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**10.1 INTERFRATERNITY COUNCIL**

**A. "Clean-Rush" Resolution (12/3/03)**

Whereas formal recruitment is a period for a potential new member to visit as many fraternities as possible so that they may find the one best fit for them.

Whereas the time leading up to bid signing is a time where a potential new member would examine all the bids presented to him/her in order to make the best decision for him/herself.

Whereas a potential new member should not feel any pressures from any chapters to sign a bid with them

Be it resolved that from the day where formal recruitment starts until IFC's bid signing day, no chapter shall make a rushee sign or accept any bid, whether it is symbolic, formal or binding, written or oral, or fill out any forms for the local or national organization relating to pledging that particular fraternity house until the rushee has signed their bid at OFSA.

Be it further resolved that a fraternity breaching this resolution will be considered to have violated IFC's formal recruitment policy.

### **B. Bias Resolution (3/10/04)**

WHEREAS, The Cornell University InterFraternity Council encourages all chapters and chapter members to uphold our Greek community values of ethical leadership, scholarship, fellowship, service, and character;

WHEREAS, The Cornell University InterFraternity Council seeks to enhance the unity between and within the InterFraternity Council, the Interfraternity Council, and the Multicultural Greek Letter Council through diversity education and awareness;

WHEREAS, Negative stereotypes on the basis of race, religion, sexual orientation, disabilities, or gender inhibit both the progression towards unity within the InterFraternity Council, the Panhellenic Association, and the Multicultural Greek Letter Council and the fellowship of our members;

Be it resolved, That the InterFraternity Council does not support actions or events that portray such negative stereotypes.

### **C. Stripper Resolution (2/23/05)**

WHEREAS, The Cornell University Panhellenic Association, Interfraternity Council, and Multicultural Greek Letter Council encourage all chapters and chapter members to uphold the values of the Greek Community of intellectual life, personal growth, mutual support, and respect;

WHEREAS, the actions of an individual chapter reflect upon the entire Greek Community;

WHEREAS, using chapter funds to host strippers in a chapter facility is not consistent with the values of the Greek Community as a whole;

WHEREAS, the Strategic Plan states that the Greek Community of Cornell University exists to cultivate the intellectual, social and ethical development of our members in an environment of freedom with responsibility;

WHEREAS, The Cornell University Panhellenic Association, Intrafraternity Council, and Multicultural Greek Letter Council are self-governing bodies and uphold the duty to align our activities and events with our underlying mission and purpose.

Be it resolved, that it is the responsibility of each chapter as a part of the entire Greek Community to evaluate the nature of their events to ensure that they are consistent with the values of their organization and its place in the Greek Community.

Be it resolved, that the accountability for such events shall fall on the individual chapter, its alumni, and its national organization.

### D. **Sunshine Policy (9/21/05)**

WHEREAS, The Greek Judicial System aims to promote a safe fraternity and sorority community that promotes student health and well-being.

WHEREAS, the Greek community supports a "Sunshine Policy" related to chapter misconduct that exhibits hazing and/or a threat or disregard for students' mental and physical health and safety.

Be it resolved, that such violations that result in a sanction will be publicly disclosed.

Be it resolved, that the decision of public disclosure shall fall under the judgment of the Greek Judicial Board.

### E. **SHAG Resolution (11/2/05)**

The SHAG program is a pre-initiation requirement for all new-members of all sixty-six fraternities and sororities on Cornell's campus.

To book a SHAG presentation, simply go to [www.shageducation.com](http://www.shageducation.com), click "Book a Presentation," and complete the form.

You will receive an email confirmation within 24 hours.

There will be a \$100 penalty for failing to book a presentation or not having 75% new-member attendance.

### F. **Recruitment Resolution (Passed 4/06, Addendum 1/08)**

WHEREAS, Cornell University (the University), Fraternity Nationals, NIC, CUPD, and Interfraternity Council (IFC) expect a dry, substance free recruitment week, and that Federal Law will be imposed during formal recruitment week

WHEREAS, recent trends indicate that there has been an increase in alcohol related hospitalizations AND arrests during the formal recruitment period

WHEREAS, IFC remains committed to self governance and safety, throughout the year, and in particular during the formal recruitment period

WHEREAS, the IFC is committed to self-imposed reform, in relation to its commitment to sovereignty, rather than University administered change

WHEREAS, each individual chapter is committed to a safe and healthy environment and responsible for that environment for all each members and recruits

WHEREAS, the consumption of alcohol and the use of illegal substances is not conducive to a healthy recruitment environment where individuals can engage in meaningful conversation

WHEREAS, the IFC encourages all chapters and chapter members to be true to their values and to uphold the values of the Greek community of intellectual life, personal growth, mutual support, and respect throughout the academic year and in particular during the formal recruitment period

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WHEREAS, the negative actions of an individual chapter can reflect poorly upon the entire Greek Community as well as the University in general

Be it resolved that from the day where the formal recruitment period begins, the following time changes will be implemented to the formal recruitment period:

1. On Tuesday, smokers will be held from 12-3pm or 3-6pm
2. On Wednesday, smokers will be held from 12-3pm or 3-6 pm. Contacts will be held from 8-10pm
3. On Thursday, smokers will be held from 12-3pm or 3-6pm
4. On Friday, smokers will be held from 1-3pm or 305pm. Contacts will be held from 8-10pm

Be it further resolved that each Chapter, in order to hold an evening events will register directly through the IFC Executive Board, during the formal recruitment period. An evening event is to be held between 10pm – 1am only. Hired third-party security will monitor every chapter as well as specified Collegetown residences to ensure adherence to the agreed upon policy, with guidance from the IFC Executive Board.

Be it further resolved that any chapter that informally registers is expected to adhere to the Event Management Guidelines Policy.

Be it further resolved that any chapter that fails to register events or fail to follow the Event Management Guidelines Policy in regards to its prohibition of hard alcohol and illegal substances will be subject to the following sanctions for the first violation:

1. Revocation of 1 day of formal recruitment period, constituting a period of smokers, contacts, and evenings event
2. Automatic Eight Week Social Probation
3. A monetary fine of \$1000 against the violating chapter

Be it further resolved that a chapter that receives these sanctions shall have the opportunity to appeal the decision with the IFC Judicial Board. Once a case is made and evidence, statements, and reports are presented by a chapter, the decision lies with the Judicial Board as would any other infraction of IFC policy. With the understanding that hard liquor is prohibited at all events, any chapter found to be violating this policy in any way will still face the immediate end of the event as well as the loss of a day of rush

Be it further resolved that any chapter which fails to register events or fails to follow the Event Management Guidelines policy in regards to its prohibition of hard alcohol and illegal substances for subsequent violation will be subject to the following sanctions:

1. Revocation of further formal recruitment events, including smokers, contacts, and evening events
2. Revocation of Slope Day and Homecoming privileges
3. Subject to IFC Judicial Review Board
4. Other judicial actions the University may independently decide to take

Be it further resolved that any chapter who registers events, but who fails to follow the Event Management Guidelines, excluding violations in use of hard alcohol or illegal substances, will be handled on an individual basis through the Greek Judicial Board, with possible subsequent or coterminous independent action by the University

Be it further resolved that for any off-campus (i.e. out of Ithaca) event to be registered, the IFC Executive Board must be supplied with proof of Third-Party transportation

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Be it further resolved that a letter will be sent to each Chapter's Alumni Associations which will stress for said associations to find constructive ways to aide Chapters during the formal recruitment period

### G. Attendance Amendment

Article VI: Standing

Section E. Meetings.

6. During any academic semester chapters are held to the attendance requirements listed below.

Meetings missed per academic semester	Fine	Action Taken
1	\$0	
2	\$100	
3	\$100	
4	\$300	
5	\$500	Social Probation
6	\$700	
7	\$900	
8	\$1,100	Review Hearing
9	\$1,300	
10	\$1,500	
11	\$1,700	
12	\$1,900	
13	\$2,100	
14	\$2,300	

\* After a chapter misses its 5th meeting in one semester they will be put on social probation effective immediately. This will end once they have attended two meetings.

Note: After a chapter misses its fourth meeting in an academic semester, a member of the Executive Board is required to attend a chapter meeting to inform the members of that fraternity of their potential consequences if another meeting is missed.

### H. Delegate Selection Clause (3/5/08)

Article VI: Standing

Section E. Meetings.

6. Clause I

Chapters must inform the Interfraternity Council Executive Board of an IFC delegate within the first week of the academic semester. Attendance is then required by the chapter's President or this pre-selected delegate.

Note: In the rare occasion that both the President and delegate are unable to attend, the chapter is allowed to send another representative as long as the IFC Executive Board is given 24 hours notice and grants approval of the circumstances.

## I. Judicial Process Policy, Article VI (3/08)

### VI. Sanctions

Below is a list of educational sanctions that the Greek Judicial Board will utilize when determining an appropriate outcome for chapter misconduct.

#### A. Educational/Remedial

The primary goal of the Greek Judicial System is educational in nature. The Fraternity and Sorority Judicial Board and respective judicial officers may design sanctions that are specific to an individual case when it is determined that educational or remedial value may result and the interests of the University community are maintained.

#### B. Warning

In instances of less serious deviations from the University norms of conduct, the chapter may be formally warned of the possible consequences of continuing such behavior. No other specific action is taken unless further misconduct occurs. A "Warning" will remain active in a chapter's disciplinary file for one calendar year.

#### C. Social Probation

This status is applied as a result of a breach of specific event management guidelines. Its primary effect is to suspend a privilege related to the nature of the offense and/or restrict access to specific campus facilities or programs. Chapters may petition to hold one registered social event during the sanctioned period of social probation (e.g., alumni event). After receiving the formal judicial decision, Chapters have one (1) week to submit their petition to their Council's respective Vice President for Judicial for review.

#### D. Fine/Restitution

A fine may be levied to help support educational programs in the Greek community or to sponsor an intervention designed for chapter improvement. Restitution may be required for chapters that deface or steal property.

#### E. Disciplinary Reprimand

This action is a formal admonition on behalf of the fraternity and sorority community and is intended to clearly document in a chapter's disciplinary file that its behavior has been deemed unacceptable.

#### F. Disciplinary Probation

This action constitutes a change in status where the organization is no longer in good standing, but continues to be recognized by the University. The chapter is permitted to retain recognition at the University, but under certain stated conditions depending upon the nature of the violation and upon the potential learning value that may derive from such a restrictive measure.

### G. Loss of Recognition

The Associate Dean and the Greek Judicial Board always reserve the right to refer serious chapter misconduct to the Vice President for Student and Academic Services or his/her designee to review whether the chapter should be allowed to maintain its status as a recognized chapter. The Greek Judicial Board can recommend to the Vice President for Student and Academic Services that a chapter loses privileges associated with University recognition (Probationary Recognition) or that a chapter lose Full Recognition. Such determinations will be made pursuant to the Cornell University Recognition Policy for Fraternities and Sororities.

### J. **Minimum GPA Recruitment Resolution (4/11/09)**

Whereas the members of the Cornell University Interfraternity Council recognize academics as a core value;

Whereas the members of the Cornell University Interfraternity Council find membership in a fraternity to be a privilege;

Be it therefore resolved that a minimum GPA of 2.25 is required to join a fraternity

Be it further resolved that, if a prospective member of a fraternity has a GPA below a 2.25, that individual may appeal to the Interfraternity Council and with the permission of the Interfraternity Council President and Vice-President for Recruitment be granted permission to join a fraternity.

This appeals process will consist of a written document describing the individual's majors, minors, concentrations, and extracurricular activities, why the individual is interested in joining a fraternity at Cornell University, why the individual feels they will be a positive addition to the Cornell Greek Community, why the individual was unable to maintain a cumulative GPA above a 2.25, and how the individual plans on increasing their GPA to a level above a 2.25 after joining a fraternity.

In the appeals process special consideration will be given to an individual's extracurricular activities as well as the mean GPA within their college or major.

### K. **New Member Academic Success Resolution (4/18/09)**

Whereas the members of the Cornell University Interfraternity Council recognize academics as a core value;

Whereas the members of the Cornell Interfraternity Council recognize new members as any individuals who accept bids or who have been initiated during the current semester;

Whereas the members of the Cornell University Interfraternity Council understand that the academic responsibilities of its new members are a priority during the new member education process;

Whereas the members of the Cornell University Interfraternity Council understand that the new member education period is a time where chapters should work to teach and reinforce good study habits that improve the academics of its new members;

Be it therefore resolved that if the average GPA of a new member class drops:

- 0.3-0.4 grade points below the new member classes average cumulative GPA prior to membership a chapter will be subject to an automatic 4 weeks of social probation effective on the first day of classes the following semester
- 0.4 grade points and above that classes average cumulative GPA prior to membership a chapter will be subject to an automatic 8 weeks of social probation effective the first day of classes the following semester

Be it further resolved that a chapter may appeal this decision to the Greek Judicial Board after citing extenuating circumstances that explain the drop in their new member classes GPA with special attention to new member classes with a total membership below 10.

### **L. New Member Education Resolution (4/11/09)**

Whereas the members of the Cornell University Interfraternity Council find that the new member education process should be one based on values;

Whereas the members of the Cornell Interfraternity Council recognize new members as any individuals who accept bids or who have been initiated during the current semester;

Whereas the members of the Interfraternity Council find that the goal of the new member education process is to build a more competent and sustainable brotherhood;

Whereas the members of the Cornell University Interfraternity should work to follow the new member education processes recommended by their national organizations;

Whereas the members of the Cornell University Interfraternity Council recommend that chapters look to incorporate the following list of best practices into their new member education processes;

- Academic Mentors
- Study hours
- Scheduling new member events around the academic and extracurricular obligations of its new members
- A philanthropy and/or service event
- Programming through Cornell Outdoor Education
- Education of chapter and Interfraternity Council guidelines and regulations
- Non-alcoholic brotherhood and new member class bonding events
- Chapter History

Whereas the members of the Interfraternity Council find that hazing is not an efficient or acceptable part of the New Member Education process;

Whereas the members of the Cornell University Interfraternity Council accepts the definition of hazing as provided by Cornell University Campus Code of Conduct (Title Three, Section II, F):

"To haze a person. Hazing is defined as an act that, as an explicit or implicit condition for initiation to, admission into, affiliation with, or continued membership in a group or organization, could be seen by a reasonable person as endangering the physical health of an individual or as causing mental distress to an individual through, for example, humiliating, intimidating, or demeaning treatment; destroys or removes public or private property; involves the consumption of alcohol, other drugs, or other substances; or violates any of the policies of the university."

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Whereas the members of the Cornell University Interfraternity Council understand that hazing includes but is not limited to:

- Forcing someone to eat food, even food he may like or enjoy, the eating of spoiled foods or raw
- onions, goldfish or anything an individual refuses to eat
- Publicly wearing apparel which is conspicuous and not "normally" in good taste
- Verbally abusing new members
- Playing extremely loud music or music repeated over and over or any other audible harassment
- Not permitting new members to talk for extended period of time
- Requiring or encouraging new member to act like animals or other objects
- Members messing up the house or a room for the new members to clean
- Forcing, requiring or endorsing new members to violate any University or National policy or any local, state, or federal law
- Throwing anything (whipped cream, garbage, water, paint, etc.) at an individual
- Theft of any property under any circumstances
- Assigning or endorsing "pranks", such as stealing, harassing other organizations
- Defacing trees, grounds, or buildings
- Conducting a mandatory new member-related activity between the hours of 12AM and 8AM or awakening individuals during these hours
- Sleep deprivation
- Forced nudity (full or partial) at any time
- Forcing or requiring new members to drink alcohol or any other substance
- Forcing new members to spend any amount of time in uncomfortable or cramped quarters
- Paddle swats/hitting of any nature

Whereas the members of the Cornell University Interfraternity Council understand that new members are especially vulnerable to peer pressure and a desire to conform to expectations during the new member process that may lead them to consent to activities that they do now feel comfortable with and would not consent to under normal circumstances;

Whereas the members of the Cornell University Interfraternity Council understand that hazing takes on varying levels of severity;

Be it therefore resolved hazing be defined by three (3) levels increasing in severity:

Level 1 Hazing: Any action performed by a new member or new member class that is requested, encouraged, or supported by an existing member or group of existing members that the Greek Judicial Board believes could be perceived as hazing as defined by this resolution and should not be present during the new member education process.

Level 2 Hazing: Any action performed by a new member or new member class that is requested, encouraged, or supported by an existing member or group of existing members that the Greek Judicial Board clearly identifies as hazing as defined by this resolution and should not be present during the new member education process.

Level 3 Hazing: Any action performed by a new member or new member class that is requested, encouraged, or supported by an existing member or group of existing members that the Greek Judicial Board clearly identifies as hazing as defined by this resolution, that should not be present during the new member education process, and puts the health and safety of an individual in immediate danger.

Be it further resolved that the minimum sanction each level of hazing be:

Level 1 Hazing:

- An official warning
- An educational sanction
- \$100 fine

Level 2 Hazing:

- One year of disciplinary probation
- An educational sanction
- 4 weeks of social probation
- A \$500 fine
- If the Greek Judicial Board finds a chapter guilty of Level 2 Hazing twice in a 2 year period they will be referred to the Chapter Review Board with the recommendation that their University recognition be revoked for a minimum of one year.

Level 3 Hazing:

- Immediate referral to the Chapter Review Board with the recommendation that their University recognition be revoked for a minimum of one year.
- Immediate social probation until a decision is made by the Chapter Review Board.

**M. Resolution to Amend the Event Management Guidelines (4/11/09)**

1. Whereas the members of the Cornell University Interfraternity Council understand that large scale social events with alcohol place chapters at an increased level of liability;

Whereas the members of the Cornell University Interfraternity Council understand that it is neither a priority nor an obligation of their chapters to be the sole providers of nightly social events to Cornell University students;

Whereas the members of the Cornell University Interfraternity Council understand the need to ensure that recruitment is based on core values;

Be it therefore resolved that the Interfraternity Council amend the Event Management Guidelines by:

Inserting a new item labeled "b" to Article III, Section B(3) stating:

- Chapters are allowed to register a maximum of 3 Non-Catered Invites per semester.

2. Whereas the members of the Cornell University Interfraternity Council understand that outdoor social events can be conducted in a safe and controlled manner when certain guidelines and regulations are enforced;

Be it therefore resolved that the Interfraternity Council amend the Event Management Guidelines by:

- Inserting Article III Section A(8) stating:

8. Outdoor event. Any event hosted on either (1) the physical grounds of a chapter facility; (2) balcony, patio, deck or other covered/uncovered outdoor area of the chapter facility. Outdoor events are by invitation only, have a ratio of one member per one guest with a cap of 150 people, and can be held between the hours of 12PM – 8PM.

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- Inserting Article III Section B(10) stating:

Additional requirements for registering Outdoor events with alcohol:

- a. Events must be registered with the OFSA 3 weeks prior to the date of the event.
  - b. A security plan for the event is to be delivered to the Interfraternity Council President and Interfraternity Council Vice President for Judicial Affairs three (3) weeks before the date of the event.
  - c. The Interfraternity Council President and Interfraternity Council Vice President for Judicial Affairs must approve the event. When necessary, the Interfraternity Council President and Interfraternity Council Vice President for Judicial Affairs are to consult with University and city officials regarding the logistics of an outdoor event. The Interfraternity Council President and Interfraternity Council Vice President for Judicial Affairs may require that changes be made to the event prior to their approval (i.e. hiring professional security to monitor the event)
  - d. Chapters are required to obtain a noise permit for the event.
  - e. The event area must be fenced in with only 1 entry and exit point.
  - f. No alcohol can be present outside of the approved designated location
- Removing Article III Section D(6) stating: "No alcohol shall be served or consumed outdoors"

### **N. Fall Recruitment Resolution (4/11/09)**

Whereas the members of the Cornell University Interfraternity Council understand the need to ensure that recruitment is based on core values;

Whereas the members of the Cornell University Interfraternity Council want to enhance the freshman experience at Cornell;

Whereas the Cornell University Interfraternity Council understands the definition of potential new members to be any Cornell student that is not currently a member of a University recognized Greek chapter;

Be it therefore resolved that chapters will be granted the ability to hold value based recruitment events after in the fall after the third (3rd) Monday in October.

Be it further resolved that the Interfraternity Council amend the Event Management Guidelines by:

- Inserting Article III Section A(9) stating:
  - 9. Recruitment Event. Chapters are able to hold these events in the fall semester after the third (3rd) Monday in October. These events are open to members of a chapter and potential new members only. The main goal of this event is the recruitment of new members and must be alcohol free. There is a cap of 150 people.
- Inserting Article III Section B(10) stating:
  - Additional requirements for registering Recruitment events
    - Chapters must submit an application to hold a Recruitment event 2 weeks prior to the event taking place to the Interfraternity Council President and Vice President for Recruitment
    - Events must be alcohol free

Be it further resolved that any chapter found to have alcohol present at a registered or unregistered recruitment event will be subject to a minimum of 6 weeks of social probation.

**10.2 MULTICULTURAL GREEK LETTER COUNCIL**

**A. Over Programming Resolution (3/11/09)**

WHEREAS, Across campus, cultural groups have the misconception that it's quantity over quality: the more programs you do, better off your organization is. Particularly with multicultural Greeks, we program on over 80% of the days during the academic year, reinforcing the myth of the EOY: the more we do, the more points we get, making our chapter the best of best.

This is not the case. There needs to be more quality programming, less programs thrown together just for the sake of filling all the days during your chapter's week of events and more planning and consideration in the programs we do. Enough is enough, and we need to move toward cooperation and understanding between our chapters so that we may focus more on what really matters: Academics, Community Service, Brother/Sisterhood, etc.

As a self-governing system and as the leaders on campus, in order for a community-wide change to occur we need to be trailblazers and lead by example.

THEREFORE, BE IT RESOLVED that the 17 Chapters of the Multicultural Greek Letter Council (MGLC) will limit the amount of programming each chapter does to selecting one weekend of events (Thursday – Sunday) rather than an entire week. All other dates are open for programming; however, chapters are limited to three (3) open programs outside of their major weekend of events, excluding small scale fundraisers (tabling, bake sales, etc.), community service events and recruitment efforts (closed socials, information sessions, etc.). In addition, if needed, chapters may petition to the Executive Board at least three weeks prior for any additional programs with special consideration given to co-sponsored events/programs.

Exclusionary Clause: Due to the Asian-Interest organizations' distinct programmatic practices, they: 1) will not reserve a weekend of events; 2) will be exempt from the limit of three; 3) will instead hold up to three programs per semester. The Asian-Interest Rush period is not included.

**10.3 PANHELLENIC COUNCIL**

**A. Alcohol Resolution (Unknown, Spring 2001)**

WHEREAS, The Cornell University Panhellenic Association encourages the spirit of cooperation and unity; and

WHEREAS, The Cornell University Panhellenic Association seeks to support the Alcohol-Free Resolution of the National Panhellenic Conference adopted at the 1998 Interim Meeting; and

WHEREAS, The Cornell University Panhellenic Association seeks to promote an alcohol-free living environment and alcohol-free activities;

Be it resolved, that beginning in the fall term of 2001, organizations within the Cornell University Panhellenic Association may co-sponsor events in men's fraternity facilities, only if these events are alcohol-free.

DRAFT