Indiana University Office of Sorority and Fraternity Life Recognition Policy

This recognition policy identifies the benefits that Indiana University ("IU" or "University") will provide to recognized Greek Organizations, the recognition process and requirements, organization expectations, and the responsibilities and obligations the organization has to IU. Greek Organizations exist independently of the University, but this recognition policy aims to strengthen each independent organization and the overall University environment. The Office of the Vice Chancellor for Student Life reserves the right to prohibit any discriminatory or dangerous activities at a proposed function or event.

I. Benefits of Recognition

There are several benefits associated with being a recognized Greek Organization ("GO") at IU Some of the benefits include:

a. **Official Recognition as a Student Organization at IU**: The GO will be officially recognized by IU as a self-governed student organization ("SGSO"), granting it privileges from the University, including the ability to do the following:
   i. Reserve rooms on campus;
   ii. Participate in the Student Involvement Fair(s) hosted by the Student Involvement and Leadership Center;
   iii. Receive educational programming provided by staff and departments from the University;
   iv. Participate in the Homecoming parade representing the GO;
   v. Participate in the Little 500 annual cycling race hosted by the Indiana University Student Foundation representing the GO;
   vi. Participate in intramurals as a part of the fraternity/sorority league representing the GO;
   vii. Apply for organizational amnesty through the Office of Student Conduct;
   viii. Apply for programming funds through the IU Funding Board.

b. **Academic Reports**: The Office of Sorority and Fraternity Life ("OSFL") will provide grade reports to the GO for its members, so long as the appropriate FERPA consent forms have been completed by the GO's members and will include the GO in the community grade report.

c. **Advising Support**: OSFL will provide advising support to chapter leaders for educational programs, leadership development, risk management, and prevention initiatives. Topics include, but are not limited to, academic success, community engagement, leadership development, membership accountability, diversity/inclusion, mental health, health and wellness, sexual misconduct, hazing, alcohol/drug use, and the Indiana Lifeline Law. OSFL will also consult with chapter advisors, house directors/live-in advisors, and house corporation board members upon request or as needed.

d. **Programmatic Support**: OSFL will provide ongoing programming and leadership training for chapter leadership, general chapter members, chapter advisors, and house directors/live-in advisors.

e. **Funding:** In addition to funding opportunities provided by the IU Funding Board, OSFL will provide the opportunity for funding through the Greek Funding Advisory Board for fraternity/sorority leadership conferences (i.e. local/regional/national conferences), programs, and events through an application process.

f. **Social Events**: The GO will have the ability to host events with alcohol in compliance with the OSFL Social Events Policy and the IU Code of Student Rights, Responsibilities, and Conduct.
g. **Marketing:** OSFL will provide marketing and recruitment support to Councils and Recognized GOs through Council advising, Chapter Coaching meetings, and will also promote and share recruitment and joining opportunities during New Student Orientation Sessions with parents and prospective members.
h. **Privileges of Organizations with University Recognized Housing:**[1]
    i. The University will provide check-listing services by placing holds on accounts for members who do not pay room and board in accordance with the University policy regarding holds on student accounts and the requirements and limitations identified in the University Recognized Housing Policy;
    ii. The ability to host events with alcohol in the chapter facility in compliance with the OSFL Social Events Policy;
    iii. The ability for first-year students to apply to receive an exemption for the on-campus living requirement to move into the chapter facility. University housing fees, including contract cancellation fees, are not waived under this exemption.

II. Recognition Requirements

To receive University benefits, a sorority or fraternity must be recognized by OSFL. Recognition is granted by OSFL following the sorority's or fraternity's ability to demonstrate that it is responsibly managed, can participate as a responsible and constructive member of the Greek community, and has members who are willing to comply with University and OSFL policies and procedures. To be eligible for recognition, the GO must:

a. Be a registered SGSO and fulfill the respective requirements of the University's Student Organization Policy,[2] including that the GO must:
    - Have a minimum of five currently enrolled undergraduate members.
    - Have an advisor who is either an employed IU faculty or staff member (undergraduate students do not qualify as an advisor). *The OSFL Chapter Coach (e.g. OSFL appointed chapter liaison) cannot serve in this capacity.*
b. Maintain recognition from the inter/national headquarters.
c. Hold membership in one of the four Sorority and Fraternity Life governing councils (Interfraternity Council, Multicultural Greek Council, National Pan-Hellenic Council, or Panhellenic Association).
d. Adhere to all University policies and regulations, including but not limited to:
    - The OSFL Recognition Policy
    - The OSFL Social Events Policy
    - IU Code of Student Rights, Responsibilities, and Conduct
    - University Housing Recognition Policy (if applicable)

[1] Chapter houses of recognized fraternities and sororities are considered approved campus housing, but the houses are not owned by the University. Such chapter houses will be referred to herein as "University Recognized Housing."
[2] Pursuant to 20 U.S.C. 1681(a)(6)(A), social fraternities and sororities are exempt from Title IX discrimination prohibitions on the basis of sex with respect to their membership practices.

e. For organizations whose members reside in "University Recognized Housing," proof of the Organizations Certificate of Insurance (which must meet the terms identified in the University Recognized Housing Policy), must be submitted to OSFL. The Housing Acknowledgement Form must be submitted by the House Corporation Board President. The GO may not register and/or host events until this documentation is submitted and verified by OSFL.

III. Recognition Process

To receive recognition annually, the GO must:

a. Meet all requirements identified in Section II above.
b. Complete the student organization registration process with the Student Involvement and Leadership Center ("SILC") by the first date of the fall semester. GOs will not be able to register social events until they are a fully registered SGSO and have completed all recognition requirements identified in this policy.
c. Review OSFL and University policies and procedures through the registration process, with its Chapter Coach and chapter advisor. All such policies, procedures, and expectations must be communicated to all members of the GO. The chapter president and chapter advisor agree to clearly communicate the University's policies and procedures to chapter members when registering with OSFL and SILC.
d. Submit required documentation to OSFL by the deadlines identified on the website.
e. Agree to adhere to university guidance and directives related to public health and safety, including, but not limited to, restrictions on events and number of attendees at any event, etc.

IV. Organization Expectations:

The GO has a responsibility to create and maintain a safe and nondiscriminatory educational environment for its members and guests, and to foster a safe environment for all within the University community. The GO agrees to adhere to the organization expectations. Failure to adhere to the expectations may result in disciplinary action (individually and/or organizationally), which may result in a loss of University benefits and/or University recognition.

a. Hazing is prohibited by law and by University policy. The GO is expected to prohibit hazing by individual or collective members of the organization, including any alumni or graduate members. Hazing of all members, regardless of membership status, is prohibited.
    i. The GO is expected to report any knowledge of hazing incidents, serious health and/or safety concerns to the University without delay. Although there is an expectation that individual members of the GO will report knowledge of hazing incidents and health or safety concerns to the University promptly, the GO president has an obligation to ensure a report is made to OSFL and/or the Office of Student Conduct for any hazing incident and/or health or safety concern as soon as the GO President becomes aware of such incident or concern.
    ii. Organizational Amnesty may be available to GOs who self-report incidents of hazing or where a student's health and safety has been compromised.
b. Member Education and Intake:

i. The GO will submit the organization's new member education/intake timeline to OSFL by the date specified on the website. The GO's education plan must be submitted to OSFL upon request.
ii. The new member education program should begin one week after all bids/invitations to join the organization have been extended to all new members.
iii. The GO must initiate all new members within **six weeks** of commencement of the new member education program. The timeline of initiation will be shared with the Chapter Advisor, Headquarters, and the OSFL Chapter Coach.
iv. All portions of the new member education and intake process should be alcohol and substance free. This includes and is not limited to any programs, activities, social events, Ritual services or workshops with new members.
v. The GO is expected to have a chapter advisor present during all Ritual services, including initiation. Advisors are strongly encouraged to attend new member education programs and activities and presentations.
vi. Member intake and membership education is only allowed during the fall and spring semester when classes are in session.
    - Organizations may apply for an exemption to this time limit. Approval of the exemption request must be communicated in writing by the Assistant Dean of Sorority and Fraternity Life or their designee prior to any intake or education session(s).
vii. Organizations who conduct a new member presentation must include this information in their new member education plan and timeline. The Chapter president, Chapter Advisor, Headquarters, and OSFL Chapter Coach will meet to review the organizations new member presentation plans at least four weeks before the presentation. At least one chapter advisor should be present during a new member presentation.
viii. Only current undergraduate members or alumni who serve as official chapter advisors or are approved by the national organization to provide support for membership intake/education should be involved in the member intake and education process.
ix. Exemption Requests: An organization may apply for an exemption to the new member education and intake expectations if they do not have any allegations or findings of responsibility for hazing within the past academic year and if they are in good standing with OSFL. Exemptions will be reviewed and granted by the Assistant Dean for Sorority and Fraternity Life or their designee. Exemptions may be submitted for the following reasons:
    - A request to host initiation beyond the six-week requirement may be submitted to OSFL for consideration. The exemption request must identify the reason(s) this six-week period is not feasible and an alternative proposed timeline for initiation.
    - A request to have non-chapter advisors and unapproved alumni involved in the new member education or intake process. The exemption request must identify the reason(s) and provide rationale as to why the alumn(i) is involved in the membership education/intake process. The organization must include a letter of approval from their headquarters regarding the exemption request.

c. As an active registered GO with OSFL, the GO will:
    i. Send a representative to governing council and chapter president leadership meetings (i.e. community-wide meetings);
    ii. Meet with OSFL Chapter Coach at least once a month during the academic year;
    iii. Send a representative to attend leadership programs hosted by OSFL, such as the Greek Leadership Academy, Membership Educator Training, OSFL Policy Review Meetings, Emerging Leadership Retreat(s) and Wellness Summit;
    iv. Schedule and participate in required educational programs for membership classes (e.g. Party Smarter Program, Step UP! IU, Hoosiers Not Hazers and Neophyte Retreat). OSFL will post the required programs online at the start of each academic year;
    v. Participate in OSFL Awards Program;
    vi. Require event monitors to complete OSFL's Event Monitor Training each academic year prior to serving as event monitors. Chapters should also provide chapter specific risk-management trainings for event monitors each semester prior to hosting social events; and
    vii. Ensure new members have completed the Prospective Member Orientation prior to beginning new member education.
d. The GO agrees to submit the following documentation to OSFL by the deadlines set forth on the OSFL website prior to the start of each semester:
    i. Name and contact information for requested chapter officers and chapter advisors.
    ii. Membership rosters in the format requested by OSFL, including any lists of new members and/or candidates for membership (MCGC and NPHC).
    iii. Completed Financial Obligation Survey
    iv. Completed End of Semester Survey
    v. A detailed new member education program, including a timeline for when programming will be provided and the initiation date scheduled for the semester. The program must be reviewed by the GO's national headquarters and shared with the chapter advisor prior to submitting to OSFL.
    vi. OSFL may request additional programs to provide support pertaining to the health and safety of the organization's members and/guests. As such, the GO agrees to submit the following documentation to OSFL upon request:
        - Risk Management Program: provide a copy of their risk management program and practices for hosting social events, including any events with alcohol.
        - Standards Board/Member Accountability Program: provide an overview of the process in which the chapter holds individual members accountable to the expectations of the organization.
e. Advisor Expectations:
    i. The GO should have one advisor for every 50 members in the organization, with at least one advisor who lives within a 50-mile radius of Bloomington, Indiana designated as the "chapter advisor."
    ii. All advisors shall be trained by the (inter)national fraternity/sorority. An advisor for the chapter should attend all meetings as scheduled for advisors by OSFL, IFC/MCGC/NPHC/PHA, or the University.
    iii. Advisors should provide education and advice to members on chapter specific policies, including the national/international organization's risk management policy.

iv. An advisor should be present at major chapter events including initiation/new member presentations, etc.
v. The chapter advisor(s) should advise the GO regarding the organization's compliance with this policy and the IU Code of Student Rights, Responsibilities, and Conduct.

f. Member Expectations:
i. To provide support to chapters and members involved in sororities and fraternities centered on personal and leadership development, academic excellence, wellness, and community engagement, OSFL has implemented a fee for students who are members of sororities and fraternities. The fees will be assessed each semester. The fee schedule will be set annually and posted online in August prior to the first bill of the academic year. Members who are unable to pay the fee can submit a Fee Waiver to OSFL.

g. Social Functions and Events with Alcohol:
i. The GO must comply with the OSFL Social Events policy.
ii. The GO must comply with all other applicable University event notification and/or registration policies for SGSOs.

V. Organization Accountability

a. The GO is expected to adhere to the terms of this policy, the IU Code of Student Rights, Responsibilities, and Conduct, their respective council's constitution and bylaws, the OSFL Social Events policy, the University Housing Recognition policy (if applicable), and all other University policies.
b. All new and active student members of the GO are required to cooperate fully with any University investigation or proceeding. This paragraph does not deprive an individual of their rights under the Fifth Amendment to the U.S. Constitution.
c. Organization Amnesty may be available to GOs who self-report incidents of hazing or where a student's health and safety has been compromised.
d. Failure to attend required meetings, programs, or to submit documentation by the deadlines posted on the OSFL website may result in a fine at the following rates:
- Chapters with 1-50 members: $50
- Chapters with 51-100 members: $100
- Chapters with 101+ members: $200

e. Failure to provide an accurate roster to OSFL may additionally result in not being included in community grade reports, and/or social restrictions until the roster is provided.
f. Failure to attend meetings, programs, or submit required documentation may result in social restrictions until the program is completed and/or documentation is provided. Requests for an appeal for fines and/or restrictions to be waived should be submitted to the Assistant Dean for Sorority and Fraternity Life.

VI. Loss of Recognition

a. GO may lose recognition with the University for the following reasons:
i. Failure to meet the recognition requirements as outlined in Section II and/or complete all parts of the recognition process as outlined in Section III.
1. GOs that do not register due to minimum number of members required for SGSO registration and are dormant for up to two full calendar years due to not meeting the minimum membership requirements AND have

not been suspended for disciplinary reasons, may reactivate their chapter without participation in the extension process. The organization should be in communication with OSFL to ensure support for reactivating the organization.

2. GO's at risk for not meeting the minimum membership requirements as a SGSO should seek support from OSFL and are required to participate in the Membership Growth Plan if they want to remain in good standing and receive support and assistance as a registered GO. The chapter president and advisor should communicate regularly with their OSFL Chapter Coach to ensure support for reactivating the organization.

ii. Revocation or suspension of charter by national organization;

iii. Outcome of suspension from a University disciplinary process. A University disciplinary process may be initiated based on allegations, or other information or evidence, that the GO:

1. Failed to adhere to this policy or any other applicable University policy, including, but not limited to, the OSFL Social Events policy and the University Recognized Housing policy.
2. Failed to adhere to the Code of Student Rights, Responsibilities, and Conduct.
3. Failed to adhere to any applicable law or other University directive.

b. Consequences of loss of recognition include, but may not be limited to:

i. The loss of benefits outlined in Section I.

ii. The loss of services or benefits provided by IU to the GO pursuant to the Recognized Housing policy.

iii. Individuals may also be held responsible for organizational Code violations.

c. A GO seeking re-recognition with Indiana University will be required to apply for recognition in conjunction with OSFL's Extension Policy (Note: The Extension policy does not limit any other requirements to return that may be imposed by the GO's inter/national headquarters and/or the University). Organizations that close with an established agreement with the Vice Chancellor for Student Life will be given priority for the designated timeline outlined in the agreement, and must participate in the extension process when requesting to return to Indiana University's sorority and fraternity community. Any incidents involving the GO that occur during the time it is no longer recognized by the University will be taken into consideration during the reapplication process.