

GREEK STANDARDS BOARD
CONSTITUTION
AT
THE UNIVERSITY OF ARIZONA

Adopted September 22, 1988

Interfraternity Council/ Panhellenic Association

Revised and Adopted at Presidents Forum

September 1, 1995, September 21, 1999, September 16, 2003, September 2009

Interfraternity Council/National Pan-Hellenic Council/Panhellenic Association/ United

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Revised and Adopted at Presidents Forum

February 2, 2016, April 4, 2017

The Greek Standards Board

Constitution

PREAMBLE

Philosophy

The basic philosophy of student conduct at The University of Arizona is one of education. As such, it focuses on the growth and development of individual students by encouraging self-discipline and by fostering a respect for the rights and privileges of others.

An individual who assumes voluntary membership in a social Greek-letter organization does not surrender his/her rights or escape fundamental responsibilities as a citizen, but acquires additional rights and responsibilities to the whole University Greek community. This concept includes the idea that each separate fraternity or sorority, in its entirety, enters the University Greek community voluntarily and thus assumes obligations of performance and behavior reasonably imposed by all of the members of the Greek community as well as the institution itself.

The Greek Standards Board exists under this philosophy as a peer committee as means to secure this discipline. Its goal is to redirect the behavior of the Greek student/organization into acceptable conduct in order to protect the rights of all people within as well as outside our Greek community. The unique advantage of a peer standards board lies in the ability of its members to influence the attitudes and subsequent behavior of other students through a formally constituted standards mechanism. Peer influence, exercised through the standards process, can often be more effective in redirecting the behavior patterns of students than any other methods of discipline within the institution. Through the Greek Standards Board, this peer judgment will be aided by the mutual knowledge of the aspects and concerns of the Greek Community and its individual social Greek-letter organizations.

It should be understood by all participants in the standards process that there is a fundamental difference between the nature of student conduct and criminal law. Regardless of the type of administrative proceeding, the conduct of the students within a university community is primarily a part of the educational process. The aim of sanctions imposed in the conduct process is to perform a just mission of the institution, and the types of potential sanctions are not at all equivalent to those of criminal proceedings. The exact

processes of criminal law are designed for circumstances unrelated to the academic community. Although students' rights to due process and fairness must be upheld, the rules of criminal law do not apply for the simple reason that they would hinder the educational process.

Purpose

The purpose of this standards board is to provide an orderly and stable Greek community in which the freedoms to which the members are entitled may be protected and practiced, and in which the Greek community can pursue and accomplish its primary purpose and carry out its normal activities. This standards program is developed as a supplement to the Student Code of Conduct. The Greek Standards Board is granted authority by the Dean of Students Office and may act as a designee of such in related matters at the discretion of the Dean of Students. The Greek Standards Board furthermore has the authority to enforce all Greek codes, regulations, and guidelines as provided by the IFC, NPHC, USFC and Panhellenic Constitutions. The intent of this program follows the idea that the Greek community should take responsibility for its own actions and when necessary set forth procedures where by those who are accused of violating Greek community rules may be afforded due process and, when appropriate, fair sanctions.

The standards program is designed to handle organizational or group types of cases or situations and not individual situations. Individual students will always be accountable to the Dean of Students directly, while this board will only be concerned with matters considered to be fraternity/sorority related. It is not the intent of the Greek Standards Board to incorporate all of the legal intricacies and maneuverings of a normal court of law.

Specifically, the Greek Standards board will:

1. Decide on matters of fact.
2. Mediate disagreements inside the Greek Community as well as between the University and/or Tucson communities and fraternities/sororities.
3. Determine responsibility based on evidence of a violation of IFC/NPHC/USFC/Panhellenic Constitutions, Greek Relationship Statement, or Greek

policies or regulations. In addition, the board may also determine responsibility based on evidence of a violation of the provisions of the Student Code of Conduct, in the event the Board is requested to do so by the Dean of Students or his/her designee.

4. Impose appropriate sanctions when necessary.

STRUCTURE OF THE GREEK STANDARDS BOARD

The Board shall be composed of nine voting members: a Chief Justice, four sorority representatives, and four fraternity representatives. Up to four alternate members may sit on the Board, and will act as a voting member in the case of an absence of one of the nine voting members. Ex-officio (non-voting) members may also sit on the Board, including a Fraternity & Sorority Programs Staff Member and Executive Officers from each of the four governing councils.

JUSTICES

Justice Eligibility

Any person who is a sophomore or junior (at the time of selection), an initiated member in good standing with the University and of a recognized, fully chartered IFC, NPHC, USFC or Panhellenic Association group at The University of Arizona, and a student with a minimum 3.000 cumulative GPA is eligible to be a justice and may apply.

Exceptions to this include the following:

1. No IFC/NPHC/USFC/Panhellenic Executive Officer may serve as a member of the board at any time during their term as an Executive Officer.
2. Persons acting as President of their respective fraternity/sorority at the time of application are not eligible to apply. However, if a Board member becomes the acting President of their chapter during their term on the Standards Board, they may retain their position on the Board.
3. No person whose chapter is already represented on the Board as a Justice or Alternate Justice shall be appointed to the Standards Board.

Justice Selection

The Greek Standards Board including returning and outgoing justices and any ex-officio members will select of the justices at the end of each academic year. New justices will be chosen to fill the positions of retiring justices or those who are not re-appointed. Justices shall be appointed on the basis of objectivity, integrity, and maturity. Chapters who have not had recent representatives on the Board will also be considered.

Application Process

Online applications will be available to any eligible member of a social Greek-letter organization and will consist of general information and essay questions. The Chapter president or Chapter advisor of each applicant must also provide a letter of recommendation to the Board. In addition, the Board will conduct a formal interview with selected applicants.

Terms of Justices

Justices will serve one full academic year (August-May) with the possibility of reappointment. Reappointment is to be done by the new and retiring Chief Justice and the Greek Standards Board advisor. If a Justice plans to graduate mid-term (December) they are ineligible to begin a term in August, prior to their graduation; all Justices are expected to complete the term for which they are chosen.

Voting

Each justice shall have a vote with the exception of the Chief Justice, who shall only vote in case of a tie. A justice who is a member of a complainant or respondent's chapter shall excuse themselves from the Greek Standards Board for the duration of the case.

Duties of Justices

1. Justices will attend all Standards Board informational sessions and familiarize themselves with the Standards Board philosophy and operation.
2. Justices will attend all Standards Board meetings and forums.

3. Justices will treat respondents with courtesy and have the utmost concern for the rights of students and in fairness in proceedings.
4. Justices must be prepared to arrive at a fair decision and impose appropriate sanctions.
5. Justices must uphold the confidentiality of the case, the proceedings, and the outcome.
6. Justices will consider themselves special representatives of the Greek and standards system. They should take care to uphold their responsibilities and obey the University and IFC, NPHC, USFC or Panhellenic Association rules and regulations.
7. It is mandatory for all Justices to attend any and all trainings for the Board, including returning Justices.

CHIEF JUSTICE

Eligibility

Any person who is a sophomore or junior (at the time of selection), an initiated member in good standing with the University and of a recognized, fully chartered IFC, NPHC, USFC or Panhellenic Association group at The University of Arizona, and a student with a minimum 3.000 cumulative GPA is eligible to be the Chief Justice. A person is ineligible only if they are acting president of their fraternity/sorority or is a member of the Executive Board of any of the Greek Councils. It is highly recommended that the Chief Justice previously served one full term as a Justice on the Greek Standards Board.

Selection

Selection of the Chief justice will be done by an executive board officer of the Interfraternity/Panhellenic/National Pan-Hellenic/United Sorority & Fraternity Council (preferably the Council Presidents or Vice Presidents of Risk Management), Retiring Chief Justice, and Greek Standards Board advisor in consultation with the current Greek Standards Board members.

Duties of the Chief Justice

1. The Chief Justice is subject to all criteria, duties, and responsibilities of a Justice of the Standards Board and, in addition, the following responsibilities:

2. The Chief Justice is responsible for conferring with the Greek Standards Board Advisor concerning the validity and soundness of charges and the determination of action regarding incident reports.
3. The Chief Justice serves as a spokesperson for the board. In this capacity, the Chief Justice notifies chapters of the charges brought against them, their rights to fairness and due process, the Standards Board process, and the appeal process. Following a decision, the Chief Justice submits the decision in writing to the affected chapter(s), with copies to the Associate Dean of Students, Chapter/Graduate Advisor, National Headquarters Fraternity & Sorority Programs Advisor, and notification of the decision to the complainant.
4. At standards sessions, the Chief Justice serves as a moderator for the Board's activities, including supervision of the Justices' responsibilities.
5. The Chief Justice is responsible for maintaining an effective and reasonable schedule of sessions.
6. The Chief Justice will submit a report (to the Greek Standards Board Advisor) of the Board's activities at the end of the term of office. The report will include, but is not limited to the following:
 - A summary of the standards Board's activities (number of cases heard, decisions reached, etc.)
 - Problem areas
 - Areas that need improvement or clarification and suggestions for improving the overall operation of the board
 - This information will be confidential

ETHICAL STANDARDS AND REMOVAL

Because the Dean of Students Office delegates the authority of the Greek Standards Board, certain institutional guidelines regarding discipline must be observed by all members of the Board. Violation of these standards is cause for an individual's removal from the Board.

Standards

It is the responsibility of each Standards Board member to observe the following ethical standards:

1. Information regarding the disciplinary status of any student or fraternity/sorority chapter is not to be discussed with anyone outside the Board. Likewise, any information given in confidence at a standards session should not be discussed with anyone outside the Board.
2. When talking with individuals, Standards Board members should refrain from making accusations or statements of any kind that cannot be supported.
3. In cases involving discipline, the vote of each Board member is confidential. The vote of the entire Board, however, is shared with the chapter(s) when the Board's decision is announced.
4. All members of the Board must uphold all decisions of the board, even though there may be dissenting opinions.

The confidentiality of the Standards Board proceedings under these standards must be stressed. The association of students with the Greek community and the unique identification of members with their fraternity/sorority are strong forces within the community and on campus at large. When disciplinary proceedings are undertaken, strict confidentiality is the best means to ensure that the individual's right to privacy is maintained, and that the reputation of other chapter members and indeed all of the University of Arizona Greek members are upheld.

In addition, all Board members are expected to observe the following standards:

1. Within the University system all members must follow University and Student Code of Conduct policies and regulations, state and federal law and existing Greek codes and guidelines as stipulated by the IFC/NPHC/USFC/Panhellenic Constitutions or otherwise.
2. Reasonable attendance to all standards sessions and forums.

Removal

A Standards Board member may be removed by the remaining Board membership for breach of any of the aforementioned standards or any actions or circumstances that are considered to be substandard and damaging to the integrity of the Board.

The Dean of Students or their formal designee including the Greek Standards Board advisor may also remove a Greek Standards Board member. In such case, the entire Board minus the member(s) in question will issue an official statement of advisement regarding the matter to the Dean of Students or their formal designee who may conduct an investigation and proceed as he/she sees fit.

FORMAL PROCEDURES

Initiation of a Case

1. A case may be referred to the Greek Standards Board from any source. Anyone filing a report should be prepared to present such evidence or testimony to the Board.
2. Disciplinary charges will be initiated by submitting a written referral to the Fraternity & Sorority Programs Office. The Fraternity & Sorority Programs office or the DOS may also initiate an investigation based on media reports or other reliable information.
3. A written referral must state sufficient facts, including specific names, dates, locations and descriptions of the alleged acts of misconduct to enable the Fraternity & Sorority Programs office to decide whether further fact-finding is necessary.
4. All cases will be reviewed by the Dean of Students Office to determine if the case will be forwarded to the Dean of Students Office or be heard by the Standards Board. Cases that demonstrate health or safety risk, repeat offenses on the part of an organization, severe offenses or cases involving individuals are subject to Dean of Students Office adjudication.
5. The Greek Standards Board Advisor and the Chief Justice will determine if the cases to be heard by the Greek Standards Board will be subject to a full hearing or will go through the mediation process, along with recommendations from the Dean of Students Office and Fraternity and Sorority Programs staff. Cases given the opportunity to utilize

the mediation process will follow the Mediation Procedure, and cases that go through a full hearing will utilize the Hearing Procedure outlined in this Constitution.

Conduct Policies

Any action by a member or members of a formally recognized (or one that has applied for membership) Fraternity/Sorority, casting an unfavorable reflection on their respective chapter or the Greek Community as a whole may be considered to be sufficient reason for a conduct case.

All conduct cases shall come under the heading of one or any of the combination of the following:

- Violation of The University of Arizona Student Code of Conduct.
- Violation of The University of Arizona Greek Relationship Statement.
- Violation of respective (Inter)National IFC/NPHC/USFC/Panhellenic resolutions, guidelines, or policies.
- Violation of local IFC/NPHC/USFC/Panhellenic resolutions, guidelines, or policies.
- Conduct that may be considered harmful to the Greek, University, or Tucson communities.
- Violation of the Fraternity & Sorority Programs Events with Alcohol Policy
- Violation of the Philanthropy Advisory Board Guidelines
- Violation of the Greek Community Standards

Procedures

All cases, from the initial receipt of a complaint, shall take no longer than thirty-one (31) days to complete, including investigations, hearings, and notice of sanction/appeal. The timeline is suspended starting with reading day until the first day of the next semester begins, at which point the 31 day timeframe will begin. To protect the rights on the accused group, the Standards Board will follow the procedures outlined below when conducting an investigation:

HEARING PROCEDURE

Chief Justice shall notify the president of the organization of complaint within five (5) days of receiving the complaint. Included in this notice will be:

1. A description of the actual complaint received by the Board that includes notifications of alleged policy violations.
2. Notification that the Chapter President has five days to respond in writing to the Board regarding the complaint.
3. Description of the date/time/location of the forthcoming hearing and their right to a fair process.

Fair Process Rights are as follows:

- Right to be notified, in writing, of all charges.
 - Right to present a response, including the calling of witnesses
 - Right to question witnesses
 - Right to be accompanied by an advisor for advisory purposes only, but not for representation
 - Right to be notified, in writing, of all findings and sanctions imposed
 - Right to appeal the decisions
4. A Summary of the information gathered

Chief Justice shall also notify the complainant of receipt of their complaint and of the forthcoming procedure.

The President shall serve as the official representative and respondent for the organization. The entire Board will be presented with the case, hear from the complainant(s), Chapter representative(s), and any witness(es), and make a decision regarding responsibility and any applicable sanctions or referrals. The Greek Standards Board will determine whether it is more likely than not that a violation occurred and if so, the appropriate disciplinary

sanction to apply. In determining the sanction, the Greek Standards Board will consider mitigating factors, including prior violations.

Chief Justice shall inform the Chapter via a letter to the President within two days of the hearing of:

1. The Board's decision.
2. The Chapter's right of and process for an appeal.

Chief Justice shall inform the complainant that the hearing has taken place and that the Board has reached a decision.

The Chapter has up to ten (10) days to appeal the Board's decision. All appeals must be submitted in writing to the Greek Standards Board advisor. If no appeal is submitted within this time frame, the Board's decision is final, and the Chapter forfeits its right to an appeal.

Upon completion of any assigned sanctions, the Chief Justice will notify the Chapter with a letter officially closing the case. If a Chapter does not complete sanctions without making previous arrangements with the Board the chapter will be called before the standards board again to review the sanctions. The standards board may refer cases to the Dean of Students Office at this point if necessary.

Appeal

An accused group may appeal the decision of the Greek Standards Board in writing within ten days of the date of the decision letter. A group not appealing within that time period will lose its appeal rights, and all action on the matter shall be considered closed. A case for appeal must be made in writing to the Greek Standards Boards within ten days as outlined.

Conditions for Appeal

Appeals may be granted for one or more of the following reasons:

- Improper procedure was followed by the Greek Standards Board.

- A fair process was denied.
- Further evidence has been found since the decision was rendered which may affect or change in the Board's decision.
- The penalty or sanction imposed was excessive.

Appeal Procedures

1. All appeals must be submitted in writing to the Greek Standards Board advisor within ten (10) days of the date of the decision letter.
2. All Greek Standards Board appeals will be heard by the Dean of Students Office.
3. The Greek Standards Board advisor will forward the appeal to the appropriate Dean of Students Representative within ten (10) days of receiving it.
4. The designee reviewing the appeal will request any necessary materials it needs to make a decision from the Chief Justice, accused chapter, complainant(s,) and/or Greek Standards Board Advisor.
5. Once the appeal is reviewed and a decision is made by the Dean of Students Office, the chapter will be notified in writing.
6. All appeal decisions are final.
7. Sanctions assigned from the Greek Standards Board will not become effective until the appellate process has been exhausted.

Action of the Appeal

An appeal may (1) void a decision rendered by the Standards Board, or (2) modify or change the Board's decision.

Grievances

The Greek Standards Board shall also be an advisory outlet for the Greek Community. It may be used by any campus Chapter to listen to concerns or as an arbitrator during an inter-Greek dispute, as recommended by parties involved (IFC/NPHC/USFC/Panhellenic officer, Dean of Students representative, or the Fraternity & Sorority Programs Advisor).

MEDIATION PROCESS

The Greek Standards Board mediation process is meant to handle cases that may not rise to the level of a hearing with the board, while still maintaining the overall purpose and philosophy as stated in the Greek Standards Board Constitution.

Structure:

The mediation process will be conducted by the Chief Justice and two rotating justices, one female justice and one male justice, along with the Greek Standards Board advisor. All justices will have the opportunity to participate in the mediation process, and can volunteer to sit as one of the rotating justices as cases arise. Justices of the chapter(s) involved in the mediation may not participate. Other governing council officers and representatives may be invited to the mediation process dependent on the case; for example, for a Philanthropy Advisory Board paperwork violation it may be beneficial to invite the Philanthropy Advisory Board Director to assist in the mediation process.

Cases that may be heard through mediation:

- Paperwork issues: Examples may include, but are not limited to: Events with Alcohol registration and Philanthropy Advisory Board registration issues, as well as other paperwork or missed deadline issues as they arise and if they are deemed lower level matters
- A lower level dispute or policy violation between two chapters in which it would be beneficial for both parties to attend mediation, rather than two separate full hearings. This could include violations of the Greek Community Standards relating to the Good Neighbor Policy or the respect of property, or issues arising at philanthropy events.

Other situations may be referred to the mediation process, dependent on the specific circumstances. Examples may include violations of the Greek Community Standards or violations of the Fraternity and Sorority Programs Raid Policy. Further, these named issues also may be subject to a full hearing, again dependent on the specific circumstances.

The discretion to decide which cases will be sent through the mediation process will be up to the Greek Standards Board Advisor and the Chief Justice, along with recommendations from the Dean of Students office and Fraternity and Sorority Programs staff. Chapters may also request to have a full hearing rather than go through the mediation process, but may not request to go through the mediation process rather than a full hearing.

Mediation Procedure:

The Chief Justice will notify the president of the organization of the complaint and the mediation meeting, and must include: a description of the actual complaint and alleged policy violations, an opportunity to respond in writing regarding the complaint, description of the date/time/location of the forthcoming mediation. All organizations are still guaranteed their right to a fair process, as explained in the Greek Standards Board Constitution.

The organization must admit responsibility in order to participate in the mediation process, but should still take the opportunity in both the written response and in the meeting to explain relevant factors and circumstances that could affect the sanctions imposed. If the organization does not choose to admit responsibility, the case will be referred to a full Greek Standards Board hearing.

The President shall serve as the official representative and respondent for the organization, but may still bring witnesses or advisors if they so choose. Mediation meetings shall be recorded, for appeal purposes. The mediation committee will be presented with the case and will reach an agreement on a resolution and the appropriate sanctions to apply.

The Chief Justice will inform the organization within two days of the hearing of the mediation committee's decision. The Chapter still has up to ten days to appeal the Board's decision, and appeals from the mediation process will have the issue go to a full Greek Standards Board hearing as outlined in the Greek Standards Board Constitution. Appeals must be based on the same four criteria as outlined in the Greek Standards Board Constitution.

Upon completion of any assigned sanctions, the Chief Justice will notify the organization with a letter officially closing the case. If an organization does not complete their sanctions without making previous arrangements, the chapter will be referred to the Greek Standards Board for further violations.

The standards board may decide whether the chapter is able to go through the mediation process again if another violation occurs, even if the case is lower level, due to considerations of conduct history and adherence to previous mediation process sanctions.

SANCTIONS

Dismissal of Case: A violation did not occur.

Reprimand: Indicating that a chapter's actions were inappropriate and subsequent sanctions shall not occur. Formal apologies may be requested.

Restitution: Payment of any damages incurred including property and physical injury.

Monetary Fine: A reasonable fine for student organizations, as determined by the Dean of Students Office and IFC/NPHC/USFC/Panhellenic, to be paid within a period of time to be determined by the Standards Board. This does not include reimbursement for property damage. This money shall be used for educational programming within the Greek Community at the discretion of the Council of which the accused fraternity/sorority is a member.

Conduct Probation: Shall not exceed one year and may include the following:

- **Alcohol Probation:** Shall consist of restrictions to an extent to be determined by the Board for a specified amount of time. Chapters subject to alcohol probation may not be permitted to host or participate in GAMMA events (parties, exchanges), or any other social formal or informal, on campus or off campus, involving alcohol.

- Activities Probation: Shall consist of prohibiting a chapter from participating in some or all Greek events and/or all-University events such as Homecoming, Spring Fling, etc. as determined by the Greek Standards Board.
- Intramural Probation: Shall prohibit a chapter from participation in any portion of the University intramural program as determined by the Standards Board.
- IFC/NPHC/USFC/Panhellenic Suspension: Suspension from IFC/NPHC/USFC/Panhellenic, for a definite period of time. A suspended chapter loses all privileges of membership including but not limited to right to vote, fraternity/sorority formal rush/recruitment programs, privilege of participation in Greek sponsored events. Suspended chapter retains privileges of attending IFC/NPHC/USFC/Panhellenic sponsored leadership workshops and community service projects. A suspended chapter must continue to fulfill all other obligations of membership, including paying dues and attending meetings.

Educational Sanctions: Shall include and require participation in an organization of constructive projects. Examples are social service projects, neighborhood clean-ups, leadership workshops and assistance with University events.

Removal of IFC/NPHC/USFC/Panhellenic and/or University Recognition: Shall consist of the loss of IFC/NPHC/USFC/Panhellenic privileges, as well as membership in the organization. Removal of University recognition is an action recommended to the Dean of Students and may consist of the loss of all University privileges given to recognized student organizations, among other sanctions. It is the policy of the University to revoke the on-campus status of any chapter who has lost IFC/NPHC/USFC/Panhellenic recognition. It is also policy to request the national/ international officers to revoke the chapter's charter in this situation.

Sanction Completion

Upon completion of any assigned sanctions, the Board Chair will notify the student organization with a letter officially closing the case. If a student organization does not

complete sanctions without making previous arrangements with the Board, the case is automatically referred to the Office of the Dean of Students for not complying with the Board's decision.

RATIFICATION AND AMENDMENT

Ratification

Initial ratification of this document will require the unanimous approval of a Dean of Students representative, and the IFC/NPHC/USFC/Panhellenic Representative bodies (majority vote, as per constitution).

Amendment

The above means of ratification apply to all amendments. Any member of a recognized, fully chartered fraternity or sorority may propose an amendment. Furthermore, the Fraternity & Sorority Programs staff person as well as any of the Deans of Students may propose an amendment.