

Fraternity and Sorority Life Community Policy Handbook

*Office of Student Involvement and Leadership
The University of Alabama at Birmingham*

In order to promote a positive fraternity and sorority community that works to build character, establish lifelong friendship, and support the greater community, the University of Alabama at Birmingham puts forth these policies. The policies contained in this handbook review all expectations, requirements, and privileges of fraternities and sororities at the University of Alabama at Birmingham. In addition, all members and fraternal organizations must adhere to the rules and regulations outlined in the Student Code of Conduct.

Fraternity and Sorority Life Relationship Statements

*Office of Student Involvement and Leadership
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Since the establishment of the first nationally affiliated social Greek organization at the University of Alabama at Birmingham, fraternities and sororities have played an important role in complementing the educational mission and purpose of the University. It is the intent of the University to preserve and enhance this relationship through a spirit of mutual respect and understanding, so that the fraternities and sororities and the University may continue to be partners in providing positive learning environments, whereby each member will be challenged toward excellence. Furthermore, the University of Alabama at Birmingham believes that inherent in every Greek organization are the ideals of community, education, service/philanthropy, leadership, and prevention. The University also believes that each organization has the responsibility and obligation to foster and promote these ideals in its day to day operations.

Therefore, it is important that the University and the fraternities and sororities clearly establish and ascertain the obligations and privileges of both parties to assure the continuing existence and increasing strength of the Fraternity and Sorority System at UAB.

This relationship statement shall include an outline of the privileges and obligations of fraternities and sororities at the University of Alabama at Birmingham and the recognition afforded to these organizations by the University, as well as the obligations required of the University.

Privileges enjoyed by Recognized Fraternities and Sororities

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1. Fraternities and Sororities have the privilege to choose their members according to the recruitment guidelines established by the Interfraternity, Multicultural Greek, National Pan-Hellenic, and Panhellenic Councils' at the University of Alabama at Birmingham.
2. Fraternities and Sororities have the privilege to participate as a unit in campus activities such as

intramurals, Homecoming, and other UAB sanctioned events.

3. Fraternities and Sororities have the privilege to govern themselves through chapter meetings, the Interfraternity, Multicultural Greek, National Pan-Hellenic, and Panhellenic Councils, and their respective judicial agencies.
4. Fraternities and Sororities have the privilege to participate in and sponsor enriching social, educational, and recreational experiences.
5. Fraternities and Sororities have the privilege to utilize the respective full-time advisor(s) for the respective councils as designated by the University, to assist them in dealing with programmatic and operational matters, and to serve as a liaison between fraternities and sororities and other segments of the campus and community.
6. Fraternities and Sororities have the privilege of being solely responsible for their own financial, legal, and contractual obligations. (The University shall not be held liable for misuse of group finances or debts).
7. Fraternities and Sororities have the privilege of access to the University facilities and hosting on-campus events as provided through normal University channels.

Obligations of Recognized Fraternities and Sororities to the University

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1. Each fraternity and sorority and all members must comply with federal, state, and local laws, the Code of Student Conduct, the Student Policies and Rules, Policies of the Office of Student Involvement and Leadership , and the constitution and policies of the Inter/National Organization and the respective Interfraternity, Multicultural Greek, National Pan-Hellenic, and Panhellenic Councils'.
2. Each fraternity and sorority must meet the minimum academic standards of its Inter/National governing body and of the respective governing councils (Interfraternity, Multicultural Greek, National Pan-Hellenic, and Panhellenic Councils), as well as those of Fraternity and Sorority Life. Each fraternity and sorority should maintain an environment for members that is conducive to academic pursuits.
3. Each fraternity and sorority should always strive to maintain positive relationships with the community. Maintaining peace and respecting the rights of others during the course of their activities should always be of primary concern. Furthermore, each fraternity and sorority should promote philanthropic and community service projects and events.
4. Each fraternity and sorority must participate in leadership and educational programs and

meetings sponsored through the Office of Student Involvement and Leadership as outlined in the Pillars of Excellence Program. .

5. Each fraternity and sorority must submit to the Office of Student Involvement and Leadership and keep up-to-date records of chapter membership statistics and contact information in accordance with the *Chapter Roster Policies*.
6. Each new member/associate and transfer student who wishes to affiliate with the local chapter must read, complete, and sign the *Commitment to Prevent Hazing Form* and *Grade Release Form* in accordance with the *Pillars of Excellence* program.
7. Each fraternity and sorority must comply with event registration guidelines in order to host events on campus.
8. Fraternities and sororities which, own, occupy, and/or maintain housing on University property must have an established housing corporation which is current under the laws of the State of Alabama and must abide by lease agreements and applicable health and safety codes.

Obligations of the University to Fraternities and Sororities

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1. The University will provide advisor(s) who will implement programs, advise governing bodies, provide leadership training, handle administrative policy matters, and develop and maintain a cooperative relationship with local, regional and national officers and professional staff members. The University intends to have student input and participation when determining administrative policies pertaining to fraternities and sororities.
2. The University will permit each fraternity and sorority chapter at the University of Alabama at Birmingham to use the University's name along with, but not in place of, identification of the sponsoring body provided this use has been approved through normal University channels. For more information, please see [University Relations](#).
3. The University will facilitate participation in any recruitment programs as monitored by the Interfraternity, Multicultural Greek, National Pan-Hellenic, and Panhellenic Councils.
4. The University will assist fraternal organizations in monitoring the academic achievements of chapter members. The procedures established for such monitoring must ensure confidentiality of student records, and follow standard University procedure for the release of student records. Chapter grade point averages will be compiled each academic term through the Office of Student Involvement and Leadership.
5. The University will facilitate communication in partnership with the Office of Off-Campus

Student Services between neighborhood and fraternal organizations to assist in maintaining positive relationships between these bodies

University Recognition for Fraternities and Sororities

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Recognition is the formal process by which UAB agrees that a social fraternity or sorority may function on the campus, enroll members from the student body through recruitment activities, and identify its chapter with the University.

In order to be a recognized fraternal organization at the University of Alabama at Birmingham, the organization must meet the following requirements:

1. Be a designated interest group, colony, or fully chartered chapter of an inter/national, social fraternity or sorority.
2. All members of said interest group, colony, or chapter must meet the requirements for participation in student organizations at the University of Alabama at Birmingham.

The organizations reviewed for recognition by the University under this policy shall be afforded the following entitlement:

1. Social Fraternities and Sororities are entitled to single-sex membership under the provisions of Section 86.14 of the regulations promulgated under Title IX of the U.S. Education Act of Amendments of 1972.
2. Fraternities and sororities are entitled to be subjectively selective in their membership within the limits of the non-discrimination policies in the constitution of the respective inter/national fraternal organization.
3. Fraternities and sororities are legal corporations external to the University. In all cases, their chapter corporations, alumni corporations, and national/regional or local Greek organizations are incorporated separately from the University.

Pillars of Excellence

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Pillars of Excellence is the accreditation and award process for Fraternity and Sorority Life at the University of Alabama at Birmingham. It is based on the five pillars of the program: community, service/philanthropy, education, leadership, and prevention. It is a three-part process: compliance, pillars, and awards. Pillars of Excellence will be reviewed and published annually. Submitting materials for the compliance and pillars sections is mandatory. Failure to submit any of the required materials

will result in the suspension of student organization recognition and privileges until all materials are received.

Statement on Certificates of Insurance
Office of Student Involvement and Leadership
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All social, Greek-lettered fraternities and sororities are required to provide a certificate of insurance from their inter/national organization. These certificates will be submitted through the Pillars of Excellence program. The following requirements must be included on the certificate of insurance:

- University of Alabama at Birmingham must be listed as additionally insured
- Minimum of \$1,000,000 in general liability insurance

Statement on Chapter Advisors
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All social, Greek-lettered fraternities and sororities at the University of Alabama at Birmingham must have a chapter advisor to oversee their activities, and serve to guide the organization to its fullest potential.

All chapter advisors, primary or members of an advisory board, must be men and women of good character who can appropriately guide the undergraduate members in areas such as personal and social development, academic success, and leadership.

Additionally, all advisors must be members in good standing with their national/international organization, where applicable.

Fraternities and sororities should set expectations for the involvement of their chapter advisor in line with this statement as well as their inter/national guidelines. Additionally, the Office of Student Involvement and Leadership sets forth the following expectations for chapter advisors:

- Provides prompt and reliable communication regarding chapter activities and community issues
- Attends regularly scheduled advisor roundtables scheduled by the Assistant Director of Fraternity and Sorority Life
- Supports and encourages the Fraternity and Sorority community at the University of Alabama at Birmingham as a whole

Statement on Chapter Roster Maintenance

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All social, Greek-letter fraternities and sororities at the University of Alabama at Birmingham are required to submit and maintain accurate rosters of their membership with the Office of Student Involvement and Leadership on Engage.

Rosters updates shall be submitted electronically via Engage to the Assistant Director of Fraternity and Sorority Life. Instructions detailing how to submit rosters can also be found on Engage. *Failure to submit the roster will result in the suspension of student organization recognition and privileges until all materials are received.*

Any changes to an organization's roster shall be submitted electronically through Engage. This includes members who withdraw their membership, changes from new member to initiated member, or roster additions from recruitment. *Failure to update the roster will result in the suspension of student organization recognition and privileges until all materials are received. Deadlines for submission can be found in the Pillars of Excellence Program.*

National Panhellenic Conference organizations shall adhere to the chapter total as determined by the automatic reset of total each semester.

Additionally, chapter presidents shall give electronic approval of the final chapter roster prior to the beginning of final exams for the term. This approval solidifies the chapter roster that will be used for grade reports and dues assessment.

Statement on Academic Excellence

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All social, Greek-lettered fraternities and sororities at the University of Alabama at Birmingham strive to promote academic achievement and scholarly goals amongst their membership. Therefore, it is a requirement of the Office of Student Involvement that each fraternity and sorority chapter achieve a minimum of a 2.5 term average for their members.

Failure to achieve the minimum GPA will result in probationary action determined by Fraternity and Sorority Life, in collaboration with the chapter's council.

Membership and participation in social, Greek-letter organizations should in no way interfere with a student's academic pursuits. Each chapter is required to maintain an academic excuse policy which allows students to be absent from chapter functions when they have obligations to their coursework. Each chapter may implement this policy in a way that works best for them, but it should be clearly communicated to members and consistently enforced.

Statement on Hazing

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A fraternity/sorority who believes in true brotherhood/sisterhood and the ideas taught in his/her fraternity/sorority ritual, could not possibly haze a pledge/associate member or brother/sister. Every national fraternity has outlawed hazing. The State of Alabama has enacted legislation making hazing a criminal offense.

The UAB administration is unconditionally opposed to any situation created to produce mental and/or physical discomfort, embarrassment, harassment or ridicule. Members of the Fraternity and Sorority community are expected not to participate in any hazing activity, and to report immediately any such activity of which they become aware. Failure to report hazing is in effect giving approval of it.

Hazing may be caused by either overt or covert coercion. When any hazing activity is suggested by a fraternity or member of a fraternity, to new or trial members, covert coercion will be established, even if the activity is said to be "voluntary".

Fraternity and Sorority Life complies with all university policies, local, state, and federal laws related to hazing. The university's Hazing Policy for Student Organizations can be found online using this [LINK](#).

Alabama Law H.387 declares hazing illegal and establishes conditions for civil and criminal liability. Alabama Law H.387 and subsequent related amendments will serve as a guide for action by UAB should a hazing incident occur.

Statement on Alcohol and Other Drugs

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All social, Greek-lettered fraternities and sororities at the University of Alabama at Birmingham aim to provide opportunities for their members to grow and develop as responsible adults.

All fraternities and sororities must abide by their inter/national risk management policies regarding alcohol and other drugs, especially the sections regarding:

- Use of chapter funds for events including alcohol
- Distribution of alcohol
- Underage members
- Third Party Vendor requirements
- Use of alcohol during recruitment, intake, or new member activities

No alcohol shall be allowed at Greek community-wide functions, including Greek Week.

Statement on New Member Education Programs

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New member education is an essential part of the activities of social, Greek-lettered fraternities and sororities at the University of Alabama at Birmingham. These programs allow the newest members of our organization to learn about their respective fraternity or sorority as well as find opportunities for personal growth and the development of lifelong friendship. In order to support these educational policies, the University of Alabama at Birmingham Office of Student Involvement and Leadership sets forth this statement regarding New Member Education. In addition to this statement, all fraternities and sororities must follow the guidelines set forth by their inter/national organization.

New Member Education Syllabus

The *New Member Education Syllabus and Timeline* must be submitted to Fraternity and Sorority Life via the Pillars of Excellence program **by the second Friday of each academic term** when a new member program is occurring. This syllabus must clearly outline the new member education process including meeting times/dates/locations, topics covered, and any and all events for new members. It is highly recommended that chapters use programs designed by their inter/national office and do not deviate from those programs. *Failure to submit the syllabus by the established deadline will result in the suspension of student organization recognition and privileges until all materials are received.*

Timing

The new member education process shall not exceed eight (8) weeks. In addition, all new member education activities, including initiation, must occur prior to the end of classes for the academic term. This means that new members must be finished with all activities prior to the final examination period and no activities shall occur when regular classes are not in session (i.e. Summer terms).

Exceptions to this statement will only be granted in cases where the inter/national organization's policy dictates an extended term of new member education. This policy must be submitted in writing to the Office of Student Involvement and Leadership and must be confirmed with the inter/national headquarters' staff.