

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 packet 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 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 scholarship, community service, leadership, brotherhood and sisterhood, spiritual awareness, personal integrity, and social development. 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) 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 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.
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 *Hazing Compliance* and *Grade Release Form* in accordance with the *Chapter Registration, Membership Intake, and Academic Excellence* policies.
7. 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 governance 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.
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 assist in providing the names of first-time freshmen, transfers, and matriculated students to fraternities and sororities for their recruitment purposes.
6. The University will facilitate communication 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.

Statement on Chapter Registration
Office of Student Involvement and Leadership
The University of Alabama at Birmingham

All social, Greek-letter fraternities and sororities at the University of Alabama at Birmingham must submit the *Chapter Compliance Packet* in order to ensure accurate records can be maintained by the Office of Student Involvement. The Chapter Compliance Packet shall be due no later than the last Friday of each academic term. *Failure to submit any of the required will result in the suspension of student organization recognition and privileges until all materials are received.*

Chapter Compliance Packet

The Chapter Compliance Packet shall contain the following documents:

- Grade Release Form—for new members only
- Hazing Compliance Form-new members and intake paperwork
- Chapter Roster

Grade Release Form

All new/associate members must sign the *Grade Release Form* so that the Office of Student Involvement and Leadership may access their academic record for the compilation of chapter and community grade reports.

Hazing Compliance Form

All chapter members must complete the *Hazing Compliance Form* indicating that they have read and understand the University of Alabama at Birmingham policy on hazing as well as the laws of the State

of Alabama regarding hazing.

Chapter Roster

An accurate chapter roster must be submitted and maintained through BSync.

Statement on Chapter Advisors

Office of Student Involvement and Leadership

The University of Alabama at Birmingham

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

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 BSync.

Rosters updates shall be submitted electronically via BSync to the Assistant Director of Fraternity and Sorority Life. 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 BSync. 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.

National Panhellenic Conference organizations shall adhere to the chapter total as voted upon by the Council each year.

Additionally, chapter presidents shall give electronic approval of the final chapter roster one week 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
Office of Student Involvement and Leadership
The University of Alabama at Birmingham

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.

Statement on Hazing
Office of Student Involvement and Leadership
The University of Alabama at Birmingham

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. You are expected not to participate in any hazing activity, and to report immediately any such activity of which you 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".

The following is the University of Alabama at Birmingham Policy Statement on Hazing. All members are required to know and understand this policy and acknowledge that understanding on the *Hazing Compliance Form*.

POLICY STATEMENT THE UNIVERSITY OF ALABAMA AT BIRMINGHAM

Subject: Hazing Policy for Student Organizations

1. Purpose

It is the responsibility of all student organizations to encourage an atmosphere of learning, social responsibility, and respect for human dignity and to provide positive influence and constructive development for members and aspiring members. "Hazing" is an unproductive and hazardous custom that is incongruous with this responsibility and has no place in university life, either on, or off, campus.

The purpose of this policy is to define hazing and to provide guidelines with regard to hazing that student organizations and their members must follow.

2. Prohibition and Sanctions

Hazing, as defined in this policy, is prohibited, and

1. Organizations that are found to be in violation of this policy may lose status as recognized UAB student organizations, and
2. Individual members who are found to be in violation of this policy are in violation of the Non-Academic Conduct Policy and may be disciplined in accordance with UAB's disciplinary procedures

3. Definition

Hazing is a willful action taken toward any student, or group of students, on, or off, campus by a student organization or any of its members to produce public humiliation, physical discomfort, bodily injury, or public ridicule or to create a situation where public humiliation, physical discomfort, bodily injury, or public ridicule occurs.

Such activities include, but are not limited to:

1. Paddling
2. Requiring or compelling exercise and calisthenics
3. Road trips (involuntary excursions)

4. Requiring or compelling exposure to uncomfortable elements
5. Requiring or compelling activities creating unnecessary work, detention, or any duties that impair academic efforts
6. Verbal harassment
7. Requiring or compelling the wearing in public of apparel which is conspicuous and not in good taste
8. Requiring or compelling the forced consumption of any liquid or solid substance

4. Responsibility

The Director of Students Advocacy, Rights, and Conduct or a designated representative is the UAB official who has primary responsibility for administering this policy.

5. Relationship of this policy to the State of Alabama's law:

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
Office of Student Involvement and Leadership
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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

Additionally, the suites at Sorority Square should remain alcohol and drug free.

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

Statement on New Member Education Programs
Office of Student Involvement and Leadership
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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 education 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 the Office of Student Involvement and Leadership **by the second Friday of each academic term**. This syllabus must clearly outline the new member education process including meeting times, topics covered, and any and all events for new members. 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 twelve (12) 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.