

**Constitution and Bylaws
Multicultural Greek Council
Washington State University**

Updated: April 15th, 2024

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 (referred to as Oh eMe Te the phonetic spelling of the letters O,M,T), 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 and Association were officially adopted 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 9th, 2020 meeting of the MGC Delegates, the council voted to suspend all events that were not directly tied to academic purposes. On March 20th, 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 throughout 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 an effort to continue to grow the community and assist in the expansion of the community, with the support of the Director of the CFSL, the community committed to bringing a new chapter to the community. 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. Continuing the growth focus established by the Director of the CFSL, expansion efforts continued. In the Fall of 2022, the MGC welcomed Kappa Alpha Psi Fraternity, Inc. back to campus, as our first NPHC organization since all organizations closed during the pandemic. In an effort to better support the NPHC, membership in MGC was granted to the organization helping the men of Kappa Alpha Psi have representation in the FSL community, without needing to form an entire council comprised of only their membership.

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, 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 Washington State University 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 at Washington State University.

Article I: Name and Purpose

Section I: Name

The name of this organization shall be the Multicultural Greek Council at Washington State University and shall be comprised of ten (10) elected officers who shall make 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 recognized culturally based fraternities and sororities, 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)
 - a. This is the group of duly elected executive board officers representing the interests of the organizations represented on the Multicultural Greek Association.
2. The Multicultural Greek Association (MGA)
 - a. This is a group which maintains recognition of member organizations, presided over by the President of the MGC. Each member organization is entitled to representation in this group.
3. The Center for Fraternity and Sorority Life (CFSL)
 - a. This is the department on the Washington State University campus tasked with providing advising and support resources to the fraternity and sorority community.
4. The Associated Students of Washington State University (ASWSU)
 - a. This is the democratic body at WSU responsible for representing the needs of undergraduate students at Washington State University.

Article II: Values and Expectations

Section I: Expectations of Membership

All general members of recognized MGA Fraternities and Sororities shall be expected to meet the following basic expectations:

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.

Section II: Values Congruence

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 III: 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 Relationships:** 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 IV: Failure to Comply:

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

Article III: Authority and Responsibility

Section I: Scope of Authority

1. The Multicultural Greek Council 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 Multicultural Greek 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 if 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 MGA Delegates for the policy to permanently be part of the Multicultural Greek Council Constitution.

Section II: Responsibility

1. 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 shall also:
 - a. Act on behalf of the Association between meetings and in emergencies.
 - b. Serve as a steering committee in planning Association participation.
 - c. Act as a coordinator with the IFC/Panhellenic Council and in turn the sororities/fraternities at Washington State University.
 - d. Connect the Greek Community with University administration, faculty and other campus leaders through meetings and discussions as appropriate.

Article III: Membership

Chapter-holding Inter/national Organizations that have been granted Membership in the Multicultural Greek Association shall retain the full rights and privileges of membership, unless in bad standing, or with loss of recognition by Washington State University. Members shall be classified either in “Good Standing” or “Bad Standing” with the Multicultural Greek Council.

Section I: Standing

Recognized Members of the MGA shall be identified as either in Good Standing or Bad Standing, resulting in the following rights in privileges:

1. MGA Members in **Good Standing** shall:
 - a. Have all privileges and rights under the Washington State University Multicultural Greek Council Constitution and Bylaws.
 - b. Receive representation on all MGC publications that list, describe, or promote Member fraternity/sororities.
 - c. Hold voting rights at all MGC Delegate Meetings.
 - d. Allow members to hold positions on the MGC Executive Council.
 - e. Allow members to be representatives of the Greek Standards Board.
2. MGA Members in **Bad Standing** shall:
 - a. Be prohibited from receiving all rights outlined in Article III. Section II.1
 - b. Not be eligible for receiving Arete Awards
 - c. Be subjected to additional sanctions, as outlined in the MGC Bylaws.

Section II: Representation

1. Each sorority/fraternity shall be represented by an MGA Delegate, who is appointed or elected by their respective sorority/fraternity.
2. Each sorority/fraternity’s designated Delegate shall represent their respective organization in the MGC Delegates Meeting and shall have one (1) vote on behalf of their organization.

Section III: 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 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. Both the MGC and the CFSL are within their rights to establish reasonable criteria for membership in the MGC and recognition from Washington State University.

Section IV: 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 Greek Standards Board as provided in the bylaws. Multicultural Greek Council recognized chapters that experience a loss of recognition from Washington State University for up to one semester will be considered in bad standing for a one-year time frame. 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.

Section V: Expansion Procedures

1. Any non-chartered organization in good standing with the fraternal requirements of the Center for Fraternity and Sorority life and their Inter/national Organization that seeks membership with the Multicultural Greek Association shall:
 - a. Petition to the MGC for recognition, who shall report the petition at the following Multicultural Greek Council Delegates Meeting.
 - b. Establish an agreement with the Center for Fraternity and Sorority Life, and active status by Student Organization Services of Student Involvement and Leadership Development.
 - c. Be a Registered Student Organization (RSO) at Washington State University.
 - d. Provide proof to the Multicultural Greek Council from the respective organization's Inter/national organization expressing recognition and support of the local chapter.
2. Once all outlined requirements have been met, the organization shall be eligible for adoption to the MGA at the next scheduled Multicultural Greek Council Delegates Meeting.
 - a. Membership shall be decided by a supermajority (2/3) vote of the MGA.
 - i. Organizations may re-apply for recognition two (2) weeks after denial.

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 principal 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 Active member sororities/fraternities in good standing.

Section II: Method

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

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 recognized member of the MGA. 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 Executive Vice President and have a designated 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 Executive Vice President of their name and contact information.
 - a. The alternate delegate can serve as the temporary delegate until the chapter has confirmed the permanent delegate.

Article VIII: Anti-Hazing Statement

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.

Section II: Definition of Hazing

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).

MULTICULTURAL GREEK COUNCIL BYLAWS

Established May 2012

Article I: Officers and Advisors

Section I: MGC Officers

The MGC Council shall be comprised of the following officers: President, Executive Vice President, Vice President of Scholarship, Vice President of Programming, Vice President of Service, Vice President of Finance and Administration, Vice President of Public Relations, Vice President of Recruitment, Vice President of Diversity, Equity, and Inclusion, and Vice President of Standards.

Section II: Eligibility to Maintain Office

No candidate shall be eligible to maintain office in MGC unless they meet the following requirements:

1. Must be an active member of an MGA member in good standing with the MGC.
2. Must be enrolled and in academic good standing with Washington State University.
3. Shall maintain a cumulative GPA of 2.80 or greater and be in good standing with their own chapter.
4. Shall be elected by the active members of the Multicultural Greek Council.
5. Shall be able to serve for a term of one year. The term of office begins January 1st and ends every December 31st.
6. In the loss of a Chapter's loss of recognition, any officer of the respective chapter shall be removed from their position.
7. For vacancies see Section V.

Section III: Officer and Committee Duties

1. President
 - a. Preside at meetings of the Multicultural Greek Council.
 - b. Call special meetings as needed.
 - c. 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. Act as the representative between external groups and the Multicultural Greek Council
 - e. Discharge the duties of any officer in the event of resignation or forfeiture of office until a new officer is elected.
 - f. Create an agenda and facilitate MGC meetings and executive council meetings.
 - g. Understand the constitution and bylaws of the Multicultural Greek Council.

- h. Educate the fraternities and sororities referred to the Greek Standards Board about the Multicultural Greek Council, University, Federal, State and local policies.
 - i. 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.
 - j. Foster collaboration with other Council's registered with the CFSL.
2. Executive Vice President
- a. Responsible for the logistics work for MGC 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. Fulfill the duties of the President in the event of the President's absence, resignation, or forfeiture of office.
 - c. 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. Perform such other duties as assigned by the president.
 - e. To work with chapters' New Member Educators.
 - f. Coordinate the New Member Retreat each semester.
 - g. Coordinate the Multicultural Greek Leadership Summit on annual basis.
 - h. Facilitate the leadership development of all members.
3. Vice President of Scholarship
- a. Host one academic workshop per semester for the general scholastic achievement of members.
 - i. Coordinate the distribution of MGC Graduation Cords to any rostered graduating member on a Chapter's active roster.
 - b. Provide space for MGC Study Tables
 - c. Establish Academic Achievement Plans with each Chapter's scholarship chair.
 - d. Communicate semesterly grade reports to the respective Chapter's scholarship chair and Chapter President
 - e. Work with chapters placed on Academic Tiers for achievement of all outlined requirements.
 - f. Share opportunities for scholarships for members of the Multicultural Greek community.
4. Vice President of Finance and Administration
- a. Record and distribute the minutes of the Multicultural Greek Council and of the Executive Council meetings.
 - b. Maintain a file of all Multicultural Greek Council proceedings and correspondence.
 - c. Handle all financial matters of the MGC including preparation of the annual budget for the MGC, formal recruitment week, and any items in need of purchase by other council members.

- d. Prepare and pass a balanced budget for each semester's operations.
 - e. Oversee the planning and execution of all fundraising endeavors of the Multicultural Greek Council.
 - f. Raise funds for MGC events, programming, and projects.
 - g. Create monthly financial ledgers (reports), which shall be presented in the last Delegates meeting of the month and individually with the MGC Advisor.
 - h. Maintain a transitional binder with budgets, ledgers, and pertinent information that would allow the upcoming VP of Finance and Fundraising a smooth transition to their roles.
5. Vice President(s) of Recruitment
 - a. Oversee the planning and execution of all MGC sponsored recruitment programs and events.
 - b. Work closely with the Center for Fraternity and Sorority Life, Multicultural Student Services, Panhellenic Recruitment Chair, as well as with IFC and NPHC.
 - c. Coordinate year-round recruitment programs.
 - d. Coordinate with the members of MGC to establish a Greek Ambassador Program.
 - e. Coordinate summer Alive! recruitment efforts.
 - f. Reside in Pullman, Washington for the duration of the summer to serve as the Recruitment Representative for the MGC community. 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
 - a. Provide a comprehensive public relations program for the Multicultural Greek Council.
 - b. Ensure distribution of positive press for the WSU Greek Community.
 - c. Promote the Multicultural Greek Community
 - d. Serve as a liaison to the outside community.
 - e. Update website, publication, Facebook, etc.
 7. Vice President of Programming
 - a. Coordinate and implement signature MGC events, 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 Service

- a. 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. 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. Work with chapter community service and philanthropy chairs to ensure completion of Chapter's service hour requirements.
 - d. Complete at least one philanthropy each year.
 - e. Perform other duties as assigned by the president.
9. Vice President of Standards
- a. Meet with each organization's risk management chair semesterly to review all social events, risk management, and event policy guidelines.
 - b. Review all off-campus registered social events.
 - c. Maintain and understand the constitution and bylaws of the Multicultural Greek Council.
 - d. Educate Chapters on how and when to submit incident reports and collaboration with the CFSL for any chapter-related incidents.
 - e. Partner with the MGC VP of Programming to provide one (1) health and safety-related program relevant to the Multicultural Greek community.
 - f. Manage the investigation and process of any issue referred to the Greek Standards Board through the prescribed process.
 - g. Educate the chapters referred to the 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) to establish safe risk management policies and procedures.
10. Vice President of Diversity Equity and Inclusion
- a. Be responsible for the diversity, inclusion, and support of marginalized groups on campus.
 - b. Coordinate with the VP of Programming to provide member education relating to sexual violence prevention, hazing prevention, mental health awareness, suicide prevention and substance abuse within the community.
 - c. Maintain an open line of communication with the other Greek Councils to serve as a point of communication regarding diversity, equity, and inclusion.
 - d. Schedule one event per semester for the Multicultural Greek community to educate issues surrounding diversity, equity, and inclusion.
 - e. Host at least one event/tabling, per semester with IFC & Pan that brings awareness to a national month.

- f. Table two times a semester or more with resources on a specific topic that can benefit the community.
- g. Meet with Chapter's DEI Chair to discuss free speech vs. Hate Speech and provide reporting resources for DEI chairs to bring to their chapters.
- h. Maintain relationship with the Compliance and Civil Rights Faculty and visit by monthly.
- i. Plan Women's Retreat in the Fall Semester
- j.

Section IV: Multicultural Greek Council Advisor

The Official Advisor(s) for the Multicultural 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 by the MGC Executive Council. If more than one position is not filled the unfilled positions may be combined into single or multiple committees. This decision relies solely upon the discretion of the Multicultural Greek Council:
 - a. President, Executive Vice President, Vice President of Service, Vice President of Finance, Vice President of Scholarship, Vice President of Programming, Vice President of Public Relations, Vice President of Recruitment, and Vice President of Standards.
 - b. The Committee shall convene to review applications and select a successful candidate.
 - i. Applications must be posted for a minimum of 2 days and communicated to all organizations to ensure opportunity to all eligible community members to apply for positions.
 - ii. The committee shall then meet to review applications.
 - iii. The committee shall interview applicants.
 - iv. The committee shall elect individuals to the vacant role by a minimum of a 2/3 vote of the committee.
 1. If a vote fails, or no qualified candidates are identified. The position must be reposted, and the vacancy process repeated.

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 the advisor. The evaluations must be completed 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

The process for election of the MGC officers will consist of the following components:

1. 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.
2. Slate Process/Committee
 - a. A committee will be comprised of one representative from each organization and council officers who are not candidates for any position.
 - b. The Committee will interview and then evaluate all the nominations submitted by MGC Delegates and MGC community members.
 - c. 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
 - d. 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 in 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 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 members and associate/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 MGA Member 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.
 - a. Every MGA Chapter shall be allowed one (1) unexcused absence per academic semester.
4. All attendance records shall be submitted to the MGC Vice President of Finance 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 Administration.
 - 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: 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 in the organization being sent to the Greek 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 IV: 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.
 - a. Public events do not include events such as tabling, in-house programming, off-campus events, or any invite-only, private events.
2. Penalties for Violations of Founders' Day Clause
 - a. Should an active chapter within the Multicultural Greek Association violate the Founder's Day Clause, that active chapter shall be subject to a hearing with the Greek Standards Board.
3. Founding Dates Listed:
 - a. Alpha Nu Multicultural Sorority, Inc. - Feb 27
 - b. The Lovely Sisterhood of Chi Delta Sigma Sorority, Inc. - Feb 8
 - c. Chi Sigma Alpha National Sorority, Inc. - Sept 25
 - d. Gamma Alpha Omega Sorority, Inc. - Jan 25
 - e. Gamma Iota Omicron Fraternity, Inc. - Feb 7
 - f. Kappa Alpha Psi Fraternity, Inc. – Jan 5
 - 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 V: 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. 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, 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

If an event is in collaboration with an organization outside of the Multicultural Greek Council, submission guidelines must follow the strictest policy outlined in each respective Council Bylaws.

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.

Article V: Requirement Reward System

Organizations shall be placed into a point-based reward system based on performances in Academic, Programming, and Service Requirements. The ranking system shall give priority to Reveal/New Member Presentation (or any event that takes its place) dates for the following semester.

1. Chapters may earn up to 31 total points towards their selection date, composed in the following breakdown:
 - a. 11 Total Points towards Programming Reports
 - b. 10 Total Points towards Academic Reports
 - c. 10 Total Points towards Service Reports
2. Reporting numbers shall be maintained by the Vice President of Finance and Administration in conjunction with the MGC Advisor.

Section I: Programming Opportunities

1. Chapters shall be eligible to earn up to eleven (11) points based on the average attendance at all Programming events. Average Chapter Programming Attendance is calculated by averaging attendance at in-house, out-of-house, Sexual Misconduct Prevention, and Drug and Alcohol Abuse Prevention Programming.
 - a. Separate from this policy, the University Relationship Agreement mandates an 80% chapter attendance at Drug and Alcohol Abuse Prevention Programming.

- i. Failure to meet this requirement results in a loss of three (3) points from the Programming Requirement category.

Section II: Academic Requirements

1. Chapters shall be eligible to earn up to ten (10) points based on the average Grade Point Average of their rostered members for that respective semester. Average Grade Point Average reports are calculated and administered by the Center for Fraternity & Sorority Life and distributed by the MGC VP of Scholarship.

Section III: Service Requirements

1. Chapters shall be eligible to earn up to ten (10) points based on the average completed Service Hours of their rostered members for that respective semester. Average Service Hour reports are calculated and administered by the Center for Fraternity & Sorority Life and distributed by the MGC VP of Service.

Article VI: Programming Expectations

The Greek Councils and The Center for Fraternity and Sorority Life at Washington State University believe that educational programming for undergraduate fraternity and sorority members enhances their college experience outside of 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 and sorority members are held to a higher standard and belong to organizations that value the holistic college experience, programming completion has become an expectation for members of this Association.

Section I: Membership Attendance Requirements

1. All Chapters shall be held to the following minimum standard per Academic Semester to fulfill individual fraternity/sorority programming requirements:
 - a) 80% of chapter membership must attend one (1) “Out of House” educational programming per semester, approved by the VP of Programming.
 - i) An “Out of House” program shall be defined as an educational opportunity that is open to the general public, created and/or approved by the Vice President of Programming.
 - b) 80% of chapter membership must attend one (1) “In House” educational programming per semester, approved by the VP of Programming.
 - i) An “In House” program shall be defined as an educational opportunity that is strictly provided to the hosting member’s Chapter, completed in a private space to promote more intimate

conversations revolving around the culture and traditions of each individual chapter.

- ii) All “In House” speaker/presenters must be approved by the VP of Programming no less than two (2) weeks prior to the event with supporting documentation provided no less than one (1) week prior to the event.
 - (1) Educational Programs must be provided by a presenter who has expertise in a relevant topic area.
 - (2) Educational Programs shall not be sales demonstrations or other events that lack appropriate educational outcomes.
- iii) The respective Chapter’s Programming Chair is required to meet with the Vice President of Programming to discuss the event and curriculum of the Program no less than one (1) week in advance.
- c) 80% of chapter membership must attend one (1) “Sexual Misconduct Prevention Education Training” per semester, approved by the VP of Programming.
 - i) This requirement can be completed by attending “community wide prevention education programming” events sponsored or approved by the VP of Programming, including chapter-based prevention education programs.
- d) 80% of chapter membership must attend one (1) “Alcohol and Drug Abuse Prevention Education Training” per semester, approved by the VP of Programming.
 - i) This requirement can be completed by attending “community wide prevention education programming” events sponsored or approved by the VP of Programming, including chapter-based prevention education programs.
- 2. Chapter Membership shall be defined as the list of members included on the official chapter roster submitted to the MGC and the CFSL.
 - a) Members who are initiated into an organization are responsible for all programming requirements for that Academic Semester.
- 3. Any chapter that is required to attend programming as a requirement for completion of any sanctions will not count towards the requirements for the attendance requirement.

Section II: Programming Availability

- 1. The MGC Vice President of Programming shall work with the Panhellenic and Interfraternity Council to sponsor events for programming credit, as chosen at the discretion of the Councils.
- 2. Programs offered through WSU departments or student groups will fulfill programming requirements only if endorsed/sponsored by the Multicultural Greek Council, in collaboration with the Panhellenic and Interfraternity Councils.
- 3. Chapters shall have the ability to host any “In House” programming, as long as approved by the MGC VP of Programming.

4. All event registration requirements shall be met, and the program approved by the VP of Programming no less than two (2) weeks prior to the event.
5. The final day to complete Programming Requirements shall be the final day of allowed events, as outlined by the University Calendar.
6. University departments interested in providing educational events shall present at a meeting of the programming chairs from the Panhellenic, Interfraternity, and Multicultural Greek Councils.

Section III: Data Collection and Verification

1. Attendance shall be collected at the end of each programming event via the 'Involve' App. Attendees must stay the entire programming event and not be asked to leave to receive credit.
 - a) Any appeal to attendance shall be emailed to the Vice President of Programming no more than two (2) weeks after the initial report for the previous semester is provided.
 - b) Complications with completing program requirements (work, labs, mandatory meetings, or classes) must be communicated with the VP of Programming by the fourth (4th) Friday of the Academic Semester.

Section IV: Noncompliance with Programming Requirements

1. Failure to meet the outline programming requirements will result in the respective Chapter being placed in the following Tier System:
 - a. Programming Tier One
 - i. If a Chapter fails to meet any of the programming requirements in the previous academic semester, they shall be required to meet with the MGC VP of Programming bi-monthly to ensure compliance with current requirements.
 - ii. If a Chapter meets all programming requirements for the current semester, they shall be removed from Programming Tier One for the next semester.
 - b. Programming Tier Two
 - i. If a Chapter fails to meet any of the programming requirements for two consecutive semesters, they shall be required to meet with the MGC VP of Programming monthly to ensure compliance with current requirements.
 - ii. The Chapter's Programming Chair shall submit a written plan outlining a strategy to ensure compliance with all requirements.
 - iii. If a Chapter meets all programming requirements for the current semester, they shall be placed into Programming Tier One for the next semester.
 - c. Programming Tier Three
 - i. If a Chapter fails to meet any of the programming requirements for three consecutive semesters, they shall be required to meet all expectations outlined in Programming Tier Two,

- ii. The Chapter shall Sponsor/Co-Sponsor an educational event for the Multicultural Greek Community, approved by the MGC,
 - 1. The type of sponsorship shall be determined by the MGC VP of Programming.
- iii. If a Chapter meets all programming requirements for the current semester, they shall be placed into Programming Tier Two for the next semester.
- d. Programming Tier Four
 - i. If a Chapter fails to meet any of the programming requirements for four consecutive semesters, they shall be required to meet all expectations outlined in Programming Tier Three,
 - ii. The Chapter shall be considered in Bad Standing by the MGC, and lose eligibility to participate in all MGC activities, including MGRW.
 - iii. If the Chapter fails to meet with the MGC VP of Programming monthly, they shall not be allowed to register any programming events until a meeting takes place.
 - iv. If a Chapter meets all programming requirements for the current semester, they shall be placed into Programming Tier Three for the next semester. If a Chapter fails to meet all requirements for Programming Tier Four for two (2) consecutive semesters, they shall lose membership in the MGA and recognition from the MGC.
- 2. A Programming Tier shall last for one (1) Academic Semester, until a new Programming Report has been issued by the VP of Programming.

Article VII: Academic Expectations

Academic requirements set forth in Article IV Section IV of these bylaws outline the commitment to success and academic achievement for the members of the Multicultural Greek Community.

Section I: Standards

1. Any organization recognized by the MGC shall maintain at least a 2.75 GPA to be considered in good academic standing with the MGC.
 - a. Chapters who fail to maintain good academic standing with the MGC shall be subject to the Academic Standards Tier system.
2. Any organization recognized by the MGC that fails to maintain at least a 2.0 GPA shall be considered in Bad Standing with the MGC and academically deficient with Washington State University.
3. All New Member classes/lines of a respective organization must maintain a 2.65 semester GPA throughout the duration of their education process.
 - a. All member organizations shall reserve the right to determine their own academic requirement to start an education process for individual

members, in accordance with their (Inter)national headquarters/local advisory board.

- b. New Member classes/lines that fail to meet the requirement shall be subject to intervention with the VP of Scholarship to discuss eligibility for intake.

Section II: Noncompliance with Academic Requirements

1. Failure to meet the outline academic requirements of a 2.75 Chapter GPA average will result in the respective Chapter being placed in the following Tier System:
 - a. Academic Tier One
 - i. If the chapter fails to satisfy the academic requirement of a 2.75 Chapter GPA in the previous academic semester, they shall meet with the MGC VP of Scholarship and establish a Academic Success Plan with the VP of Scholarship
 - b. Academic Tier Two
 - i. If the chapter fails to satisfy the academic requirement of a 2.75 Chapter GPA for two consecutive semesters, the chapter shall be required to meet with the MGC VP of Scholarship monthly, discussing updates and check-ins on the scholastic progress of the Chapter,
 - ii. The Chapter shall provide individual Academic Success Plans for every Chapter member, submitted to the MGC VP of Scholarship
 - iii. If a Chapter meets all academic requirements for the current semester, they shall be placed into Academic Tier One for the next semester.
 - c. Academic Tier Three
 - i. If a Chapter fails to meet any of the academic requirements for three consecutive semesters, they shall be required to meet all expectations outlined in Academic Tier Two,
 - ii. Complete eight (8) total study hours per member via study tables registered on Presence and approved by the VP of Scholarship
 - iii. If a Chapter meets all academic requirements for the current semester, they shall be placed into Academic Tier Two for the next semester.
 - d. Academic Tier Four
 - i. If a Chapter fails to meet any of the academic requirements for four consecutive semesters, they shall be required to meet all expectations outlined in Academic Tier Three
 - ii. The Chapter shall be considered in Bad Standing by the MGC, and lose eligibility to participate in all MGC activities, including MGRW.
 - iii. If a Chapter meets all academic requirements for the current semester, they shall be placed into Academic Tier Three for the

next semester. If a Chapter fails to meet all requirements for Academic Tier Four for two (2) consecutive semesters, they shall lose membership in the MGA and recognition from the MGC.

Article VIII: Service Expectations

The Multicultural Greek Council 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 MGC, the CFSL, and the Center for 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 and global citizens.

Section I: Service Requirements

Chapters shall be required to have eighty percent (80%) of their rostered members complete at least twelve (12) hours of community service each semester.

1. For service opportunities to be recorded and count toward the chapter's Service Report, the community partner and/or event must be pre-approved by the MGC and the CCE as a recognized service opportunity.
2. Any service hours completed between June 16th and December 15th shall count towards the Fall Semester requirement. Any service hours completed between December 16th and June 15th shall count toward the Spring Semester requirement.
3. ASWSU Multicultural Conferences and Student-Led Conferences may not account for more than one-half (1/2) of the total hours completed toward an individual member's requirement.
 - a. Members are welcome and encouraged to complete additional hours via conferences that will count toward the Chapter's total house completed, however only six (6) hours can count toward the minimum individual requirement.
 - b. Directors, Co-Chairs, and Team Leaders of ASWSU Multicultural and Student Led Conferences shall be exempt from the total hour requirement outlined by Article VIII Section I.3.

Section II: Noncompliance with Service Requirements

1. Failure to meet the outlined service requirements of a 80% average of rostered members completing twelve (12) hours of community service will result in the respective Chapter being placed in the following Tier System:
 - a. Service Tier One (55-79.99%)
 - i. Chapters who 55-79.99% of members meet the minimum service requirement shall be placed on Service Tier One

1. The Chapter's Community service chair shall meet with the VP of Service monthly to create and update an written action plan for the mid-term report and final report.
 2. The Chapter shall submit a written Community Service Plan within the first two weeks of the semester, addressing:
 - a. Chapter's service chair, president, and vice president's name and phone number
 - b. Date, time, and location of three planned and approved service events.
 - c. Any bylaw/requirement from the Chapter or Chapter's (inter)national headquarters/alumni board pertaining to service requirements.
 3. Failure to complete requirements shall result in being sent to the Greek Standards Board.
- b. Service Tier Two (40-54.99%)
- i. Chapters who 40-54.99% of members meet the minimum service requirement shall be placed on Service Tier Two
 1. The Chapter shall be required to meet all expectations outlined in Service Tier One
 - a. Planned service events by the chapter shall total twelve (12) total hours per member.
 2. Failure to complete requirements shall result in the Chapter being placed into Bad Standing until completion of service hours by the Chapter with provided proof.
- c. Service Tier Three (<40%)
- i. Chapters who less than 40% of members meet the minimum service requirement shall be placed on Service Tier Three
 1. The Chapter shall be required to meet all expectations outlined in Service Tier Two
 2. The Chapter shall host a closed informational session with the Center for Civic Engagement to discuss service opportunities and the importance of community service.
 - ii. The Chapter shall be considered in Bad Standing by the MGC, and lose eligibility to participate in all MGC activities, including MGRW after two (2) consecutive semesters on Service Tier Three.

Article IX: Finances

Section I: Financial Management

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

The MGC Vice President of Finance shall create an operating budget for the following semester to the Association. The Budget shall account for any planned expenses for the following semester, including MGC Events, programming opportunities, advertising events, and anything else deemed appropriate by the MGC. The budget will be presented to the MGA and must be passed by a majority vote of MGA representatives at an announced meeting of the Multicultural Greek Council delegates.

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 being 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 shall be due by the second meeting of delegates each academic semester, or at the second meeting of delegates after the approval of a budget, at the discretion of the VP of Finance and Administration.
 - 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. The expenditure budget shall take into consideration the financial ability of member Chapters of the MGC, while addressing the needs and responsibilities of the MGC.
 - ii. Chapters shall be issued notice a minimum of 2 weeks before bills are due.
 - iii. The cost of the Vice President of Recruitment's stipend must be split 50:50 each semester to reduce spring costs on chapters.

Section IV: Late Fees

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, programming requirements, or other sanctions deemed appropriate by the MGC.
- 3 Weeks Late
 - Chapters will be assessed a late fee of 7% of their total outstanding balance.
 - Chapters will be placed in Bad Standing due to financials with the MGC.
- 4 Weeks Late
 - Chapters will be suspended from operation across the community.

Payment plans can be arranged through the MGC Vice President of Finance and Administration and shall be communicated via email at least one (1) week prior to the due date of an invoice. Chapters shall not be subject to late fees if current on an approved payment plan.

ARTICLE X: 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. Revised October 30, 2023 - Emilia LaPointe-Rosas
22. Revised April 15, 2024 – Chloe Ko

Appendix A: The Greek Standards Board

Established January 2015

Article I: Purpose of the Greek Standards Board

The purpose of the Greek Standards Board is to affirm that fraternity/sorority, or a 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 Greek 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: Greek Standards Board Composition

The Greek Standards Board will be composed of members of MGC, IFC, and Panhellenic chapters at Washington State University appointed by the three council's VP of Standards/Policy & Procedure. 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 Greek 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 Greek 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 Vice President of Standards and Accountability, 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 MGC 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 MGC Bylaws.
- cc) **Continued Infraction:** Continued infractions of the MGC 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. 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, Vice President of Standards and Accountability 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 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 Vice President of Standards and Accountability 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 Vice President of Standards and Accountability, 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 Vice President of Standards and Accountability, the Vice President will refer the matter to another MGC 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 Vice President of Standards and Accountability 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 Vice President of Standards and Accountability, 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 Vice President of Standards and Accountability 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 Vice President of Standards and Accountability 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 Vice President of Standards and Accountability 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 Vice President of Standards and Accountability 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 Vice President of Standards and Accountability 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 Vice President of Standards and Accountability 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 MGC 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.