

CONSTITUTION OF THE INTERFRATERNITY COUNCIL

UNIVERSITY OF DENVER

MISSION

We, the Interfraternity Council (IFC), exist to advance the conditions conducive to the success of its member chapters and to promote the progress of the fraternity experience. With this aim, the IFC actively encourages interfraternalism and collaboration with other fraternity/sorority governing councils and student government bodies. Maintaining a positive working relationship and partnership with the campus administration, alumni, NIC and inter/national headquarters of chapter members is critical toward elevating the role of the IFC.

ARTICLE I – NAME AND DEFINITIONS

- A. This organization shall be known as the Interfraternity Council (IFC) at the University of Denver.
- B. For the purpose of this document, the following definitions may be used:
 - a. “DU” shall mean the University of Denver
 - b. “Establishing Chapter” should mean a colony or other status other than a fully initiated and installed chapter with a charter. As the word “colony” has negative context both historically and currently, the IFC at DU will refrain from using this language and will encourage all member chapters to do the same.

ARTICLE II – PURPOSE OF THE IFC

Fraternities thrive when they embrace their responsibilities, while ardently advocating for their fundamental rights.

We, the Interfraternity Council at the University of Denver believe in:

- A. Citizenship: Fraternity members must be responsible, respectful and inclusive citizens of their community.
- B. Accountability: Fraternity members have the responsibility to hold each other accountable to their fraternal ideals and expectations.
- C. Choice: Fraternities have the responsibility and right to select members who align with their ideals and expectations.
- D. Opportunity: Every individual has the right to seek membership in a fraternal experience on terms they determine best fit their needs.
- E. Fairness: For justice to effectively be administered, fraternity members and organizations must provide and be afforded fundamental due process rights.
- F. Interfraternalism: NIC member chapters stand in solidarity for fellow member chapters that meet NIC Standards.

The purpose of the IFC shall be to:

- A. Provide a sovereign governance structure for its member chapters;
- B. Enforce and hold member chapters accountable to the IFC Code of Conduct and other governing documents;
- C. Develop policies and procedures to provide safe and healthy membership experiences;
- D. Develop policies and procedures to provide safe and healthy social experiences;
- E. Advocate for appropriate levels of university financial and staffing support;
- F. Promote the interests of its member chapters;
- G. Promote the interests of member chapters in general;
- H. Discuss questions of mutual interest and present to its member chapters such recommendations as the IFC deems appropriate;
- I. Promote the interests of the University of Denver;
- J. Promote mutual cooperation between its member chapters;
- K. Promote mutual cooperation between the IFC, fellow governing councils, and student organizations at the University of Denver; and
- L. Promote mutual cooperation between the IFC and the University of Denver, its students, faculty, staff, and local community.
- M. Promote education on the issues of health and safety

ARTICLE III – IFC MEMBERSHIP

Section I. Membership Eligibility

- A. Membership in the IFC is open to chapters and colonies of fraternities at the University of Denver, as follows:
 - 1. Any chapter or establishing chapter¹ of a North American Interfraternity Conference (NIC) member organization shall hold membership in the IFC.
 - 2. Any chapter or establishing chapter of an inter/national fraternity that follows NIC Standards, which is not a member of the NIC, may hold membership in the IFC.
- B. The IFC will not recognize chapters that have been suspended or have had the charter revoked by the inter/national organization.

Section II. Membership Classification for Member Chapters

The membership classification of member chapters shall be as follows

- A. Full Member: Any fraternity chapter which has obtained its charter from its inter/national organization. Full Membership grants the member chapter all rights, privileges and responsibilities under the IFC Constitution and Bylaws. Full membership in the IFC is limited to those fraternities (including non-NIC organizations), who have adopted all NIC Standards, are affiliated with an inter/national organization, and are men's fraternities.

¹ In this instance, “establishing chapter” is used in place of the word “colony”, but is intended to mean any organization that has not received a full charter.

- B. Any fraternity may be granted this membership status if the organization does not meet the above criteria and shall be referred to as Associate Members.
- C. Only members from Full IFC member organizations are permitted to serve as IFC officers, serve on the Judicial Board, or vote on Constitution and Bylaw amendments.

For the purpose of this Constitution and the IFC Bylaws, both Full Members and Associate Members are referred to as member chapters.

Section III. Member Chapter Minimum Expectations

Each member chapter shall adhere to and abide by the following minimum expectations:

- A. Each member chapter shall comply with all policies set forth by:
 - 1. The North American Interfraternity Conference (NIC).
 - 2. The IFC Constitution, Bylaws, Code of Conduct, and other policies.
 - 3. The rules and regulations of the University of Denver
 - 4. The general values-based conduct of fraternity men.
- B. Each member chapter shall maintain a minimum annual cumulative GPA of 2.75 and a minimum new member class GPA of 2.90.
- C. Each member chapter shall be current on all IFC dues owed.
- D. Each member chapter shall submit required membership rosters as outlined by fraternity and sorority life.
- E. Each member chapter shall comply with the attendance policies for the IFC General Body and the IFC Judicial Board, as outlined within this Constitution.
- F. A member chapter which has failed to meet any of the minimum expectations outlined in this Section shall be referred to the IFC Vice President for potential judicial review.

Section IV. Membership Status for Member Chapters

The membership status of member chapters shall be as follows:

- A. Good Standing: A member chapter shall be deemed to be in Good Standing if the member chapter is not currently operating under Non-Status Sanctions or Status Sanctions, as defined within the IFC Bylaws, and is currently meeting the minimum expectations outlined in Section III of this Article.
- B. Good Standing on Probation: A member chapter shall be deemed to be in Good Standing on Probation if the member chapter is currently operating under Non-Status Sanctions and currently meets the minimum expectations outlined in Section III of this Article.
- C. Good Standing with Academic Assistance: A member chapter shall be deemed to be in Good Standing with Academic Assistance if the member chapter is not currently operating under Non-Status Sanctions or Status Sanctions but falls below a 2.75 average GPA.
- D. Poor Standing: A Member Fraternity shall be deemed to be in Poor Standing if the member chapter has been placed under Suspension by the IFC or has

currently failed to meet the minimum expectations outlined in Section III of this Article.

Section V. Individual Member Definitions

For the purpose of this Constitution and the IFC Bylaws, and with an understanding that each member chapter may have its own terminology for internal use, individuals will be defined as follows:

- A. Initiated Member: An Initiated Member shall be defined as any person who has been initiated into any IFC member chapter at the University of Denver.
- B. New Member: A New Member shall be defined as any person who has accepted a bid to join an IFC member chapter at the University of Denver but has not been initiated into that IFC member chapter.
- C. Potential New Member: A Potential New Member shall be defined as any person who has not accepted a bid from any IFC member chapter at the University of Denver.

Section VI. IFC Affirmation and Adoption of NIC Standards

The member fraternities of the NIC have passed minimum standards for all NIC member fraternities. These do not preclude the IFC or member chapters from adopting higher or additional standards. The IFC can amend its Constitution and Bylaws, adopt policies and pass resolutions, so long as those do not conflict with existing NIC Standards established to improve all facets of the fraternity experience. Further, the IFC and its member chapters will actively support and pass no policy that infringes on the associational rights of member chapters.

The IFC will pay annual dues to the NIC and affirms and adopts the NIC Standards so long as they are appropriate for the University of Denver, and each member chapter shall be required to meet the following in order to maintain IFC membership:

- A. Each member chapter shall communicate its values through its Ritual at least once annually;
- B. Each member chapter shall communicate to its Initiated Members and New Members the importance and benefits derived from continuous membership education throughout the undergraduate experience and encourage or require its Initiated Members and New Members to participate in educational programming, whether conducted by the chapter, the Interfraternity Council (IFC), the University of Denver, or independent organizations covering the following topics:
 - 1. Academic Achievement and Student Success
 - 2. Alcohol and Drug Use and Awareness
 - 3. Career Preparation
 - 4. Civic Engagement
 - 5. Hazing Awareness
 - 6. Leadership Development

7. Diversity and Inclusion
 8. Sexual Violence Awareness
 9. Values and Ethics
 10. Mental Health
- C. Each member chapter and the IFC shall support student choice
 1. Any male-identified should be free to join a member chapter when they determine it is in their best interest to do so.
 2. All member chapters should be free to determine when they wish to extend an invitation to join to a male-identified student.
 3. Each member chapter shall only offer bids to join the fraternity to Potential New Members who meet the following academic requirement:
 - i. For a Potential New Member who has yet to establish a collegiate grade point average, a minimum high school grade point average of 2.50 is required.
 - ii. For a Potential New Member who has an established collegiate grade point average, a minimum collegiate grade point average of 2.50 is required.
 - D. Each member chapter shall maintain an annual cumulative grade point average of a 2.75.
 - E. Each member chapter shall have New Member education programs lasting no longer than eight weeks.
 - F. Each member chapter shall have and follow risk management policies covering the following areas:
 - a. Alcohol and Drugs
 - b. Hazing
 - c. Sexual Violence
 - d. Fire, Health and Safety.
 - G. Each member chapter shall follow the IFC Recruitment Rules as laid out in Article XI of the Bylaws.
 - H. Each member chapter shall prohibit the use of alcohol, drugs and other illicit substances by all Initiated Members, New Members and Potential New Members during all recruitment activities including, but not limited to bid day events, big brother events and initiation-related activities.
 - I. Each member chapter shall prohibit the use of alcohol, drugs and other illicit substances by all Initiated Members and New Members during all New Member educational programming/orientation activities.
 - J. Each member chapter shall adopt a statement in support of environments that are free of hazing and sexual misconduct, as defined by their inter/national organization, within all aspects of formal and informal chapter operations.
 - K. Each member chapter shall establish a medical Good Samaritan policy that is in alignment with similar policies at the University of Denver.
 - L. The IFC and each of its member chapters must carry sufficient liability insurance coverage.

- M. Each member chapter and the IFC shall work with the campus to provide health and safety education and training provided for all chapters each term.
- N. Each member chapter and the IFC shall establish a strategic communication plan for the IFC and its member chapters that addresses protocol for crisis response, social media, marketing and media engagement.
- O. Each member chapter shall prohibit hazing, as defined by their inter/national organization and the university, within all aspects of formal and informal chapter operations.
 - 1. Hazing is defined by the University of Denver as “Any act, even if committed with the Effective Consent of all parties, which endangers the psychological or physical health or safety of a person, or by which a person is encouraged to engage in conduct that a reasonable person would consider to be humiliating, when the act is explicitly or implicitly a condition of admission into, affiliation with, or continued membership in any group. Actively or passively encouraging these acts is also prohibited.”

ARTICLE IV – IFC GENERAL ASSEMBLY

Section I. IFC General Assembly

The powers of the IFC shall be vested in the IFC General Assembly. The IFC General Assembly shall be the governing legislative body responsible for the general policies of the IFC, for electing its Executive Board, and for instructing its Executive Board as to the activities and operations of the IFC. All such activities shall respect the individual sovereignty of each member chapter and shall not relinquish any governance authority to any other governing body.

Section II. IFC General Assembly Composition

The IFC General Assembly shall be composed of voting IFC Representatives from each member chapter.

Section III. IFC Representatives

Each member chapter shall have one IFC Representative, who serves on the IFC General Assembly.

Section IV. IFC Alternate Representatives

Each member chapter shall also choose an IFC Alternate Representative who shall represent that member chapter in the IFC General Assembly in the absence of its IFC Representative.

Section V. IFC Representative and Alternate Representative Eligibility

In order to serve as the IFC Representative or Alternate Representative for a member chapter, individuals must meet the following requirements:

- A. Be an Initiated Member, in good standing, of a member chapter.
- B. Maintain good academic standing with the University of Denver.
- C. Be devoted to the general ideals and principles of fraternity life and conduct themselves in a professional manner consistent with the Mission and Purpose of the IFC, as defined within this Constitution.
- D. Have a working knowledge of the IFC Constitution and Bylaws, University of Denver policies, NIC Standards, and and NIC Alcohol & Drug Guidelines.
- E. Not be a current member of the IFC Executive Board or currently serve as their member chapter's IFC Judicial Board Justice.

Section VI. Term of Office of IFC Representatives

The term of office for IFC Representatives shall be until their graduation, resignation, or replacement under the procedures determined by each member chapter; or upon their election to serve on the IFC Executive Board or as their member chapter's IFC Justice for the IFC Judicial Board.

Section VII. IFC General Assembly Meeting Policies

The IFC General Assembly shall conduct its meetings according to the following requirements:

- A. The most recent edition of Robert's Rules of Order shall be used to run all meetings.
- B. A majority of member chapters present shall constitute a quorum in order to conduct IFC General Assembly business.
- C. The IFC General Assembly shall conduct regularly scheduled business meetings at least once a month during the academic year.
- D. Special meetings may be called by the IFC President at any time or at the request of two member chapters, with notice of the time, location, and purpose of the special meeting provided to all member chapters at least 72 hours in advance.
- E. Each member chapter's Chapter President and IFC Representative or Alternate Representative is required to attend all meetings of the IFC. More than two unexcused absences per academic year shall result in the member chapter being referred to the IFC Vice President for potential judicial review.

Section VIII. IFC General Assembly Voting Policies

The IFC General Assembly shall operate utilizing the following voting policies:

- A. Each member chapter, in good standing, shall have one vote.
- B. Individuals holding IFC Executive Board positions are not entitled to a vote.
- C. In the event of a tie, the IFC President shall cast the deciding vote.
- D. With the exception of the election of IFC Executive Board positions, there shall be no secret ballot votes.

ARTICLE V – IFC EXECUTIVE BOARD

Section I. IFC Executive Board

The IFC Executive Board shall be responsible for carrying out the purpose and policies of the IFC and for its day-to-day operations and activities, as directed by the IFC General Assembly.

Section II. IFC Executive Board Composition

The IFC Executive Board shall be composed of the following positions with duties and responsibilities outlined within the IFC Bylaws:

- A. President
- B. Vice President of Recruitment and Judicial Affairs
- C. Director of Administrative Affairs
- D. Director of Scholarship
- E. Director of Programming
- F. Director of Philanthropy & Community Service
- G. Director of Health & Safety
- I. Director of Public Relations

Section III. IFC Executive Board Eligibility

In order to be elected and serve as a member of the IFC Executive Board, individuals must meet the following requirements:

- A. Be an Initiated Member, in good standing, of a member chapter.
- B. Maintain good academic standing with the University of Denver.
- C. Be devoted to the general ideals and principles of fraternity life and conduct themselves in a professional manner consistent with the Mission and Purpose of the IFC, as defined within this Constitution.
- D. Have a working knowledge of the IFC Constitution and Bylaws, the University of Denver policies, NIC Standards, and NIC Alcohol & Drug Guidelines.
- E. Not currently serve as their member chapter's IFC Representative, Alternate Representative, or IFC Judicial Board Justice.
- F. Must complete formal judicial policies and procedures training.
- G. Must plan to attend all appropriate IFC officer trainings.

Section IV. IFC Executive Board Meeting Policies

The IFC Executive Board shall conduct its meetings according to the following requirements:

- A. The most recent edition of Robert's Rules of Order shall be used to run all meetings.
- B. A majority of IFC Executive Board members present shall constitute a quorum in order to conduct IFC Executive Board business.

- C. The IFC Executive Board shall conduct regularly scheduled meetings on a weekly basis.
- D. Special meetings may be called by the IFC President notice of the time, location, and purpose of the special meeting provided to each IFC Executive Board member at least 72 hours in advance.
- E. Each IFC Executive Board member is required to attend all meetings of the IFC Executive Board and all meetings of the IFC General Assembly. Unexcused absences may result in removal from office.

Section V. IFC Executive Board Voting Policies

The IFC Executive Board shall operate utilizing the following voting policies during IFC Executive Board meetings:

- A. Each IFC Executive Board member shall have one vote.
- B. The IFC President should refrain from casting their vote except for in the event of a tie. In such instances, the IFC President shall cast the deciding vote.
- C. There shall be no secret ballot votes.

Section VI. IFC Executive Board Election Policies

The following policies and procedures shall be utilized for the election and removal of IFC Executive Board officers:

- A. Nominations for IFC Executive Board positions shall open Week 5 of Fall Quarter and close Week 8.
- B. Interviews will take place Week 8 of Fall Quarter. Elections will occur during week 9 of Fall Quarter.
- C. Each IFC Executive Board officer shall be elected by a majority of the votes cast by the IFC General Assembly.
- D. Any individual serving in an IFC Executive Board position may be removed from their position by a 2/3 affirmative vote of the IFC General Assembly.
- E. In the event of a vacancy in any IFC Executive Board position, the IFC President shall call a special election to happen on less than 30 days after the vacancy has occurred.
- F. Applications will be available for 14 days with an election occurring no later than 16 days after the close of applications.

In the event the special election would occur during a break, the election will occur at the first IFC meeting on the immediate next academic term.

Section VII. Report of IFC Officers

A report of any newly elected or appointed IFC Executive Board officers shall be submitted to the NIC within one week of the election or appointment.

ARTICLE VI – IFC JUDICIAL BOARD

Section I. IFC Judicial Board Jurisdiction

The IFC shall be a self-governing organization with an independent Judicial Board which shall have jurisdiction over cases involving alleged member chapter violations, including but not limited to:

- A. The IFC will adopt a Code of Conduct for full and associate IFC member chapters. This shall reflect the responsibilities and rights of fraternity membership, NIC Standards and recommended practices.
- B. The IFC will adopt a Constitution and Bylaws that reflects NIC Standards and recommended practices, while also considering the needs of the University of Denver.
- C. The IFC will establish a Judicial Board with representation from full IFC members. The IFC will work with the campus to provide annual training to the Judicial Board on due process, standard of proof, and progressive, educational sanctioning.
- D. The Judicial Board shall work with the university to implement a comprehensive conduct program that enhances peer-governance; respects the authority of the university to adjudicate the Student Code of Conduct and major alleged policy violations (such as hazing and sexual misconduct); and avoids multiple, overlapping conduct processes.
 - a. The IFC shall develop an agreement with the university that identifies the role of each body in adjudicating allegations of chapter-level misconduct.
 - b. The IFC Judicial Board shall defer to the university to investigate and adjudicate hazing and sexual misconduct allegations, or any other allegation that is being investigated and/or adjudicated through the university's conduct process.
- E. In all other instances, the IFC Judicial Board has the autonomy and responsibility to adjudicate chapter-level violations of the IFC Constitution, bylaws, and other policies and establish educational sanctions, provided:
 - a. Basic due process protections have been provided for the accused chapter.
 - b. Sanctions are punitive and/or educational (but not solely punitive or financial), progressive, and do not restrict associational rights or student choice.
 - c. An appeal process is available.
- F. The Judicial Board shall inform the inter/national organization of any charges in advance of a hearing and work collaboratively with the inter/national organization and university when adjudicating a potential violation that may result in suspension/loss of recognition from the IFC for the member chapter.

- G. The IFC will not issue blanket sanctions for chapters that have not been found responsible for policy violations (i.e. system-wide ban on activities). An exception may be made for health and safety concerns with restrictions limited to events with alcohol, provided the exception is for a defined period of no more than 30 days, with a specific plan to lift the restriction, and in accordance with powers enumerated in the IFC Constitution and Bylaws.
- H. The rules and regulations of the University of Denver, unless they are in violation of NIC Standards or practices. In this case, NIC Standards shall overrule.

Section II. IFC Judicial Board Composition

The IFC Judicial Board shall be composed of one IFC Justice from each member chapter, chosen by that member chapter, and shall be chaired by the IFC Vice President.

Section III. IFC Justice Eligibility

In order to serve as the IFC Justice for a member chapter on the IFC Judicial Board, an individual must meet the following requirements:

- A. Be an Initiated Member, in good standing, of an IFC member chapter.
- B. Maintain good academic standing with the institution.
- C. Be devoted to the general ideals and principles of fraternity life and conduct themselves in a professional manner consistent with the Mission and Purpose of the IFC, as defined within this Constitution.
- D. Have a working knowledge of the IFC Constitution and Bylaws, the University of Denver policies, NIC Standards, and NIC Alcohol & Drug Guidelines.
- E. Not be a current member of the IFC Executive Board or serve as his their member chapter's IFC Representative or Alternate Representative for the IFC General Assembly.
- F. Must complete formal judicial policies and procedures training prior to serving on an IFC Judicial Board hearing.

Section IV. Term of Office of IFC Justices

The term of office for IFC Justices shall be until their graduation, resignation, or replacement under the procedures determined by each member chapter; or upon their election to serve on the IFC Executive Board or as their member chapter's IFC Representative or Alternate Representative for the IFC General Body.

Section V. IFC Judicial Policy

The Judicial Board shall perform all duties and be subject to all regulations contained within the IFC Judicial Policy in the Bylaws. All members of the judicial board are subject to training conducted by the Vice President and IFC advisor.

Section VI. IFC Judicial Board Hearing Justice Selection

Each chapter shall elect a justice to the Judicial Board at their own discretion who they believe will be a fitting representative of their chapter's values.

Section VII. IFC Judicial Board Hearing Attendance

All IFC Judicial Board hearings shall be conducted in accordance with the following requirements:

- A. All IFC Justices assigned to an IFC Judicial Board hearing shall be present in order to conduct business on behalf of the IFC Judicial Board.
- B. Each IFC Justice assigned to an IFC Judicial Board hearing is required to attend the hearing. Failure of an IFC Justice to attend an IFC Judicial Board hearing for which he was assigned shall result in his member chapter being referred to the IFC Vice President for potential judicial review.

Section VIII. IFC Judicial Board Hearing Voting Policies

All IFC Judicial Board hearings shall operate utilizing the following voting policies:

- A. Each IFC Justice serving on an IFC Judicial Board hearing shall have one vote.
- B. A majority vote shall govern all actions of an IFC Judicial Board.
- C. The justice representing the chapter under review shall not vote but will be present throughout the hearing process. They shall not engage in any activity that would put undo pressure or influence on the Judicial Board to make a decision favorable to their chapter.

ARTICLE VIII – CONSTITUTIONAL AMENDMENTS

Section I. Constitutional Amendments

This Constitution may be amended by a three-fourths ($\frac{3}{4}$) affirmative vote of the IFC General Assembly provided notice of the proposed amendment has been provided to member chapters at the preceding regularly scheduled business meeting of the IFC General Assembly.

Section II. Adoption

This Constitution shall become effective and shall supersede all previous Constitutions of the IFC when adopted by a three-fourths ($\frac{3}{4}$) affirmative vote of the IFC General Assembly.

BYLAWS OF THE INTERFRATERNITY COUNCIL AT THE UNIVERSITY OF DENVER

ARTICLE I – ROLE OF THE IFC REPRESENTATIVE

Section I. IFC Representative

The duties and responsibilities of all IFC Representatives are as follows:

- A. Serve as a representative and voice for their member chapter's concerns regarding the fraternity community.
- B. Represent the larger fraternity community's interests.
- C. Inform their-member chapters of the actions, discussions, and workings of the IFC General Assembly.
- D. Serve as a liaison between the IFC General Assembly and their respective member chapter.
- E. Represent the highest ideals of fraternity life to the greater campus community.

ARTICLE II – ROLE OF THE IFC EXECUTIVE BOARD OFFICERS

Section I. IFC President

The duties and responsibilities of the IFC President are as follows:

- A. Provide guidance and focus to the efforts of the General Assembly and Executive Committee.
- B. Preside over all meetings of the General Assembly and Executive Committee.
- C. Cast the final vote in the event of a tie.
- D. Build rapport and establish positive working relationships between IFC member chapter leaders.
- E. Serve as the official spokesperson for the fraternity community
- F. Establish positive working relationships with campus and local law enforcement agencies.
- G. Regularly interact with the leaders of other governing councils and campus organizations.
- H. Establish a working relationship with key college administrators.
- I. Establish a working relationship with and communicate campus data, issues, and trends in a timely manner to the NIC.

Section II. IFC Vice President of Recruitment and Judicial Affairs

The duties and responsibilities of the IFC Vice President are as follows:

- A. Serve as chair of the IFC Judicial Board and serve as the non-voting Chief Justice of all IFC Judicial Board hearings.
- B. Investigate and refer to the IFC Judicial Board alleged violations of IFC policy, including but not limited to:
 - 1. The IFC Constitution, Bylaws, and policies;

2. Federal, state and local laws;
 3. The rules and regulations of the University of Denver; and
 4. The general values-based conduct of fraternity men.
- C. Ensure proper filing and preparation for all judicial actions.
 - D. Ensure compliance with all IFC judicial action imposed upon an IFC member chapter.
 - E. Educate member chapters on the IFC Constitution and Bylaws, judicial processes, and risk management policies annually.
 - F. Conduct judicial policy and procedures training for new IFC Judicial Board justices.
 - G. Assist in conflict mediation between IFC member chapters.
 - H. Review all IFC governance documents, at least annually.
 - I. Work with member chapters to establish a recruitment process that meets the needs of member chapters and Potential New Members, as well as provides opportunities for interested individuals to learn about the fraternity experience.
 - J. Will focus on fostering interest in joining fraternities and marketing the fraternity experience to incoming students and Potential New Members in conjunction with the IFC Director of Public Relations.
 - K. Serve as chair of the IFC Recruitment Committee when it is called.
 - L. Utilize technology (recruitment software, social media, etc.) in recruitment and marketing efforts in conjunction with the IFC Director of Public Relations.
 - M. Produce and distribute promotional materials to all incoming students and unaffiliated students in conjunction with the IFC Director of Public Relations.
 - N. Develop recruitment workshops and programs for member chapters.
 - O. Uphold the IFC Recruitment Policy and ensure no restrictive policies are placed on new member recruitment and will not restrict the ability of chapters to distribute bids outside of any designated recruitment period.
 - P. Maintain an interest list of Potential New Members and appropriately share this list with chapters.
 - Q. Ensure New Member Rosters are accurate in conjunction with the Associate Director of Fraternity and Sorority Life.
 - R. Provide advice and support to member chapter recruitment officers.

Section IV. IFC Director of Administrative Affairs

The duties and responsibilities of the IFC Director of Administrative Affairs are as follows:

- A. At their discretion, can create and Serve as the chair the IFC Finance Committee.
- B. Supervise the annual budget process.
- C. Collect IFC member chapter dues or other assessments as needed.
- D. Maintain accurate records throughout the year through invoicing and receipts.

- E. Review and approve all IFC Expenditure Request Forms and IFC Reimbursement Request Forms.
- F. Make all disbursements with a cosigner.
- G. Prepare financial statements monthly and at the end of each term for distribution to all member chapters.
- H. Make bank deposits when necessary and in a timely manner.
- I. Oversee the filing of an annual IRS 990 form as needed.
- J. Provide advice and support to member chapter financial officers.
- K. Serve as the secretary of the IFC General Assembly.
- L. Record minutes at IFC Executive Board and General Assembly Meetings.

Section V. IFC Director of Scholarship

The duties and responsibilities of the IFC Director of Scholarship are as follows:

- A. At their discretion, can create and chair the IFC Education Committee.
- ~~B.~~ Serve as the chair for the IFC Scholarship Committee when it is called.
- C. Develop best practices for new member and member education programs for Member Fraternities.
- D. Coordinate a scholarship chair orientation program for member chapters.
- E. Collect and distribute academic performance rankings.
- F. Publish important academic dates and deadlines.
- G. Collect and distribute information about campus academic services, such as tutors, the writing lab, math lab, learning assistance programs, interest tests, career counseling, placement workshops, and library resources.
- H. Work individually with the scholarship chairs of member chapters below a 2.5 grade point average to create a plan to address specific academic issues in their chapter.
- I. Build and maintain relationships with faculty, academic offices, and academic honorary societies.
- J. Provide advice and support to member chapter scholarship officers.

Section VI. IFC Director of Health and Safety

The duties and responsibilities of the IFC Director of Health and Safety are as follows:

- A. Assist member chapters in the implementation of and compliance with the NIC Alcohol & Drug Guidelines.
- B. Coordinate Health and Safety efforts with other councils and stakeholders
- C. Assist in the management of the social event registration and monitoring process.
- D. Work with chapters and the university to set a reasonable cap for the number of chapter events with alcohol.
- E. Will work with the IFC President to ensure that the IFC has sufficient liability insurance coverage.
- F. Work with advisors and university officials to establish a Medical Good Samaritan Policy or reaffirm existing state or university policies.
- G. Provide support to chapter Risk Management and Health and Safety Officers.

Section VII. IFC Director of Public Relations

The duties and responsibilities of the IFC Director of Public Relations are as follows:

- A. Supervise the strategic communication plan for the IFC and its member chapters that addresses protocols for crisis response, social media, marketing and media engagement.
- B. Collect and disseminate information on the fraternity community to all campus and community media sources.
- C. Establish a positive working relationship with external constituents.
- D. Assist in the development of various IFC publications and outreach programs.
- E. Keep the media informed on upcoming events or potential news.
- F. Coordinate and maintain the University of Denver Interfraternity Council social media accounts including, but not limited to, Facebook, Instagram, and Twitter. Will focus on fostering interest in joining fraternities and marketing the fraternity experience to incoming students and Potential New Members in conjunction with the IFC Vice President of Recruitment and Judicial Affairs.
- G. Serve as chair of the IFC Recruitment Committee.
- H. Utilize technology (recruitment software, social media, etc.) in recruitment and marketing efforts in conjunction with the IFC Vice President of Recruitment and Judicial Affairs.
- I. Produce and distribute promotional materials to all incoming students and unaffiliated students in conjunction with the IFC Vice President of Recruitment and Judicial Affairs.
- J. Work with the Office of Fraternity and Sorority Life, Multicultural Greek Council, National Pan-Hellenic Council, and Panhellenic Association to improve all councils' collective public image.
- K. Undertake or assist in special projects or assignments delegated by the IFC President.

Section VIII. IFC Director of Programming

The duties and responsibilities of the IFC Director of Programming are as follows:

- A. Coordinate IFC involvement in DU's Fraternity and Sorority Week alongside with all Programming Chairs from all councils.
- B. Serve as the IFC representative to all community meetings including summer meetings, regarding Fraternity and Sorority Week planning.
- C. Must coordinate joint efforts with the appropriate council representatives from the other three councils (MGC, NPHC, and PHA).
- D. Keep chapters informed about Fraternity and Sorority Week details.
- E. Collaborate with all other IFC officers (i.e., Director of Scholarship and Education, Director of Health and Safety) in their specific to design and execute community-wide programming events related towards that position (i.e., Study Break, Service Trip Fundraisers) that further the mission of the IFC.

- F. Undertake or assist in special projects or assignments delegated by the President.
- G. Work collaboratively with the Director of Public Relations Chair to maintain and update the IFC's Student Engagement Platform.

Section IX. IFC Director of Philanthropy and Community Service

The duties and responsibilities of the IFC Director of Philanthropy and Community service are as follows:

- A. Be responsible for all matters pertaining to philanthropy and community service including the distribution of a calendar of community service events, aiding all chapters in the advertisement, and overall process of philanthropy and community service events.
- B. Be responsible for the development and coordination of community service and philanthropic events in conjunction with the Multicultural Greek Council, National Pan-Hellenic Council, and Pan-Hellenic Association Vice Presidents for Community Service
- ~~G.~~ Develop service projects and philanthropic events for member chapters.
- D. Collect and report member chapter community service hours, philanthropic dollars, and activities.
- E. Assist and aid member chapters in the planning and execution of philanthropy and community service events.
- F. Inform member chapters opportunities to engage in community service.
- G. . Ensure that services hours and philanthropic dollars raised by member chapters are recorded appropriately.
- H. Undertake or assist in special projects or assignments delegated by the President.
- I. Work collaboratively with the Director of Programming and Public Relations.

ARTICLE III – ROLE OF THE IFC BOARD JUSTICE

Section I. IFC Justice

The duties and responsibilities of an IFC Justice are as follows:

- A. Serve as an impartial justice, as called, on IFC Judicial Board hearings.
- B. Uphold:
 - 1. The IFC Constitution, Bylaws, Code of Conduct, and policies;
 - 2. The rules and regulations of The University of Denver unless they are in violation of NIC standards or practices. In this case, NIC standards shall overrule; and
 - 3. The general values-based conduct of fraternity men.
- C. Maintain confidentiality in all judicial hearings, matters, and deliberations.

ARTICLE V – ROLE OF THE IFC ADVISOR

Section I. IFC Advisor

The IFC Advisor should work to support all NIC Standards, policies and practices in conjunction with the policies of the University of Denver. In addition, in accordance with the Standards and Guidelines for Fraternity and Sorority Advising Programs of the Council for the Advancement of Standards in Higher Education (CAS), the duties and responsibilities of the IFC Advisor are as follows:

- A. Advise the IFC and its member chapters.
- B. Advise and consult with the IFC Judicial Board on all conduct cases.
- C. Advise financial processes.
- D. Coordinate life safety, facility management, and risk management programs in conjunction with local agencies.
- E. Facilitate or provide resources, including potential presenters of campus or national renown to conduct workshops, programs, retreats, and seminars on relevant topics, including the following:
 - 1. Multicultural Competence.
 - 2. Leadership Development
 - 3. Recruitment and Intake
 - 4. Risk Management
- F. Monitor membership and academic retention by member chapters and the entire community for purposes of improving academic support and recommending intervention strategies.
- G. Gather and disseminate information via meetings, websites, newsletters, social media venues, and/or information bulletins to the various entities in fraternity life.
- H. Provide assistance and advice in planning and assessing IFC and member chapters programs.
- I. Organize and facilitate leadership programs, retreats, and workshops.
- J. Connect the Initiated Members and New Members of member chapters to leadership opportunities across campus, in the local community, and within their inter/national organizations.
- K. Publish or share documents that focus on current events, leadership opportunities, trends, and other information regarding fraternity life.
- L. Provide for the recording and archiving of information about the fraternal community and encourage member chapters leaders to do the same within their organizations.

Section II. Annual Data Reporting to the NIC

In accordance with the NIC Standards, IFC Advisors shall assist the IFC in providing the following data to the NIC annually:

- A. The all-university, all-men's, all-fraternity, and individual member chapters grade point averages, reported each quarter.

- B. The total number of men who pledged all member chapters during each academic year.
- C. The total number of men who were initiated in all member chapters during each academic year.
- D. The percentage of fraternity members compared to the total number of all male identified students enrolled at the University of Denver during each academic year.
- E. The total number of chapters and colonies opened and closed during each academic year.
- F. The total number of full-time professionals employed by the University of Denver who work directly within fraternity and sorority life, during each academic year.

ARTICLE VI – FINANCIAL MANAGEMENT POLICY

Section I. Fiscal Year

The IFC Fiscal Year shall be from July 1 to June 30.

Section II. IFC Annual Budget

The Director of Administrative Affairs and/or the IFC Finance Committee shall propose an annual budget to the IFC Executive Board by May 1. Upon adoption by the IFC Executive Board, the budget shall be presented to the IFC General Body for ratification.

Section IV. Appropriate Use of IFC Funds

IFC funds are under the jurisdiction of the IFC member chapters and shall only be used in a manner that benefits the fraternity community and that is congruent with the values of fraternity life. IFC funds shall not be used to purchase alcoholic beverages.

Section V. Expenditure Approval

The IFC President and the IFC Director of Administrative Affairs shall approve all budgetary expenditures. Requests for budgetary expenditures shall be made utilizing the IFC Expenditure Request Form. All expenditure requests shall be submitted at least two weeks prior to the date of the requested disbursement.

Section VI. Requests for Reimbursement

No requests for reimbursement shall be accepted by the IFC. All purchases must be made using University procedures.

Section VIII. Financial Reporting

The IFC Director of Administrative Affairs shall provide a financial report to the IFC General Body on a monthly basis including all income and expenses during the given period of time and in relation to the overall budget for each line item.

Section IX. Financial Record Keeping

The IFC Director of Administrative Affairs shall maintain accurate and organized financial records consisting of all receipts and invoices, copies of all monetary disbursements and

deposits, IFC financial forms and reports, actual dues levied, canceled checks, ledgers, and journals.

ARTICLE VII –CHAPTER FINANCIAL OBLIGATIONS

Section I. IFC Initiated Member Chapter Dues

The quarterly dues for each member chapter shall be fixed at \$12 per Initiated Member and \$10 per New Member.

Section II. Establishment of IFC Member Chapter Dues

Any proposed amendment to the established per initiated member dues in Section I of this Article shall be initiated utilizing the following protocol:

- A. If the IFC Executive Board determines a need to amend the established per initiated member dues amount, it shall charge the IFC Finance Committee with assessing the current dues amount and providing a recommendation for possible amendments.
- B. The IFC Executive Board shall consider any recommendations made by the IFC Finance Committee and propose an amendment to the dues amount to the IFC General Body.
- C. A 2/3 vote of the IFC General Body is required to amend the IFC member chapter dues amount.

Section III. IFC Member Chapter Dues Assessment

The aggregate total of dues assessed shall be based upon each member chapter's term Initiated Member Roster that is filed with the IFC President in accordance with the requirements of Article III, Section III(E) of the Constitution. The IFC Director of Administrative Affairs shall invoice each member chapter within one week of receipt of an Initiated Member Roster or New Member Roster. Invoices shall be paid within two weeks of receipt.

Section IV. Delinquent Payments

Any amount unpaid by the due date shall result in a 10% penalty and loss of representation in the IFC General Assembly until payment has been made. Any amount unpaid within one month of the due date shall result in the member chapter being referred to the IFC Vice President for possible judicial action.

ARTICLE VIII – IFC CODE OF CONDUCT

Section I. IFC Code of Conduct

As members of the IFC, we, the Member Fraternities, hereby agree to and adopt the following code of conduct:

- A. We will know and understand the ideals expressed in our fraternity Rituals and will strive to incorporate them in our daily lives.
- B. We will strive for academic achievement and practice academic integrity.
- C. We will respect the dignity of all persons; therefore, we will not physically, mentally, psychologically or sexually abuse or harm any human being.
- D. We will protect the health and safety of all human beings.
- E. We will respect our property and the property of others; therefore, we will neither abuse nor tolerate the abuse of property.
- F. We will meet our financial obligations in a timely manner.
- G. We will neither use nor support the use of illegal drugs; we will neither misuse nor support the misuse of alcohol.
- H. We acknowledge that a clean and attractive environment is essential to both physical and mental health; therefore, we will do all in our power to see that our properties are properly cleaned and maintained.
- I. We will challenge all fraternity members to abide by these fraternal expectations and will confront those who violate them.

Section II. IFC Statement on Hazing and Sexual Misconduct

A. Hazing

- 1. The University of Denver's Interfraternity Council takes a zero-tolerance policy on hazing. This policy is considered an extension of the University of Denver's antihazing policies.
- 2. Definition of Hazing - Hazing activities are defined as any action or situation created, either directly or through innuendo that jeopardizes the student's psychological, emotional, or physical well-being, regardless of the person's membership status within the chapter or willingness to participate.
 - i. Examples include but are not limited to:
 - 1. Subtle hazing: behaviors that emphasize a power imbalance between new members/rookies and other members of the group or team. This includes, but is not limited to, physical or mental manipulation or any action which can cause mental duress.
 - 2. Harassment hazing: behaviors that cause emotional anguish or physical discomfort in order to feel like a part of the group. Harassment hazing confuses, frustrates, and causes undue stress for new members/rookies.
 - 3. Violent hazing: behaviors that have the potential to cause physical and/or emotional or psychological harm.
 - 4. Note that the willingness of any individual to participate in any activity does not excuse any hazing violation.

- B. Sexual Misconduct - IFC member chapters will not tolerate nor condone any form of sexually abusive behavior on the part of its members, whether physical,

mental, or emotional. This is to include any actions which are harmful to any person, including but not limited to sexual assault, rape, or verbal or printed harassment.

ARTICLE IX – IFC JUDICIAL POLICY

Section I. IFC Judicial Powers and Responsibilities

Per Article VI, Section I of the IFC Constitution, the IFC shall be a self-governing organization with an independent Judicial Board who shall have jurisdiction over cases involving alleged member chapter violations of IFC policy, including but not limited to:

- A. The IFC Constitution, Bylaws, Code of Conduct, and policies;
- B. The rules and regulations of The University of Denver; and
- C. The general values-based conduct of fraternity members.

Section II. Due Process

In appearing before the Judicial Board, each member chapter shall be granted certain rights termed “due process.” Those rights are:

- A. Right to be notified, in writing, of all charges, as outlined in the Bylaws;
- B. Right to present a defense, including the calling of witnesses;
- C. Right to question witnesses;
- D. Right to be accompanied by an advisor for advisory purposes only, but not for representation.
- E. Right to be notified, in writing, of all findings and sanctions imposed, as outlined in the Bylaws;
- F. Right to appeal the decision, as outlined in the Bylaws.
- G. Right to be free from double jeopardy.

Section III. Filing of Complaints

Any individual or group may file a complaint against a member chapter, specifying in writing the particular alleged acts of the accused. This must be done by submitting an IFC Judicial Complaint Form to the IFC Vice President. The IFC Vice President shall promptly review and investigate the allegation. Upon determination that an allegation contains information sufficient to warrant further adjudication, the IFC Vice President may charge a member chapter with a violation.

Section IV. Notification of Charges

Once the IFC Vice President has determined the filed complaint has merit, the member chapter and its inter/national organization is to be provided written notification of the charges at least two weeks in advance of the hearing. This written notification shall include the following:

- A. Date, time and location of their Informal Resolution Hearing;
- B. Description of the alleged violation; and
- C. Due process rights.

Section V. Investigatory Evidence

All evidence related to a complaint shall be compiled and presented to all parties at least one week prior to any informal Resolution Hearing or formal Judicial Board hearing. All evidence shall be directly related to the complaint(s) alleged against the member chapter and shall be approved by the IFC Vice President prior to circulation.

Section VI. Informal Resolution Hearing

- A. Upon a finding of the IFC Vice President that a filed complaint contains information sufficient to warrant further adjudication, he may offer the charged member chapter the opportunity to participate in an Informal Resolution Hearing unless he feels that potential sanctions could include suspension or loss of IFC recognition.
- B. In cases in which the charged accepts an Informal Resolution Hearing, the IFC Vice President shall meet with a representative of the charged member chapter to discuss the allegations of the complaint. Within three (3) business days of the Informal Resolution Hearing, the IFC Vice President may dismiss the complaint with a finding of no violations, provide the charged member chapter with his finding of violations and recommendation for a resolution through disciplinary or corrective sanctions. The charged member chapter has three (3) business days to accept or reject the terms of resolution. If the charged member chapter accepts the resolution, the charged member chapter waives all rights of appeal and the outcome is final.
- C. If the charged member chapter rejects offer of an Informal Resolution Hearing or the resolution, a Formal IFC Judicial Board Hearing will be convened to hear the case.

Section VII. Formal IFC Judicial Board Hearing

The IFC Vice President shall serve as a non-voting Chief Justice and the procedural officer for all Judicial Board hearings.

The IFC Vice President shall convene a Formal IFC Judicial Board Hearing if:

- A. The charged member chapter rejects having an Informal Resolution Hearing;
- B. The charged member chapter rejects the findings and/or sanctions of the Informal Resolution Hearing
- C. The IFC Vice President determines the allegation is egregious enough to warrant potential suspension or loss of IFC recognition; or
- D. The IFC Vice President chooses not to offer an Informal Resolution Hearing;

The IFC Vice President shall serve as a non-voting Chief Justice and preside over all formal Judicial Board hearings.

Section IX. Formal IFC Judicial Board Hearing Proceedings

For all IFC Judicial Board hearings, the following procedures shall be followed:

- A. **Participants:** Attendance at all IFC Judicial Board hearings shall be limited to the member chapter involved, any witnesses, the IFC Justices assigned to serve on the Judicial Board for the hearing, and the IFC Vice President, witnesses may be excluded from the hearing room until it is their turn to testify. Additionally, the charged member chapter may be accompanied by its chapter advisor during any Judicial Board hearing. The chapter advisor must be registered as the official chapter advisor of the member chapter. The chapter advisor shall only act in an advisory capacity and is not allowed to conduct any portion of the chapter's presentation.
- B. **Confidentiality:** All individuals involved in a hearing are required to agree to a statement of confidentiality. Individuals shall not disclose information regarding the following:
 - 1. Any individuals, member chapter, or IFC Justices involved.
 - 2. Details of the proceedings
 - 3. Witness testimony.
- C. **Hearing Process:**
 - 1. **Initiation of the Hearing:** The IFC Vice President shall inform all individuals present that the hearing will be conducted in an orderly manner and any person causing disruption will be asked to leave. Additionally, he shall advise the charged member chapter of the formality of the hearing and the necessity of all parties to be truthful.
 - 2. **Overview of Judicial Hearing Process:** The IFC Vice President shall outline the process for the remainder of the hearing as follows:
 - i. **Presentation of alleged charges, violations, and investigatory evidence against the charged member chapter shall be presented by the IFC Vice President:**
 - 1. Charged member chapter may ask questions;
 - 2. IFC Justices may ask questions;
 - ii. **Presentation of charged:**
 - 1. IFC Justices may ask questions;
 - iii. **Calling of Witnesses**
 - 2. Charged member chapter may ask questions;
 - 3. IFC Justices may ask questions;
 - iv. **Charged member chapter may give final statement;**
 - v. **IFC Justices deliberate in closed session to determine findings of responsibility and if necessary, appropriate sanction(s).**

Section VIII. Conflicts of Interest

In the event the IFC Vice President's member chapter is involved in the alleged violation, the highest ranking IFC Executive Board officer, starting with the IFC President, as listed in Article V, Section II of the IFC Constitution, shall serve in their stead.

Section IX. Prohibition on Recruitment Restrictions as a Sanction

The IFC Judicial Board may impose educational and punitive sanctions, as prescribed in the IFC Bylaws, but under no circumstances may it prohibit a member chapter's ability to recruit.

Section XII. System Wide Actions

The IFC will not issue blanket sanctions for chapters that have not been found responsible for policy violations (i.e. system-wide ban on activities). An exception may be made for health and safety concerns with restrictions limited to events with alcohol, provided the exception is for a defined period of no more than 30 days, with a specific plan to lift the restriction, and in accordance with powers enumerated in the IFC Constitution and Bylaws.

Section X. Non-Status Sanctions

The IFC Judicial Board may impose sanctions that are punitive and/or educational, but not solely financial and do not restrict recruitment. The following are sanctions that may be imposed by the IFC Judicial Board and/or IFC Vice President (including, but not limited to):

- A. Letter of apology
- B. Fines
- C. Restitution
- D. Educational programming
- E. Public service to the campus or community
- F. Meetings with campus office/departments
- G. Loss of social event and/or campus event privileges
- H. Loss of eligibility for IFC Awards
- I. Censure

Section XI. Status Sanctions

In the event of an egregious violation, the following are sanctions that may be imposed by the IFC Judicial Board for a specified period of time:

- A. Suspension: Loss of IFC voting rights, removal from good standing status, and any additional Non-Status Sanctions.
- B. Loss of IFC Recognition: Loss of IFC recognition and its rights and privileges.

Section XII. Duration of Sanctions

Judicial action shall specify the duration and deadlines of any sanctions imposed. After such specified time, if the member chapter has fulfilled the requirements of the

sanctions imposed, the member chapter shall return to good standing. In the event the member chapter does not fulfill all of the requirements of the sanctions imposed, the IFC Vice President shall convene a Formal IFC Judicial Hearing to determine future course of action.

Section XIII. Notification of Findings

Within three (3) business days of any Informal Resolution Hearing or Formal Judicial Hearing, the IFC Vice President shall communicate in writing to the charged member chapter, its inter/national headquarters, and its chapter advisor, as well as any relevant University of Denver administrators, the alleged violation, the findings of the hearing, and any sanction(s) imposed.

The IFC Vice President shall notify the IFC General Assembly of any sanctions imposed upon a member chapter through any Informal or Formal Judicial Hearing.

Section XIV. Appeals

The IFC Judicial Board's decision is subject to appeal by a member chapter within two weeks of receiving written notification of the decision. Appeals shall be made in writing to the IFC President and shall be made solely on the following grounds or be dismissed:

- A. Error in the charge and/or Judicial Board Hearing process that materially affected the outcome.
- B. The severity of the sanction did not match the severity of the violation.
- C. New information that could not have been discovered prior to the IFC Judicial Board Hearing through the exercise of reasonable diligence.

Sanctions imposed through the Judicial Process shall stand until an appeal is heard.

Section XV. Non-Status Sanctions Appeals

The IFC Executive Board shall hear appeals for Non-Status Sanctions. The IFC Vice President shall first present the IFC Judicial Board's decision and rationale for its actions. The appealing member chapter shall then be afforded the opportunity to present its reasoning for seeking a reconsideration of the IFC Judicial Board's actions. The appealing chapter must be given at least one week's notice of the time, place, and procedure of the appeal hearing. Any individual from the appealing member chapter serving on the IFC Executive Board shall not participate in the appeal proceedings. The IFC Executive Board may either dismiss the charge(s) with no sanctions or to alter the sanctions imposed by a two-thirds (2/3) vote of the IFC Executive Board. The decision of the IFC Executive Board shall be final for Non-Status Sanctions.

Section XVI. Status Sanctions Appeals

- A. The IFC General Assembly shall hear appeals for Status Sanctions. The IFC Vice President shall first present the IFC Judicial Board's decision and rationale for its actions. The appealing member chapter shall then be afforded the

opportunity to present its reasoning for seeking a reconsideration of the decision. The appealing chapter must be given at least one week's notice of the time, place, and procedure of the appeal hearing. Upon completion of the member chapter appeal presentation, all representatives of the member chapter shall be dismissed from the meeting, including the member chapter President, IFC Representative and Alternate Representative.

- B. The IFC General Assembly shall first vote on whether to discuss dismissal or alteration of the status sanction, which shall require a two-thirds (2/3) vote. In the event the IFC General Assembly votes to discuss dismissal or alteration the IFC General Assembly shall determine by a two-thirds (2/3) vote to either dismiss the charge(s) with no sanctions or to alter the sanctions imposed. If a two thirds (2/3) majority cannot be achieved for dismissal or alteration of the sanctions, the initial sanctions will remain in place.
- C. The decision of the IFC General Assembly shall be final with no further appeal rights.

ARTICLE X – EXPANSION POLICY

Section I. Expansion Philosophy

In accordance with the North American Interfraternity Conference's Position on Open Expansion, the IFC at The University of Denver believes the best interests of higher education and of the fraternity movement are served through the establishment of new chapters that provide a fraternal experience for an increasing number of college men. Expansion gives men more choices; it brings new influence and direction to a campus fraternal community; it provides new leadership and renewed motivation. To that end, the Member Fraternities of the IFC:

- A. Will not prohibit an inter/national organization from selecting undergraduates for the purpose of establishing a chapter on the campus; and
- B. Will not deter expansion by withholding membership in the IFC for any inter/national member organization.

Section II. Expansion Processes

- A. Procedures for IFC Initiated Expansion
 - a. The IFC Executive Committee will propose a motion for Expansion to all IFC delegates. Each delegate will have until the next duly called IFC meeting to discuss Expansion with their respective chapter and return to the next duly called meeting at which time a vote on Expansion may occur.
 - i. If the vote is in the affirmative to seek out Expansion opportunities, the IFC Executive Committee will meet with the Associate Director of Fraternity and Sorority Life to discuss reasons necessary for seeking out these opportunities.
 - ii. If the vote is in the negative to seek out Expansion opportunities, this will be noted in the official minutes.
 - iii. A vote on Expansion may only occur once per semester.

- b. The Associate Director of Fraternity and Sorority Life will, in consultation with the IFC Executive Committee, contact the appropriate Expansion opportunities and request Packets of Intent.
 - c. The IFC will review all Packets of Intent and select an appropriate number of organizations to invite for on-campus presentations. The IFC Executive Committee shall determine the schedule for visits/presentations by organizations wishing to establish.
 - d. Once all on-campus presentations are made, IFC will vote on which organization or organizations to invite to the University of Denver
 - e. The Associate Director of Fraternity and Sorority Life will, in consultation with the IFC Executive Committee, create a timeline for establishment for each organization selected.
- B. Procedures for Inter/national Fraternity Initiated Expansion:
 - a. The Associate Director of Fraternity and Sorority Life will present the request to the IFC at a duly called meeting.
 - b. The IFC will review the Packet of Intent from the requesting organization. An on-campus presentation may be requested by the IFC and/or the Associate Director of Fraternity and Sorority Life. The IFC Executive Committee shall determine the schedule for visits/presentations by organizations wishing to establish.
 - c. The Associate Director of Fraternity and Sorority Life will, in consultation with the IFC Executive Committee, create a timeline for establishment for the organization.
- C. Procedures for Student Interest Group Expansion:
 - a. The Student Interest Group will meet with the Associate Director of Fraternity and Sorority Life and the IFC Executive Committee to discuss the potential organization.
 - b. The Student Interest Group will then seek approval from the IFC for Expansion by providing a Packet of Intent which, in this instance, must provide a letter of approval for colonization from the Inter/national organization.
 - i. A motion will be proposed at a duly called meeting of the IFC.
 - ii. Each delegate will have until the next duly called meeting to discuss the motion with their respective chapter.
 - iii. At the next duly called meeting, a vote may be held on the Expansion motion.
 - iv. If the vote is in the affirmative, the IFC will seek approval from The Assistant Director of Student Involvement/Greek Life.
 - v. If the vote is in the negative, the IFC will note this in the minutes.
 - vi. If the vote is in the negative, the Student Interest Group may request to meet with the IFC Executive Committee and The Assistant Director of Student Involvement/Greek Life to discuss the outcome.
 - c. The Associate Director of Fraternity and Sorority Life, in consultation with the IFC Executive Committee, will create a timeline for colonization.
- D. Procedures for a returning organization that has existed at The University of Denver previously:
 - a. A meeting with The Associate Director of Fraternity and Sorority Life is required prior to any Expansion efforts being executed. The Associate Director of

Fraternity and Sorority Life may, at their discretion, request any other staff member of the University of Denver be present at this meeting.

Section III. Packet of Intent

- A. A Packet of Intent shall consist of information pertinent to educating the Fraternity Community on the Inter/national organization, including the following:
 - a. An Official Letter of Intent from the Inter/national organization providing approval to colonize.
 - b. Logistical information that includes, but is not limited to:
 - i. Name of Fraternity
 - ii. History of the Fraternity
 - iii. Current number of colonies
 - iv. Current number of undergraduate members
 - v. Average chapter size
 - vi. Membership costs inclusive of new member fees, initiation fee, insurance, dues, etc.
 - vii. Verification of appropriate liability coverage for the establishing chapter by the inter/national organization.
 - c. Policies and Programs
 - i. Position on Risk Management
 - ii. Policies on hazing and programs used in hazing prevention education.
 - iii. Length and scope of the new member education program.
 - iv. Minimum standards for new members
 - v. Scholarship/academic support programs
 - vi. Community service and philanthropic programs
 - vii. Leadership development programs
 - viii. Any other pertinent resources provided to a establishing chapter/chapter
 - d. Establishment
 - i. List and status of all colonies established in the last five (5) years
 - ii. Procedures for establishment
 - iii. If the organization is a returning organization, a plan addressing previous concerns and how they will be avoided with re-establishment.
- B. Upon receipt of the Packet of Intent, the IFC President shall notify the IFC General Body of the Inter/national fraternity's intent and the process by which the Inter/national organization intends to establish

Section IV. Expansion Committee

- A. After all Packets of Interest have been received, the IFC will create an ad-hoc Expansion Committee to be made up of the following individuals:
 - a. Vice President of Recruitment and Judicial Affairs (Chair – non-voting member)
 - b. All FSL Staff (non-voting members)
 - c. IFC President
 - d. One executive officer from each chapter on the expanding council
 - e. One council office from each council represented on campus
 - f. Two to three staff/faculty members (at least from SAIE and one from outside SAIE)

- i. It is recommended that one of these members should represent Student Rights & Responsibilities.
 - g. One chapter advisor from the council intending to expand.
- B. The Expansion Committee is charged with reviewing all submitted expansion materials from interested organizations, selecting a list of finalists to invite to on-campus presentations and meeting, and make final recommendations on which organization(s) will be invited to campus and when they will begin their expansion efforts.
- C. After all organizations invited to campus have completed their presentations, the Expansion Committee will create a recommendation to be reviewed and voted upon by the IFC General Assembly. This recommendation will include the number of organizations to be invited, which organizations will be invited, when they will be invited, and in what order.
- D. Once the recommendation is approved by the IFC General Assembly, the Expansion Committee will automatically adjourn and their work will transfer to the IFC Executive Board and the Office of Fraternity and Sorority Life.

Section IV. Granting of Associate Member Status

Associate Membership grants the member chapter all rights, privileges, and responsibilities under the IFC Constitution and By-Laws, except that it does not have voting privileges, cannot hold IFC Executive Board positions, nor have an IFC Judicial Committee Justice.

Section V. Granting of Full Member Status

Upon chartering with an Inter/national organization or existing on campus for one full semester, the Associate member chapter shall become a full member of the IFC with all rights privileges and responsibilities under the IFC Constitution.

Section VI. Administrative Approval

All colonies (or other similar designation) must be approved by the University of Denver Administration prior to beginning the colonization or establishment process.

ARTICLE XI – RECRUITMENT POLICY

Section I. Recruitment Philosophy

The IFC supports open recruitment and believes a person shall be free to join a member chapter at a time that is mutually beneficial to both themselves and the member chapter. To this end, the IFC shall not establish policies that inhibit people from participating in recruitment activities and joining member chapters.

Section II. Membership GPA Requirements

Any Potential New Member shall meet the following GPA requirement in order to be accepted as a New Member by any member chapter:

- A. a minimum high school GPA of 2.50 for first semester freshmen; or
- B. a minimum college GPA:
 - a. of 2.50; or
 - b. at/or above the institution's all-men's average.

Section III. IFC Sponsored Recruitment

Under the guidance of the IFC Vice President of Recruitment and Judicial Affairs, the IFC shall designate periods of time during each quarter when the IFC will assist member chapters by advertising their recruitment events, hosting campus-wide recruitment events, and educating Potential New Members on the fraternity community.

The IFC Vice President of Recruitment and Judicial Affairs shall solicit and maintain a Potential New Member Roster, which shall be a roster of men interested in fraternity recruitment and shall make that list available to each member chapter.

Section III. Fall Recruitment

- A. Fall Recruitment is a Formal, structured process that will take place over seven days during the earliest and best week of the Fall Quarter
- B. The Formal Recruitment Process will consist of:
 - a. An IFC kickoff event in which each chapter can talk to all PNM's and highlight their chapter identity.
 - b. Up to two (2) days of off campus events
 - c. Up to five (5) days of on campus events
 - d. A Traditional Bid Day
- C. Chapters shall update the recruitment software (CampusDirector) with the number of PNM's that attend each of their recruitment events by 11:59 pm every night of recruitment.
- D. Chapters shall provide an electronic bid list to the Vice President of Recruitment and Judicial Affairs by 11:59 pm the night recruitment events officially end
- E. At the discretion of the Vice President of Recruitment and Judicial Affairs, chapters shall provide the Office of Student Engagement the Physical Bids by 12:00 pm the day of the Traditional Bid Day.
- F. IFC Director of Public Relations shall design and implement a marketing strategy which highlights the University of Denver Fraternity chapters and promotes Fraternity and Sorority Life on campus
- G. Chapters shall provide the Vice President of Recruitment and Judicial Affairs with all necessary information he requests, in the timeline he requested it by, for him to complete his duties

Section IV. Winter Recruitment

- A. Winter Recruitment will be held through a semi-formal process on a chapter-by-chapter basis
- B. Winter Recruitment shall take place during the first or second week of Winter Quarter
- C. The Semi-Formal process shall consist of:
 - a. Potential New Member registration with IFC
 - b. IFC Kickoff Event
 - c. IFC Bid Distribution

- D. All Chapter recruitment events must be held during designated Winter Recruitment dates
 - d. Dates for Winter Recruitment shall be decided by the IFC Vice President of Recruitment and Judicial Affairs and Chapter Representatives no less than one month prior to the Winter Quarter
 - e. Chapter Recruitment Events must be submitted to IFC Vice President of Recruitment and Judicial Affairs no less than two weeks prior to Winter Recruitment Starting
- E. If Two or Less Chapters choose to participate in Winter Recruitment, Winter Recruitment will move to an Informal Process.

Section V. Spring Recruitment

- A. Spring Recruitment will be held through a semi-formal process on a chapter-by-chapter basis
 - a. Spring Recruitment shall take place during the first or second week of Spring Quarter
- B. The Semi-Formal process shall consist of:
 - a. Potential New Member registration with IFC
 - b. IFC Kickoff Event
 - c. IFC Bid Distribution
- C. All chapter recruitment events must be held during designated Spring Recruitment dates
- D. Dates for Spring Recruitment shall be decided by the IFC Vice President of Recruitment and Judicial Affairs and chapter Representatives no less than one month prior to the Spring Quarter.
- E. Chapter Recruitment Events must be submitted to the IFC Vice President of Recruitment and Judicial Affairs no less than one week prior to the Spring Recruitment starting.
- F. If two or less chapter choose to participate in Spring Recruitment, it will move to an informal process.

Section VI. Year-Round Recruitment

Member fraternities are encouraged to participate in year-round recruitment and shall establish recruitment practices and timelines as determined to best serve that member chapter.

Section VII. Member Chapter Recruitment

Each member chapter shall develop recruitment events, materials, and activities that are:

- A. Values-based;
- B. Alcohol-free and illegal substance-free;

- C. Generally in good taste;
- D. Not derogatory, degrading, or slanderous; and
- E. In support of the National Panhellenic Conference Unanimous Agreement X that supports each College Panhellenic denouncing the participation of undergraduate Panhellenic women in men's recruitment.

Section VI. Bidding

- A. Each member chapter shall reserve the right to extend or retract a bid utilizing a process and timeline as determined by that member chapter.
- B. Each Potential New Member shall reserve the right to accept or decline any bid at any time without any penalty or pressure placed upon the Potential New Member.

Section VIII. Report of New Members

Each member chapter shall report all new members utilizing the procedure set forth by Associate Director of Fraternity and Sorority Life

Section IX. New Member Disassociation / De-pledging

- A. A New Member shall reserve the right to disassociate / de-pledge from the new member process of any member chapter at any time and may accept a bid from another member chapter at any time following that disassociation / de-pledging.
- B. Each member chapter shall submit changes to membership utilizing the procedure set forth by the Associate Director of Fraternity and Sorority Life.

Section X. Comity

No member chapter shall initiate communication with a New Member or Member of another member chapter about disassociation / de-pledging in order to become a New Member or Member of their own member chapter.

Section XI. Recruitment Video Rules

- A. Recruitment videos must be submitted two weeks before IFC Kickoff to the IFC Vice President of Recruitment and Judicial Affairs and the IFC Advisor.
- B. Advertising the presence of or demonstrating the use of alcohol or any illegal substances is prohibited in all videos.
- C. Recruitment videos cannot present footage or images that can be perceived as degrading to any social class including, but not limited to, women, minorities and/or sexual orientation.

Section XII. Judicial Procedures

- A. If a fraternity or a member of a fraternity is found to be in violation of any of the Interfraternity Recruitment Rules, they will be brought before the IFC Judicial Board and Staff in the Office of Student Engagement.

- B. If the violation warrants immediate action or not the Student Engagement staff will decide and will take steps to act on the violation.

ARTICLE XII – PUBLICATION AND DISTRIBUTION OF CONSTITUTION AND BYLAWS

Section I. Publication and Distribution of Constitution and Bylaws

The IFC's current Constitution and Bylaws shall be published on the IFC website.

An updated copy of the IFC Constitution and Bylaws will be electronically distributed to each member chapter and the NIC after any amendment is adopted.

ARTICLE XIII – AMENDMENTS

Section I. Amendments

These Bylaws may be amended by a two-thirds (2/3) affirmative vote of the IFC General Assembly provided notice of the proposed amendment has been provided to member chapters at the preceding regularly scheduled business meeting.

Section II. Adoption

These Bylaws shall become effective and shall supersede all previous Bylaws of the IFC when adopted by a two-thirds (2/3) affirmative vote of the IFC General Assembly.

Section III. Temporary Suspension of a Bylaw

In times where the IFC Executive Board deems necessary, a temporary suspension of a given bylaw may be granted by a two-thirds (2/3) vote of the IFC Executive Board for a predetermined period.