

Fraternity and Sorority Community Action Plan

Immediate Recommendations

- **Mandatory Training & Student Development Sessions:** These sessions will be held weekly from November 3rd to December 6th in an effort to educate and support member development related to issues facing fraternity and sorority communities nationally. All members are required to attend one by December 6, 2017. Failure of 100% of chapter members participating results in the chapter not being in good standing, which includes notification of the national organization and a loss of social event privileges for the current and following semester. Failure to participate would also prevent the chapter from meeting minimum chapter standards.

Content to include:

- Fraternity & Sorority Risk Management Guidelines
 - Hazing Prevention
 - Title IX/Sexual Assault Prevention
 - Bystander Intervention
- Listing of fraternity and sorority judicial summaries on the Student Leadership & Involvement website to inform potential members of chapters who have a history of judicial incidents.
<http://www.memphis.edu/studentinvolvement/studentengagement/judicial-status.php>
 - Updated Pillars of Excellence assessment and awards program to include minimum standards for chapters. Meeting minimum standards includes but is not limited to participation in hazing prevention workshops, Title IX and bystander trainings, risk management trainings, leadership and organizational workshops, service, ritual, new member education, etc. Failure to meet minimum standards for one year results in the chapter not being in good standing which includes a loss of social event privileges for the current and following semester and notification of the national organization. Failure to meet minimum standards for two consecutive years results in the chapter not being allowed to operate on campus.
 - Mandatory advisor trainings to be held once per year. Content will include hazing prevention, Title IX and bystander trainings, risk management training, and how to partner with the University to support students. Failure to participate results in the chapter not being in good standing which includes loss of social event privileges for the current and following semester and notification of the national organization. Failure to participate would also prevent the chapter from meeting minimum chapter standards.

Expanded Community Standards

- Implementation of a formal recruitment process for the Interfraternity Council with dates set by Student Leadership & Involvement. Removal of all informal IFC recruitment events.
- Mandatory Potential New Member Orientation for all students wishing to participate in a recruitment or membership intake process including topics such as the following: alcohol/drug safety, hazing prevention, and Title IX/sexual assault/bystander intervention. Failure to participate results in failure to participate in formal or informal recruitment processes.

- Mandatory completion of Haven for any student wishing to participate in a recruitment or membership intake process.
- Required, University provided officer trainings for the following chapter positions: President, New Member Educator, Risk Manager, Recruitment Chair, Vice President for Standards, and Social Chair. For chapters whose executive board structure do not include these specific officers, the officers mandated to attend will be identified by the Assistant Director for Student Engagement. Failure for required positions to participate results in the chapter not being in good standing which includes a loss of social event privileges for the current and following semester and notification of the national organization. Failure to participate would also prevent the chapter from meeting minimum chapter standards.
- Required attendance at the New Member Symposium for all new members and previous semester initiates of culturally based organizations. Failure to participate results in the chapter not being in good standing which includes a loss of social event privileges for the current and following semester and notification of the national organization. Failure to participate would also prevent the chapter from meeting minimum chapter standards.
- All Chapters will adopt practices outlined in the [NIC's Enhanced Health and Safety Policies Pilot Program](#). To include the following practices:
 - Alcohol is only permitted in private living quarters of chapter facilities for residents above the legal drinking age, and must be below 15% alcohol by volume (ABV). Guests are not allowed to consume alcohol in private living quarters.
 - During a registered event, alcohol possession and distribution must be restricted to common spaces of a chapter facility for the duration of the event.
 - All national organization risk management policies related to guest access, alcohol distribution, etc. must be adhered to for any social event or the event will be cancelled in its entirety.
 - Alcohol above 15% ABV may only be served by a licensed and insured third-party vendor (regardless of event location) at registered events.
 - In partnership with each host institution, chapters are limited to three social events per semester that include alcohol, all of which must be registered online via TigerZone in advance. These events include socials, parties, formals, swaps, date parties, chapter hosted alumni events, etc. Philanthropy events with alcohol or held at bars/taverns are prohibited.
 - Each chapter will utilize a standardized event management and guest registration procedure (regardless of event location) which will require the pre-registration of all invited guests, their host member and their contact information. Guest lists must be provided to the University 24 hours in advance of the social event.
 - Events must be limited to no more than 400 individuals for events with alcohol or to the attendance specified by fire code for the location (whichever is lower).
 - All events held at off campus locations including local bars, rented venues, etc. must be closed to the public for specific organizational use if alcohol is served.

Failure adhere results in the chapter not being in good standing which includes a loss of social event privileges for the current and following semester and notification of the national organization. Failure to adhere would also prevent the chapter from meeting minimum chapter standards.

Loss of Good Standing Status

Loss of chapter good standing will result in immediate social probation of the organization which includes a loss of social event privileges for the current and following semester and notification of the national organization.

- Any chapter deemed not in good standing will receive written notification from the Assistant Director for Student Engagement. All appeals must be made in writing to the Associate Dean of Student Leadership & Involvement.
- Loss of chapter social privileges for the current semester and the following semester.
- Inability to achieve minimum standards within the Pillars of Excellence Assessment & Awards program.
 - Failure to meet minimum standards for two consecutive assessment cycles will result in the chapter being placed on inactive status for a minimum of one year, at which time the chapter would be required to petition Student Leadership & Involvement to regain active status.