1. Revised March 2011
2. Revised June 9, 2012
3. Revised January 31, 2013
4. Revised October 13, 2014
5. Revised February 2, 2015
6. Revised April 20, 2015
7. August 31, 2015
8. Revised September 30, 2015
9. Revised April 4, 2016



10. Revised April 18, 2016
11. Revised April 18, 2016
12. Revised October 31, 2016
13. Revised November 14, 2016
14. Revised November 28, 2016
15. Revised February 6, 2017
16. Revised March 6, 2017
17. Revised April 17, 2017
18. Revised November 4, 2019 – Kaylah Blas
19. Revised April 3, 2023 – Emilia LaPointe-Rosas
20. Revised April 18, 2023 – Emilia LaPointe-Rosas
- 21.

## Appendix A Nine Basic Expectations for all Members:

The Nine Basic Expectations for members of Fraternities, Sororities, or like entities:

1. I will know and understand the ideals expressed in my fraternity/sorority, or like entity, ritual and will strive to incorporate them in my daily life.
2. I will strive for academic achievement and practice academic integrity.
3. I will respect the dignity of all persons; therefore, I will not physically, mentally, psychologically or sexually abuse or harm any human beings.
4. I will protect the health and safety of all human beings.
5. I will respect my property and the property of others; therefore, I will neither abuse nor tolerate the abuse of property.
6. I will meet my financial obligations in a timely manner.
7. I will neither use nor support the use of illegal drugs; I will neither misuse nor support the misuse of alcohol.
8. I acknowledge that a clean and attractive environment is essential to both physical and mental health; therefore, I will do all in my power to see that any property my chapter uses is properly cleaned and maintained.
9. I will challenge all my fraternity/sorority, or like entity, members to abide by these expectations and will confront those who violate them.

## Appendix B Initiation Expectations and Policy Prohibiting Hazing

### Section I Initiation and Hazing

The definition of hazing is adhered to by all local, state and federal laws. Chapters must rid themselves of all practices, policies and rituals which sponsor, promote or encourage the interference or disruption of the normal routine of students for meals, sleep, studying and class attendance. This is considered hazing.

Hazing is strictly prohibited. Any organization that engages in, supports, or maintains any practices of hazing will be referred to the university conduct board and/or the Greek standards board for adjudication.

1. Definition of Hazing
  - a. Hazing shall be defined as any action taken, voluntarily or involuntarily or situation created intentionally, whether on or off fraternity/sorority, or like entity, premises to produce mental or physical discomfort, embarrassment, harassment or ridicule. Such activities and situations include but are not limited to: paddling in any form; creations of excessive fatigue; physical and psychological shocks; quests, treasure hunts, scavenger hunts, road trips or any other such activities carried on outside the confines of your house; wearing publicly, apparel which is conspicuous and not normally in good taste; engaging in public stunts and buffoonery; morally degrading and humiliating games and activities; and any other activities which are not consistent with state law, ritual or policy or the regulations and policies of Washington State University. Actions required or not, which violate federal, state or local law will also be considered hazing (State of Washington, Substitute Senate Bill #5075).
2. Examples of Hazing
  - a. Hazing shall include but not be limited to forcing, requiring or expecting new members, associate members, and potential members or initiated members to participate in any of the following activities:
  - b. Drinking alcohol or any other substance.
    - i. Using any drug, narcotic or controlled substance.
    - ii. Eating foods that a reasonable person would not eat.
    - iii. Branding.
    - iv. Permitting less than six (6) continuous hours of uninterrupted sleep per night.
    - vi. Nudity at any time.
    - v. Conducting activities that do not allow for adequate time for study.
    - vi. Subjecting a person or group to verbal harassment.
    - vii. The use of demeaning names.
    - viii. Misleading new members in an effort to convince them they will not be initiated, that they will be hurt during initiation, or any other activity that would cause mental stress.

- ix. Carrying any items (shields, paddles, bricks, rocks) that serve no constructive purpose and are intended to embarrass the carrier.
- x. Compelling a person or group to remain at a certain place or transporting a person or group anywhere without their consent (pledge sneaks, road trips).
- xi. "Trashing" intentionally, any area for the purpose of annoying others or for having others clean the trashed area.
- xii. Disallowing new members to talk for extended periods of time.
- xiii. Having new members perform personal services or errands.
- xiv. Blindfolding and parading individuals in public areas, blindfolding and transporting in motor vehicles, or privately conducting blindfolding activities that serve no constructive purpose.
- xv. Exposure to the elements.
- xvi. Conducting "interrogations" or any other non-constructive questioning.
- xvii. House duties not shared by initiated members.
- xviii. Putting new members in a room which is uncomfortable.
- xix. New members being expected to do anything exclusively "for the fun or entertainment of the members."
- xx. Requiring new members to identify themselves as new members when answering the telephone, door etc.

## Appendix C Values Congruence

### Section I – Purpose:

The Greek Community rests on an essential set of core values. These values reflect our history and ongoing development as an integral part of student life at Washington State University. Therefore, it is the duty of our community to hold one another to these values. The values of the Multicultural Greek Standards Board reflect that of our community and reasonable members of society. Any chapter perceived as not living up to the values of our community shall be held accountable by its peers.

### Section II – Values

The following are values that every chapter of our community can embrace:

1. Intellectual Development- Chapters will develop and maintain a scholastic program for its members that will enhance their academic success and contribute to the academic mission of the university.
2. Positive Relationship: Chapters will foster brotherhood and sisterhood between all Greek organizations. Chapters will respect the dignity of people while embracing the free exchange of ideas and beliefs.
3. Honesty: Chapters will practice fairness and straightforwardness of conduct. 4. Integrity: Chapters will have strict adherence to organizational values and principles 5. Understanding and Respect of Others: Chapters will recognize and acknowledge the beliefs, practices, and traditions of others. Chapters will not mock or disrespect any organization in efforts to strive for a better community.

### Section III – Failure to Comply:

Incidents that violate one or more of the above values may result in a hearing before the Greek Standards Board.

## Appendix D The Greek Standards Board

Established January 2015

### Article I Purpose of the Greek Standards Board

The purpose of the Standards Board is to affirm that fraternity/sorority, or like entity, members are responsible enough to identify and deal with violations of Federal, State, Local, University, and Multicultural Greek Council policies and standards. The Standards Board will make every effort to discover the truth about reported incidents, provide a fair process and encourage Greek chapters to take responsibility for their actions through education and sanctions.

### Article II Standards Board Composition

The Standards Board will be composed of members of MGC chapters at Washington State University. Board membership will vary, consisting of the Chairperson and no more than 16 Greek men and women equally divided and selected by the Chairperson through an application and interview process.

#### Section I Composition

1. Each standards board will be comprised of at least 3 people and no more than 9 members consisting of:
  - a. Greek Standards Board Chair shall be selected by the MGC Vice President of Standards and shall be either the Panhellenic Vice President of Standards and Accountability, or the IFC Director of Policy and Procedure.
  - b. At least 3 Standards board members who have:
    - i. Completed the policy and procedure training
    - ii. Maintain a 3.0 or greater cumulative GPA,
    - iii. Active membership in an organization that has either full or associate membership in their respective council, and
    - iv. Selected to serve on the Greek standards board and appointed by their respective governing council
2. The Vice President of Standards may appoint up to 2 external community members on a standards board, depending on the nature of the case and violation
  - a. The Vice President of Standards may choose to invite an external community member in cases that have involved organizations outside of the MGC/IFC/PAN community (e.g. in a case of cultural appropriation it may be appropriate to invite a member of the harmed community to be a member of the board)
3. Each standards board will have 1 Council Advisor present throughout the entirety of the process to aid in making procedural decisions.
4. All members of a Greek Standards Board will avoid both the appearance and reality of any conflict of interest. Any Greek Standards Board member who has a potential conflict of interest or feels that s/he is unable to render an

unbiased decision in the case will decline assignment to that Greek Standards Board.

5. The composition of the Greek Standards Board will have equitable gender representation whenever practicable.

### **Section II Term of Service**

Membership on the Standards Board shall be for their academic year. Those members wishing to serve another term must reapply for consideration of membership.

### **Section III Training**

Board Chairperson and the Standards Board Advisor must train all members of the Standards Board on Board purposes, procedures, ethics, rules and regulations on an annual basis or as needed.

### **Section IV Vacancies**

Vacancies created by dismissal or withdrawal will be filled through an application process. Every effort will be made to select a replacement in order to keep Board membership equal between fraternities and sororities, or like entities.

### **Section V Removal of Members**

Any member of the Standards Board is subject to immediate removal from the Board if they are believed to have compromised the integrity and confidentiality of the Board. Any Board member may also be dismissed by a two-thirds vote by the entire board if they are found to be a non-contributing member of the Board.

## **Article III Jurisdiction**

- 1.) The Code will apply to the following:
  - a. Any organization that has membership within the Multicultural Greek Council;
  - b. Any organization interested in membership within the Multicultural Greek Council; or
  - c. Any group of students not currently recognized, but under probation or suspension, by the Multicultural Greek Council.
- 2.) Definition of Organizational Accountability:
  - a. The conduct is endorsed by the fraternal organization (FO), or like entity, or any of its officers including, but not limited to, active or passive consent or support, having prior knowledge that the conduct was likely to occur and not taking any substantive action to prevent it (e.g., canceling the event, notifying the Interfraternity Council, University and/or local police, etc.), or helping to plan, advertise, or promote the conduct;
  - b. The conduct is committed during an activity paid for by the FO, or like entity, or paid for as a result of one or more members of the FO, or like entity, contributing personal funds in lieu of or in addition to organizational funds to support the activity or conduct in question;

- c. The conduct occurred on property owned, controlled, rented, leased, or used by the FO, or like entity, or any of its members for an organizational event;
  - d. The purpose of the activity was related to initiation, admission into, affiliation with, or as a condition for continued membership in the FO, or like entity,;
  - e. Non-members of the FO, or like entity, learned of the activity through members, advertisements, or communications associated with the FO, or like entity, or otherwise formed a reasonable belief that the conduct or activity was affiliated with or endorsed by the FO, or like entity;
  - f. Members of the FO, or like entity, attempted to conceal the activity of other members who were involved; or
  - g. One or more officer(s) of the FO, or like entity, had prior knowledge or reasonably should have known that the conduct would take place.
- 3.) Jurisdiction is determined by the MGC Director of Standards
- a. Challenges to jurisdiction can be made to the MGC President and Council Advisor.

## Article IV Procedure

Violations are activities which directly and significantly interfere with the Multicultural Greek Council's (1) primary educational responsibility of ensuring the opportunity of all members of the community to attain their educational objectives, or (2) subsidiary responsibilities of protecting the health and safety of persons in the community, maintaining and protecting property, keeping records, providing living accommodations and other services, and sponsoring non-classroom activities such as lectures, concerts, athletic events, and social functions.

The violations listed below are considered in the context of the Organizations responsibility as a member of the Multicultural Greek community; other actions which may be considered as violations may be defined by other documents, such as, the WSU Alcohol Policy, or the MGC Bylaws themselves.

### Section I Reporting of Violations

An incident report shall be completed and submitted to the Standards Board Chairperson, the Standards Board Advisor, the Director of Center for Fraternity and Sorority Life or Student Conduct within 30 calendar days of the alleged violation. Incident reports may be submitted by any student, chapter, and Pullman community member, receiving a police report, or receiving a report from the Office of Student Conduct. In the event of an alleged violation being reported by the Office of Student Conduct or police, the 30-calendar day deadline does not apply. Reports may be submitted anonymously.

### Academic Misconduct

- a) **Cheating:** The act or attempted act of deception by which a student seeks to misrepresent that he/she has mastered information on an academic exercise that he/she has not mastered.



- b) **Facilitating Academic Misconduct:** Assisting in another person's academic misconduct.

### Disruption of Multicultural Greek Council Operations

- c) **Causing a Disturbance:** Disturbance resulting in substantial disruption of authorized activities.
- d) **Failure to Comply with Sanction:** Failure to comply with or attempts to circumvent a sanction(s) imposed by the Director of Policy and Procedure, Greek Standards Board, or CFSL.
- e) **Failure to Identify:** Failing to properly identify oneself accurately as a fraternity member, in pursuit of official duties.
- f) **Interference with Code Enforcement:** Interference with a Reporting Party, Responding Party, witness, investigation or the carrying out of procedures defined in the WSU IFC Bylaws and/or the Washington Administrative Code.
- g) **Interference with or Failure to Comply with a Council Representative:** Direct interference with or failure to comply with a Council Representative in the performance of his/her official duties.
- h) **Supplying False Information:** Knowingly supplying false information to the Interfraternity Council in pursuit of their official duties or to the Greek Standards Board in the course of a standards board proceeding, or knowingly causing false information to be thus supplied.
- i) **Violation of University Policies:** Violation of university policies, except when the university policies specifically provide for an alternate procedure or remedy for the violation concerned.
- j) **Violation of Relationship Agreement:** Violation of a campus-specific or system-wide regulation, policy, standard of conduct, or code of ethics applicable to the activity in which the student is engaged, and which has been adopted, published or otherwise made known to students participating in such activity.

### Health & Safety Violations

- k) **Creating a Dangerous Condition:** Creation of a fire hazard or other dangerous condition.
- l) **Endangering Health or Safety:** Conduct which threatens or endangers the health or safety of any individual. This includes failing to put in place sufficient protections to prevent falls from heights.
- m) **False Reporting of Dangerous Conditions:** Giving or causing to be given false reports of fire or other dangerous conditions.
- n) **Illegal Possession, Use, or Sale of Drugs:** Illegal possession, use, or sale of drugs or drug paraphernalia. The misuse of legal prescription drugs.

- o) **Interference with Safety Equipment or Alarms:** Tampering with, disabling, or causing malfunction of fire and safety equipment or alarm systems.
- p) **Possession or Misuse of Weapons:** Violation of regulations concerning possession or misuse of firearms or other dangerous weapons, as defined by policies established for each campus.
- q) **Use or Possession of Chemicals or Explosives:** Unauthorized use or possession of explosive components, chemicals, etc., such as fireworks, explosives, gas or compressed air.
- r) **Violation of Alcohol Policies:** Violations of Multicultural Council risk management protocol as established by the Vice President of Standards and Accountability.
- s) **Violation of Health or Safety Policies:** Violation of Multicultural Greek Council health or safety regulations .

### Offenses Involving Organizations

- t) **Causing Fear of Physical Harm:** Intentionally or recklessly placing a person or persons in reasonable fear of imminent physical harm, caused specifically by another organization.
- u) **Harassment:** Repeated and/or severe acts of unwelcome behavior that creates a hostile working, educational, or living environment between two or more organizations, that interfere with others academic or job performance and opportunities.
- v) **Hazing:** Any action taken, or situation created by a person or an organization, or with the knowledge or Consent of an organization, which recklessly or intentionally endangers the mental or physical health of a student. (See WSU Definition)
- w) **Intimidation:** Implied or actual threats or acts that cause a reasonable fear of harm in another, and may be inferred from conduct, words, or circumstances reasonably calculated to cause fear.
- x) **Retaliation:** Action taken by the Interfraternity Council or any individual or group against any person for opposing any practices prohibited by the Bylaws or for filing a complaint, testifying, assisting, or participating in an investigation. This includes action taken against a bystander who intervened to stop or attempt to stop a violation of the Bylaws.
  - i) Retaliation includes intimidating, threatening, coercing, or in any way discriminating against an individual because of the individual's complaint or participation.

- ii) Action is generally deemed retaliatory if it would deter a Reasonable Person in the same circumstances from opposing practices prohibited by the Code or from participating in the resolution of a complaint.

### Offenses Involving Property

- y) **Defacement, Destruction, or Misuse of Property:** Intentional and/or reckless misuse, destruction, or defacement of Property or of the property of other people without authorization.
- z) **Tampering, Destruction, or Falsification of Records:** Tampering with, destroying, or falsifying official records.
- aa) **Theft or Unauthorized Use:** Theft, attempted theft, or unauthorized acquisition, removal, or use of the property of another.

### General Infractions

- bb) **Aiding Infraction:** Knowingly assisting in the violation of any of the provisions of the IFC Bylaws.
- cc) **Continued Infraction:** Continued infractions of the IFC Bylaws.
- dd) **Other Illegal Activity:** Violating local, state, or federal laws otherwise not covered under the Code.

### Section II Initial Investigation

The Standards Board Advisor(s) and the Standards Board Chairperson will review each case to determine if the case is within the Greek Standards Board's jurisdiction. After initial review by Board Advisor(s) and Chairperson the standard required in a Standards Board hearing will be "preponderance of evidence" (i.e., answer the question, "Is it more believable than not that the situation or incident occurred?").

If a preponderance of evidence is determined:

1. The president of the accused fraternity/sorority, or like entity, will be given formal notification of the charges in writing. Included in the notification will be a set time and date for a Greek Standards Board Hearing.
2. Upon receipt of the formal notification, the accused fraternity/sorority, or like entity, shall contact the Greek Standards Board Chairperson within one week to schedule an administrative hearing or choose to proceed directly to a Greek Standards Board Hearing.
  - a. If the Incident Report Form is delivered during a university break, the administrative/Greek Standards Board Hearing may be scheduled after classes resume or held during the break if all parties are available.
3. administrative/Greek Standards Board Hearing may be scheduled after classes resume or held during the break if all parties are available.
4. If the accused chapter chooses an administrative hearing, then during the hearing with the president of the accused fraternity/sorority, or like entity, the Standards Board Chairperson and Board Advisor(s) will make one of the following decisions:
  - a. Dismiss the charges if not enough evidence of a violation is available.

- b. Agreed violation and move into Sanction Process.
- c. Move into a Standards Board Hearing.

### Section III Sanction Process

If a Responding Party admits to a violation of the Bylaws to the Vice President of Standards and Accountability, Greek Standards Board; or upon determination by the Vice President of Standards and Accountability, or Greek Standards Board that a Responding organization has been found in violation of the Bylaws, one or more of the following sanctions may be imposed in accordance with the provisions of the Bylaws (see Procedures Section):

1. **Assigned Educational Projects:** This may include research projects, reflective essays, counseling assessments, sanction seminars or other related assignments intended to promote learning.
2. **Community Service:** The type of service may be related to the nature of the violation.
3. **Deferred Sanction:** A specific period of time during which a sanction has been imposed but is stayed. Any further violation of the Code during that time may, at minimum, result in the imposition of the deferred sanction, and any new or additional sanctions deemed necessary.
4. **Disciplinary Probation:** A specified period of time when any further violation may result in additional sanctions, up to and including loss of recognition from the council.
5. **Fine:** Payment of money. Responding Parties who are unable to pay may discuss alternate payment arrangements.
6. **Official Warning:** Official acknowledgment of a violation and the expectation that it will not be repeated.
7. **Restitution:** Restitution, up to the replacement value of the items damaged, stolen, removed, or used without authority and damages incurred.
8. **Such other action(s) as the Greek Standards Board, Director of Policy and Procedure or Council Advisor may reasonably deem appropriate** (e.g., suspension of an organization's ability to host events with alcohol, suspension of organization's ability to participate in specific events including homecoming and Greek week, or other sanctions determined to be appropriate).

The standards board may impose a more severe sanction on a Responding Party when the board determines that a Responding Party intentionally selected the person or organization against whom the violation was committed, or selected the property damaged or stolen, because of the race, religion, color, sex, sexual orientation, gender identity, gender expression, national origin or citizenship status,

age, disability, genetic information or veteran status of that person, or the persons in the organization or the owner of the property

## Section IV Procedure

### 1) Procedures

Each Multicultural Greek Council Standards Board may adopt procedures for carrying out the provisions of the bylaws within the guidelines set forth as described below and consistent with the bylaws.

Administration and interpretation of the bylaws will be solely within the jurisdiction of the MGC Vice President of Standards and Accountability, the Greek Standards board, or the Center for Fraternity and Sorority Life. Such interpretation being pursuant to the procedures described in the bylaws.

### 2) Preliminary Inquiry

- a) Alleged violations of the Bylaws brought to the attention of the Interfraternity Council by University Employees, students, or members of the general public will result in the initiation of a Preliminary Inquiry. A Preliminary Inquiry will determine if there is sufficient information to warrant a Formal Investigation or informal resolution. Before interviewing or questioning of the Parties, notification must be provided under Notice of Investigation Section, Notice of Formal Investigation, unless doing so would be likely to jeopardize health or safety, or the integrity of the investigation, or lead to the destruction of evidence.
- b) Informal resolution may be used to resolve cases where:
  - i) There is sufficient information to support the allegations;
  - ii) All parties have mutually consented to the process; and
  - iii) The process is acceptable to the MGC Vice President of Standards and Accountability.
- c) The Parties have the right to end the informal process at any time and begin the formal complaint process. Mediation may not be used in cases of allegations of Alcohol or Health and Safety Violations.
- d) If, during the Preliminary Inquiry or at any point during the Formal Investigation, the Director of Policy and Procedure determines that there is no reasonable cause to conclude that the Bylaws have been violated, the standards board process will end and the Responding Party will be notified.
- e) The Director of Policy and Procedure, Greek Standards Board Members, and CFSL staff are expected to conduct due diligence to determine if there is a potential conflict of interest. If there is a conflict of interest for the Director of Policy and Procedure, the Director will refer the matter to another IFC Officer. If any member of the Standards Board or CFSL are conflicted, an alternate will be appointed.
- f) The parties have the right to raise any potential conflict of interest with the Director of Policy and Procedure or any member of the Standards Board or CFSL.

The Multicultural Greek Council aims to complete the investigation, including the Preliminary Inquiry and Formal Investigation, if any, within a sixty (60) business day time period from the date of initial notice to completion of the Formal Investigation, if any, which time period may be extended as necessary for appropriate cause.

### 3) Interim Measures and Actions

- a) If the alleged violation is a Health and Safety, Alcohol Policy, Hazing, or other sufficiently severe violation, the Interfraternity Council may provide Interim Measures or Actions intended to address the short-term effects of the alleged violation, and/or Retaliation, to the Parties and the community, and to prevent further violations of the Code.
- b) A Responding Party may be suspended from hosting events with alcohol or have privileges revoked pending the outcome of a Greek standards board proceeding if, in the judgment of the Director of Policy and Procedure, the Responding Party's continued operation in the fraternity community, pending the outcome of the proceeding, is likely to pose a substantial threat to the Reporting Party or to other people and/or is likely to cause significant property damage and/or disruption of or interference with the normal operations of the Fraternity Community. The Director of Policy and Procedure may converse with the Parties when such Interim Measures and Actions are considered.
- c) Responding Parties who have been issued an Interim Measures or Actions may seek review of that decision by requesting the Interfraternity Council President or designee to review the decision. The Interfraternity Council President or designee will review the request within five (5) business days of receipt.
- d) In accordance with Notification Standards, if the alleged violation is Alcohol Policy, Health and Safety, Hazing, or Sufficiently severe the Director of Policy and Procedure may inform the Fraternity/Sorority Community of any Interim Measures or Actions.
- e) Interim Measures or Actions, including but not limited to: interim social suspension, will be implemented to ensure as minimal negative impact on all involved while maintaining the safety of the University community and integrity of the investigation.

### 4) Notice of Formal Investigation

- a) Prior to commencement of a Formal Investigation, the MGC Vice President of Standards and Accountability will notify the Responding Chapter in writing per the Notification Standards of the following:
  - i) Alleged bylaw violation(s);
  - ii) Date(s) of alleged occurrence(s);
  - iii) Maximum possible sanctions which may be imposed;
  - iv) The procedures that will be used to resolve the complaint; and

v) Responding Party right of review.

5) Formal Investigation Process:

1. Upon the MGC Vice President of Standards and Accountability decision to commence a Formal Investigation, the MGC Vice President of Standards and Accountability will initiate the investigation or assign it to a trained investigator, as soon as practical.
2. The Multicultural Greek Council may undertake a delay in its investigation when criminal or university charges on the basis of the same behaviors that invoked this process are being investigated. The MGC will promptly resume its investigation and resolution processes once notified by law enforcement and/or university that their processes are complete.
3. All investigations will be thorough, reliable, impartial, prompt and fair. Investigations entail interviews with relevant parties and witnesses, obtaining available evidence, and identifying sources of information, as necessary.
4. The MGC Vice President of Standards and Accountability will provide regular updates to the Responding Party throughout the investigation, as appropriate.
5. During the Investigation the Parties may be accompanied by a Silent Advisor.
6. If no charges are being brought at the conclusion of the Formal Investigation, the MGC Vice President of Standards and Accountability will provide such notification to the Responding Chapter.

6) Hearing before the Greek Standards Board

A Hearing Before the Greek Standards Board will be held for cases that have not been resolved informally, and where the MGC Vice President of Standards and Accountability believes there is sufficient evidence to implicate a Bylaws violation of the bylaws of the Interfraternity council.

7) Hearing Preliminaries

- a) The Parties or the MGC VP of Standards and Accountability will have the right to challenge, for cause, any Greek Standards Board member by submitting to the Greek Standards Board Chair written notice stating the grounds for the challenge at least two (2) business days prior to the scheduled hearing. Removal of members for cause will be within the authority and at the discretion of the Greek Standards Board Chair or another member of the Greek Standards Board if the Chair is unable to exercise that function or is challenged for cause.
- b) At any proceeding before the Greek Standards Board, the Parties and witnesses may have the assistance of a silent Advisor.

- c) The hearing will be closed to the public. The Greek Standards Board Chair may permit, in addition to the Party's Advisor, one support person for each Party to observe the proceedings. At the discretion of the Greek Standards Board Chair, the Greek Standards Board Chair reserves the right to close the hearing.
  - d) If any Party or witness is not present at the time appointed for the hearing, the Standards Board will attempt to determine the reason for that party's absence. The Standards Board may proceed: (1) in a normal manner without their attendance; (2) hear only a portion of the testimony and adjourn to a later date; or (3) continue the entire hearing to a later date. The Greek Standards Board may not consider the absence of a party as relevant to whether the Responding Party committed the alleged violation of the bylaws.
- 8) Hearing Procedures
- a) Responsibility for recognizing and permitting persons to speak lies exclusively with the Greek Standards Board Chair.
  - b) Persons disruptive at any stage of the hearing may be evicted at the reasonable discretion of the Greek Standards Board Chair.
  - c) The names of witnesses and/or copies of written statements will be submitted to the Director of Policy and Procedure at least two (2) business days prior to the hearing for inclusion in the materials presented to the Greek Standards Board. At the discretion of the Greek Standards Board Chair, the Parties may submit written documents, oral testimony of witnesses, and all relevant documents, records, and exhibits at the time of the hearing.
  - d) The Director of Policy and Procedure will first present the results of the Investigation, clearly identify the violations that are being charged, and the evidence supporting that violation.
  - e) The Reporting Party may present oral testimony and/or written statements from any person(s) including the Responding Party, and all relevant documents, records and exhibits.
  - f) The Responding Party may then present oral testimony and/or written documentation themselves and/or from other witnesses, and all relevant documents, records and exhibits.
  - g) At any time during the proceedings, members of the Greek Standards Board may question witnesses or parties to the proceeding; witnesses or parties may only ask questions of each other at the discretion of and through the Greek Standards Board Chair. Questioning by any Advisor is not permitted. Advisors and support people may not speak at the hearing, except to their advisee.
  - h) After the presentation of all the information to the Committee, the Director of Policy and Procedure and the Responding Party may present summaries of their arguments to the Committee.
  - i) During the hearing, the Greek Standards Board may consider any relevant information, and will not be bound by the strict rules of legal evidence and may take into account any information which is of value in determining the



issues involved. Efforts will be made to obtain the most reliable information available.

- j) After all parties have presented their respective information, the Greek Standards Board will go into closed session to determine whether the Responding Party is in violation of the Bylaws. Deliberations are not recorded. A Greek Standards Board member should vote that the Responding Party is in violation of the Code only if a Preponderance of the Evidence demonstrates behavior that is in violation.
- k) A simple majority vote of responsible or not responsible for a violation of the bylaws by the Greek Standards Board members present will prevail. If the majority of the Greek Standards Board votes for not responsible or there is a tie, the Responding Party will be found not responsible.
- l) If a Responding Party is found to be responsible for the violation of Code, the Director of Policy and Procedure and the Responding Party may make recommendations to the Greek Standards Board as to the appropriate sanctions. The Greek Standards Board will go back into closed session and deliberate on sanctions. Deliberations are not recorded. A majority vote of the Greek Standards Board members is needed for an imposition of a sanction(s).
- m) After Greek Standards Board deliberations are concluded, the Greek Standards Board Chair will:
  - i) Inform the Responding Party of the finding of the Greek Standards Board, per the Notification Standards including:
    - (1) The section(s) of the bylaws found to have been violated;
    - (2) The sanction imposed; and
    - (3) The rationale for both the finding(s) and the sanction(s).
  - n) Sanctions imposed as the result of the Greek Standards Board hearing are implemented immediately unless the Chair of the Greek Standards Board stays their implementation in extraordinary circumstances, pending the outcome of a Greek Standards Board hearing.
- 9) Right of Review beyond the Greek Standards Board
  - a) In the event the Greek Standards Board finds the Responding Party responsible for a violation, and/or a sanction has been imposed, the Responding Party may request a review of the finding and/or sanction.
  - b) Requests for review will be in writing, state the issue(s) to be reviewed, and provide a detailed rationale for the request. The written request for a review will be submitted to the MGC President & Council Advisor within seven (7) calendar days after the Party(ies) has received notice of the Greek Standards Board finding(s) and shall not exceed five (5) pages in length.
  - c) The request for review to the MGC President & Council Advisor will be limited to the following grounds:
    - i) A procedural error or omission occurred that significantly impacted the outcome of the hearing (e.g. substantiated bias, material deviation from established procedures, etc.).

- ii) To consider new evidence, unknown or unavailable during the original hearing or investigation, that could substantially impact the original finding or sanction. A summary of this new evidence and its potential impact will be included in the written request for review.
  - iii) The sanction imposed is significantly disproportionate to the severity of the violation and/or the cumulative record of the Responding Party.
  - iv) Reconsideration of existing information and whether it supports the Greek Standards Board finding.
- d) The MFC President and Council Advisor will review request(s) for review. The original finding(s) and sanction(s) will stand if the request for review is not timely or is not based on the grounds listed at which point such a decision is final.
- e) The MGC President and Council Advisor review may result in:
- i) a change to the finding(s);
  - ii) a change in sanction(s), including a higher sanction, a lower sanction, the same sanction, or no sanction at all being imposed; or
  - iii) refer to university Center for Community Standards.

### **Section V Amendments to Standards Board Constitution**

The Standards Board Constitution is subject to the amendment procedures stated in the Multicultural Greek Council Constitution and is an addition to those documents.

## Appendix E Programming Expectations

### Article I Establishing the Importance and Value of Programming

The Greek Councils and The Center for Fraternity and Sorority Life at Washington State University (WSU) believe that educational programming for undergraduate fraternity and sorority members enhances their college experience outside the classroom. The programming provided at WSU highlights the more critical topics that influence fraternity and sorority life and informs men and women how to react to a variety of situations in college and life.

Washington State University recommends educational programming for their fraternity and sorority students. Because fraternity men and sorority women are held to a higher standard and belong to organizations that value the holistic college experience, programming completion has become an expectation for this student body.

Each semester the list of events that will qualify for chapter programming requirements will be announced during the first week of classes. This may be amended, and new event lists will be distributed at the Multicultural Greek Council and the National Pan-Hellenic Council (NPHC). The categories for chapter programming are Member Development, Health and Wellness, Social Justice Awareness, Risk Management, and Alcohol and Drug Education.

### Article II – Membership Attendance Requirements

- 1) All chapters are held to the following minimum standard per academic semester in order to fulfill individual fraternity and sorority programming requirements:
  - a) 80% of the chapter membership must attend one (1) educational “**out of house**” events per semester, which is approved by the Interfraternity Council.
    - i) An “**out of house**” program is defined as an educational opportunity that is open to all Greek students and the general public. The Vice President of Programming is responsible for creating and accepting the educational events and communicating them to chapter houses.
  - b) 80% of the chapter must attend one (1) educational “**in house**” event per semester, which is approved by the Interfraternity Council.
    - i) An “**in house**” program is defined as an educational opportunity that is open to only members of a single chapter.
    - ii) An “**in house**” program is a program that is not open to the public and is done either in a closed classroom, or an area that is seen as private for the members of the chapter. This is intended to promote more intimate conversation revolving around the culture and traditions of each individual chapter.
    - iii) The speaker or presenting group must be approved by the Council two weeks prior to the event and supporting documents must be completed within one week of the event.
      - (1) Educational programs must be provided by a presenter who has expertise in a relevant topic area.

- (2) Educational programs cannot be sales demonstrations or other events that lack appropriate educational outcomes.
- iv) The Programming Chair for each chapter is required to meet with the Vice President of Programming and discuss their in-house event and the reasoning behind the in-house one week in advance.
- c) 80% of the chapter membership must attend one (1) **sexual misconduct prevention education training**.
  - i) This requirement can be fulfilled through attending “community wide prevention education programming” events that are hosted by the Greek Councils or by hosting a “chapter based prevention education program” on each topic that is approved by the MGC Vice President of Programming.
  - ii) The council will host at least 4 community wide prevention education programs to enable membership to complete this
- d) 80% of the chapter membership must attend one (1) **alcohol and drug abuse prevention education training**.
  - i) This requirement can be fulfilled through attending “community wide prevention education programming” events that are hosted by the Greek Councils or by hosting a “chapter based prevention education program” on each topic that is approved by the MGC Vice President of Programming.
  - ii) The council will host at least 4 community wide prevention education programs to enable membership to complete this.
- 2) A chapter roster is defined as the list of members included on the official chapter roster that is submitted to the Multicultural Greek Council and The Center for Fraternity and Sorority Life.
  - a) Pledged members who join a chapter during semester prior to the submission of the official chapter roster must complete their programming requirements by the end of that academic semester.
  - b) If a member is no longer part of the organization, it is the duty of the fraternity to let the Multicultural Greek Council and The Center for Fraternity and Sorority Life know within two weeks of their removal from the chapter. If a student leaves the chapter after the submission there can be a request made for a roster change by the chapter leadership.

### Article III Programming Availability

- 1) The Panhellenic Council, Interfraternity Council, and/or Multicultural Greek Council sponsored programs will be offered throughout the year as chosen by the councils.
- 2) Programs offered through Washington State University departments or student groups will fulfill programming requirements only if the program is endorsed by the Panhellenic, Interfraternity, and/or Multicultural Greek Council(s).
- 3) Chapters have the ability to host any event “in-house.” It is mandatory that it be approved by the Multicultural Greek Council.
  - a) In order to do so they must complete the Presence form and have it be approved by the MGC Vice President of Programming two weeks prior to their event.

- 4) The final day to complete programming requirements is the Friday before the University- declared “Dead Week”.
- 5) University departments interested in providing educational events must present at a meeting of the programming chairs from the Panhellenic, Interfraternity and Multicultural Greek councils.

#### **Article IV – Learning Outcomes**

- 1) There will be 5 standard categories with listed learning outcomes which will help set a foundation to what kind of educational programs are beneficial for the multicultural organizations.
  - a) Hazing Prevention
  - b) Sexual Misconduct Prevention
  - c) Substance Abuse Prevention
  - d) Diversity, Equity, and Inclusion
  - e) Mental Health and Wellbeing

#### **Article V – Data Collection and Verification**

- 1) Card Swipes will be exclusively used for the tracking of attendance at educational events.
  - a) Chapters choosing to complete an in-house educational event will be required to supply their own card swipe or check one out from the council.

#### **Article VI – Programming Compliance**

- 1) Once a chapter completes their programming at the end of an academic semester, correspondence will be sent to the chapter’s (Inter)National organization informing them of the chapter's success.
- 2) Any chapter that is required to attend programs as part of sanctions will not be allowed to count these programs towards the requirements outlined in this appendix, unless approved by MGC.
- 3) The following Arete Awards will be distributed:
  - a) Most Creative Educational Program
  - b) Highest Percentage of Attendance
  - c) Most Educational Programs Completed

#### **Article VII – Noncompliance with Programming Requirements**

- 1) Failure to meet the outlined programming requirements will result in the following:
- 2) Programming Tier 1
  - i) If the chapter fails to satisfy the educational requirements in an academic semester, the chapter will be required to meet with the MGC V.P. of Programming to discuss the inability to complete the chapter education requirements.
  - ii) The chapter programming chair will be required to submit a plan to the Multicultural Greek Council of how they intend to ensure compliance the following semester.

- 3) Programming Tier 2
  - i) If the chapter fails to satisfy the educational requirements for two consecutive academic semesters, the chapter will be required to meet with the MGC V.P. of Programming to discuss the inability to complete the chapter education requirements.
  - ii) The chapter programming chair will be required to submit a plan to the Multicultural Greek Council or the National Pan-Hellenic Council of how they intend to ensure compliance the following semester.
  - iii) 80% of the chapter membership must attend an additional educational event of the chapter's choice the following semester.
- 4) Programming Tier 3
  - i) In addition to Tier 2 requirements, the chapter must sponsor/co-sponsor an educational event for the Washington State University Multicultural Greek fraternity and sorority community, approved by the Multicultural Greek Council or the National Pan Hellenic Council.
  - ii) The type of sponsorship/co-sponsorship will be determined with the Multicultural Greek Council VP for Programming, based on the chapter's resources.
- 5) Programming Tier 4
  - i) If the chapter fails to satisfy the educational requirements for three consecutive academic semesters then, in addition to Tier 3 sanctions, the chapter will be placed on supervised probation until all programming requirements are completed.
  - ii) Supervised probation includes loss of eligibility to participate in all fraternity/sorority related MULTICULTURAL GREEK COUNCIL activities such as: MGRW, MGC Week, etc.
  - iii) If any of the chapters fails to meet with VP of Programming regarding their status, they will be not be allowed to create any programming events and will be suspended until they have the arranged meeting.
- 6) A "tier" is applied for one academic semester.
  - a) If a chapter is on a tier and completes all the additional requirements, that chapter will not be on any tier the following semester.

## Appendix F Academic Standards

### Article I- The Purpose

This purpose of the academic requirements and the scholarship plan is to achieve academic success for the members of the Multicultural Greek Council.

### Article II- Our Goals

Our goals are as followed:

1. To have 15% or less deficient members
2. To create a more welcoming pursuit towards studying, attendance, and academic achievements, while still encouraging extracurricular activities
3. To increase the all MGC GPA to at least a 2.75 or better

### Article III - Standards:

Any organization that falls under the Multicultural Greek Council must maintain at least a 2.75 GPA or above to be in good academic standing with the Multicultural Greek Council.

- 1) All members of the Multicultural Greek Council should maintain a 2.0 or better to stay in good standing with the University. Those members that fall below this requirement will be considered academically deficient with the Multicultural Greek Council and the University.

### Article IV New Member Academic Standards

- 1) Each line or class of an organization of the Multicultural Greek Council must uphold the GPA requirement standard of a 2.75 semester GPA in an educational process.
- 2) Standards and requirements of potential new members must occur during the current semester.
  - a) Each organization reserves the right to determine academic requirements to start an educational process.
- 3) The time of enforcement of further requirements shall begin of the start of process to the end when the class or line have crossed or have been initiated.
  - i) The Executive Vice President and the VP of Scholarship will work with organizations under the Multicultural Greek Council who do one-year processes on a case by case basis.
- 4) Each organization must turn in a mid-term report of all new members academics to the CFSL within one week of grades being released.
  - a) Organizations whose members fall below the requirement will meet with VP of Scholarship to discuss further recovery steps of an intervention plan.
- 5) Non-compliance:
  - a) Any organization that does not meet the new member GPA requirement shall meet with have a meeting with the VP of Scholarship to discuss intervention plan for potential new members for the following intake/new member process.

## **Article V. Initiated Member Academic Standards**

- 1) Each initiated member shall have mandated study time.
  - a) A minimum of 5 hours of study time is required per week, per the chapter's discretion and if not, then the individual's discretion.
    - i) Members may use study hours if required by one's organization to report to the VP of Scholarship
  - b) Each organization's Academic/Scholarship Chair shall oversee reporting this to the Executive VP and/or VP of Scholarship by the seventh of the following month.
    - i) The Executive Vice President and/or VP of Scholarship will review the reports for compliance.

## **Article VI - Deficient Organization Requirements:**

If an organization by the end of the semester has below a 2.75 GPA the Academic/Scholarship Chair of that organization will have to meet with the Vice President of Scholarship of the Multicultural Greek Council.

An individual Academic Goal Plan for their organization will need to be completed no later than the first 3 weeks of that current semester.

This plan will include:

- 1) How the organization plans to get a 2.75 or above chapter GPA the following semester.
- 2) What resources does the Multicultural Greek Council, or the University have to help improve the academic success of the organization (this includes but is not limited to study tables and tutors)?
- 3) Have the organization's Academic/Scholarship Chair meet with the Vice President of Scholarship at least twice a month to make sure the members of their organization that are academically deficient are following their own individual organization's Academic Plan as well as the one provided by the Multicultural Greek Council.

## **Article VII - Study Tables Availability**

- 1) There must be a minimum of two study table days a week, available to the Multicultural Greek Council members
- 2) These study tables will be proctored by one of the council officers
- 3) Council officers must attend at least once a month unless there is a class conflict

## **Article VIII-Noncompliance with Academic Requirements**

- 1) Failure to meet the outlined academic requirements will result in the following:
  - a) Academic Tier 1
    - i) If the chapter fails to satisfy the academic requirements in an academic semester, the chapter will be required to meet with the MGC VP of Scholarship to discuss an academic plan



- ii) The chapter academic chair will be required to submit a plan to the Multicultural Greek Council of how they intend to ensure compliance the following semester.
- iii) In addition, if a chapter fails to complete the academic requirements, they are required to complete the following:
  - (1) They must provide a copy of their written Plan for Scholastic improvement, attend regular meetings with an MGC VP of Scholarship, complete an additional 4 hours of study tables mandatory for each member, and provide a midterm grade report to MGC VP of Scholarship.
- b) Academic Tier 2
  - i) If the chapter fails to satisfy the academic requirements for two consecutive academic semesters, the chapter will be required to meet with the MGC VP of Scholarship to discuss the inability to complete the chapter academic requirements.
  - ii) If the chapter fails to satisfy the academic requirements for two consecutive academic semesters, they must complete all Level One Activities, they must:
    - (1) Provide an Individualized Plan for Scholastic Improvement for each member, complete 6 hours of study tables mandatory for each member, and document bimonthly attendance at professor's office hours
- c) Academic Tier 3
  - i) If the chapter fails to satisfy the academic requirements for three consecutive academic semester the chapter must complete all level two activities, they will:
    - (1) Become ineligible for Areté Awards Recognition,
    - (2) must do 8 hours of study tables mandatory for each member,
    - (3) have bimonthly individual meetings with retention counselor in MSS/AEC,
    - (4) will have loss of participation in all MGC related events.
- d) Academic Tier 4
  - i) If the chapter fails to satisfy the academic requirements for four consecutive academic semesters, they will lose recognition under the Multicultural Greek Council.
- e) A "tier" is applied for one academic semester.
- f) If a chapter is on a tier and completes all of the additional requirements, that chapter will not be on any tier the following semester.

### Article IX Academic Fines

1. A monetary fine of \$10 per member that does not complete their required weekly study hours in their respective tiers.
  - a. In the event that a member fails consecutively to reach their required study hours per member, the fine will increase by \$5.

2. Each organization's study hours will be submitted to the VP of Scholarship every 7th of the month and failure to complete this task will result in a \$50 fine for the organization.
  - a. Fines will be assessed and sent out in 7 business days and have to be paid before the next 7th of the month.

## Appendix G Community Service Bylaws

### ARTICLE I Purpose

The Greek Councils and the Center for Fraternity and Sorority Life at Washington State University believe that community service for undergraduate fraternity and sorority members enhances their college experience outside of the classroom. On top of pre-approved community service opportunities organized by the chapter and/or individual members, the Council's, CFSL, and Center of Civic Engagement provide service opportunities that benefit the surrounding areas of the University and provides both fraternity men and sorority women the opportunity to be active local and global citizens.

### ARTICLE II Requirements

- A. Chapters that meet one of the following requirements will have satisfied the community service requirements and will not be subject to penalties outlined in Article IV, Appendix H.
  1. Eighty percent (80%) of each chapter of the Multicultural Greek Council are required to complete twelve hours of community service each semester, or the
    - i. In order for service opportunities to be recorded by the CCE and hours to count towards a chapter's final report, the community partner or event must be pre- approved with the CCE.
    - ii. Any service completed between June 16<sup>th</sup>, and December 15<sup>th</sup> shall count for the Fall Semester
    - iii. Any Service Completed between December 16<sup>th</sup> and June 15<sup>th</sup> shall count for the Spring Semester
  2. Average hours per member of the chapter meets or exceeds 12hours per member.

### ARTICLE III Chapters who meet requirements

- A. Chapters that fulfill a minimum of one of the requirements outlined in Article II, Appendix G will be eligible to receive the following incentives.
  1. A letter written to the chapters National Headquarters about your excellence in community service.

### ARTICLE IV Chapters who do not meet requirements

- A. Chapters who do not meet requirements outlined in Article II, Appendix G will be subject to the following penalties.
  1. Community Service Plan 1: 80-55% of the chapter complete their service hours



1. To get off supervised probation, a chapter must complete the requirements for the semester outlined in Article II Section A
3. Community Service Plan 3: 39% or less of the chapter complete their service hours
  - i. The chapter's community service chairman shall meet with the Director of Service and Philanthropy within the first two weeks of the semester to discuss community service hours and create a goal for the mid-term report and final report. Two weeks following the initial meeting, the chapter must submit a written community service plan that includes:
    - a. Community service chair, president, and vice-president's name and phone number.
    - b. Date, time, and location of five planned community service events.
    - c. Any bylaw from the chapter or chapter's international/national headquarters that pertains to community service.
    - d. Any other information that the community service chairman feels is valuable to the success of their chapter.
  - ii. Chapters on this tier will fall into supervised probation for the entirety of the semester as outlined in Appendix I.