

# **NATIONAL PAN-HELLENIC COUNCIL, INC.**

University of Tennessee, Knoxville

## **CONSTITUTION**



## **PREAMBLE**

We, the representatives of the historically established community service fraternities and sororities, similar in structure and background with both graduate and undergraduate chapters, recognizing the need for coordination and cooperation in activities of intercollegiate Greek letter fraternities and sororities, recognizing that there are certain areas of action and programming that can best be carried out by the joint efforts of all such organizations, and believing that these needs can best realized by formal organization, do hereby establish such an organization and bind ourselves to abide by the provisions of the following Constitution and Bylaws.

## **ARTICLE I - NAME**

The name of this organization shall be the National Pan-Hellenic Council, Inc. of University of Tennessee, Knoxville, hereinafter referred to as “National Pan-Hellenic Council, Inc.” or “NPHC of UTK” or “NPHC.”

## **ARTICLE II – PURPOSE**

The purpose of the National Pan-Hellenic Council, Inc. shall be: to create and maintain high standards in the life of fraternities and sororities; to perpetuate constructive fraternities and sororities while fostering an understanding of the structure, differences, and methods of operation among the affiliate organizations; to address, coordinate, and develop action strategies on matters of mutual concern to the affiliate organizations; and to serve as the conduit for such action plans as may be developed to insure constructive fraternity and sorority relations.

## **ARTICLE III – MEMBERSHIP**

### **Section 1.**

Membership in National Pan-Hellenic Council at University of Tennessee, Knoxville shall include Alpha Kappa Alpha Sorority, Inc., Alpha Phi Alpha Fraternity, Inc., Delta Sigma Theta Sorority, Inc., Zeta Phi Beta Sorority, Inc., Kappa Alpha Psi Fraternity, Inc., Phi Beta Sigma Fraternity, Inc., Omega Psi Phi Fraternity, Inc., Iota Phi Theta Fraternity, Inc., and Sigma Gamma Rho Sorority, Inc in good standing with UTK and their national organizations. Organizations must meet qualifications for student organizations with UTK to be in “good standing”. Students interested informing a social Greek organization that wish to be a part of NPHC must abide by the Sorority & Fraternity Life New/Returning Fraternity and Sorority Expansion/Reactivation policies and council policies. Greek organizations that fall below five (5) members are in Transitional Status and will retain the right to vote on all NPHC Business for two (2) academic semesters or until they reach five (5) or more active members. Failure to reach five (5) members in the allotted time will result in the organization being moved to non-voting status until they reach the five (5) member threshold.

### **Section 2.**

Each organization with four (4) or more members will be required to appoint two (2) active members to serve as a delegate and an alternate for their organization. If an organization’s membership is three (3) or below active members within their respective chapter at University of Tennessee, Knoxville then only one (1) appointed delegate who is an active member will be required and the one (1) assigned alternate who is an active member will be optional.

### **Section 3. Voting**

Each organization represented on the council, shall have one vote. The voting members shall be the registered delegates of each organization holding membership in good standing. Two-thirds of voting members shall be required to amend the constitution, bylaws or any other documents affecting the General Body or respective organizations. A majority vote shall be required to carry all other questions. Executive Board officers may not vote. The President of NPHC shall vote only in case of a tie.

## **ARTICLE IV – OFFICERS/EXECUTIVE BOARD**

**Section 1. Elected Officers.** The elected officers shall be President, Executive Vice President, Vice President of Administration, Vice President of Finance, Director of Public Relations, Director of Risk Management, Director of Programming, & Director of Community Service. These officers shall be elected by affiliate organizations.

**Section 2. Qualifications of Officers.** All officers must be in good standing academically and financially with their respective NPHC affiliate organization. All officers shall have and maintain an overall GPA of 2.5. No more than two (2) members from any one (1) organization may serve as officers. Should there be more vacancies than willing representatives from chapters, the position shall be open to any organization willing to fill it. NPHC Executive Board members from chapters with less than three members can serve as their chapter's delegate.

**Section 3. Election and Terms of Office.** There shall be an annual election in November.

### **1. All Executive Positions**

- a. Nominations shall be made in the form of applications made from the chapter organizations.
- b. Committee- A nominations committee shall be formed to propose a slate of candidates. This committee shall be composed of the Executive Council who are not eligible for re-election or who decline to run for office and the University advisor to the council. The chairman shall be the highest-ranking Executive Council member.
- c. Interviews- The nominations committee shall perform interviews one week before the slate presentation.
- d. Slate Presentation- The nomination committee chairman shall present the ~~slate~~ candidates at the meeting two weeks before elections.
- e. Floor Nominations- Nominations from the floor will be taken at both the meeting in which the candidates are presented and the meeting in which elections are held.

### **2. Elections**

- a. Date- The officers shall be elected during the first week of November at the Council Meeting and shall take office at the last Council meeting of the fall semester.

- b. Voting- The slate will be voted on by chapter delegates only. If the slate is not accepted, those who oppose will be required to give valid reason for opposition and will be allowed the opportunity to call a nomination from the floor. The nomination committee will be reconvened to review their decision with the addition of new candidates, if applicable.

**Section 4.** The Executive Council shall:

1. Appoint all standing and special committees, assuring that the organizations are represented in these appointments.
2. Administer routine business meetings of NPHC when advisable and such other business as has been approved for action by the General Body vote.
3. Report all action taken by the Executive Council at the next regular meeting of the General Body through officer reports and record the action in the minutes of that meeting.
4. Meet bi-weekly with the advisor at 6:00 p.m. on Tuesday.

**Section 5. Reports**

All officers are required to give a biweekly report at every meeting.

**Section 6. Vacancies and Impeachment**

- a. Should the office of President be permanently vacated, the Executive Vice President shall immediately succeed into the office of President until the Executive Board can convene and begin the election process.
- b. President election should occur as outlined in Article IV, Section 3.1.
- c. Officer Removal Policy– A NPHC Executive Officer may be removed by a two-thirds vote of the NPHC General Body with advisor approval.

**ARTICLE V - DUTIES**

**All officers are required to give a biweekly report at every meeting.**

**Required:** NPHC officers are required to attend all the NPHC meetings. [If an officer's absence is unavoidable, a written communication should be submitted to the Advisor 24 hours prior to the meeting.]

**Violations:** If any officer is absent from two (2) NPHC meetings in one semester without permission from the President or Advisor, the NPHC Executive Council (officers) may, with Advisor's approval, impeach said officer.

**President shall:**

- ☐ Have overall responsibility for the operation of the NPHC
- ☐ Call and preside at all regular, Executive Council and special meetings of the NPHC, ensuring that they are conducted with decorum and discipline
- ☐ Coordinate Council Representation for summer orientation sessions
- ☐ Appoint committees and serve as executive member of all committees
- ☐ Represent, or appoint a representative for, NPHC at all meetings dealing with the welfare of the Council
- ☐ Confer with the Executive Council concerning appointments of delegates to committees
- ☐ Remain neutral on all issues requiring a vote and shall only serve as the deciding vote in all ties with exception of impeachment matters
- ☐ Maintain a complete up-to-date President's file of all material pertinent to the running of the Council
- ☐ Chair of Fall Meet the Greeks Sessions in conjunction with the Director of Programming,
- ☐ Responsible for all official NPHC correspondence
- ☐ Enforce the laws and by-laws of this Constitution
- ☐ Maintain a working relationship with the NPHC Advisor & Sorority & Fraternity Life and serve as liaison between the University, the community, other Councils, and NPHC
- ☐ Plan and Facilitate the NPHC Delegate Retreat(s)

**Executive Vice President shall:**

- ☐ Perform the duties of the President in his/her absence, inability to serve, ~~and~~ removal from office, or at his/her call.
- ☐ Preside over all NPHC committees and be responsible for any special projects assigned by the Executive Board
- ☐ Maintain a close working relationship with the President
- ☐ Be responsible for assisting the President as requested and shall serve as liaison between all committees and the general body
- ☐ Co-Chair the MLK Day of Service in conjunction with the Director of Programming
- ☐ Serve as Social Activities Committee Chair
- ☐ Serve as Chair on the NPHC Accountability Board
- ☐ Serve as delegate to the Black Student Union (BSU)
- ☐ Plan and coordinate the annual Misconceptions & Stereotypes program in conjunction with the MGC.
- ☐ Perform all other duties usually pertaining to this office, and as specified elsewhere in this Constitution and By-laws

**Vice President of Administration shall:**

- ☐ Perform the duties of the Vice-President in his/her absence, inability to serve, removal from office, or at his/her call.
- ☐ Keep an up-to-date roster of the members of the NPHC and take roll call at every NPHC meeting
- ☐ Be responsible for keeping a record of attendance for all representatives at meetings, activities and programs
- ☐ Be responsible for keeping an accurate and strict record of all proceedings of the Council and shall keep record of all documents of the Council
- ☐ Be responsible for keeping an accurate record of minutes for all meetings, keeping these minutes readily available at all times and distributing these minutes to all NPHC chapter Presidents
- ☐ Be responsible for the official correspondence of the Council and correspondence with the NPHC Advisor
- ☐ Serve as Academic Committee chair
- ☐ Facilitate the NPHC A-Jar Scholastic Initiative
- ☐ Perform all other duties usually pertaining to this office, and as specified elsewhere in this Constitution and By-laws

**Vice President of Finance shall:**

- ☐ Be responsible for the general finances of the NPHC
- ☐ Be responsible for the prompt payment of all bills of the NPHC
- ☐ Receive all payments due to the NPHC, collect all dues and inform the President of those member fraternities/sororities who may be financially ineligible to vote
- ☐ Be responsible for all deposits, balancing of the checkbook, and writing of receipts as well as notifying members of the NPHC regarding all internal affairs (e.g. fines, notices, etc...)
- ☐ Be responsible for the preparation of an annual budget to be approved at the beginning of each calendar year
- ☐ Maintain all financial accounts of the NPHC via the NPHC Advisor
- ☐ Serve as Fundraising Committee chair
- ☐ Perform all other duties usually pertaining to this office, and as specified elsewhere in this Constitution and By-laws

**Director of Public Relations:**

- ☐ Serve as Public Relations chair
- ☐ Preside over NPHC Social media accounts
- ☐ Responsible for the development and distribution of all NPHC marketing materials
- ☐ Perform all other duties usually pertaining to this office, and as specified elsewhere in this Constitution and By-laws

**Director of Risk Management:**

- ☐ Review & approve/deny all chapter events submitted in Google Drive/Vol Link
- ☐ Be responsible for keeping a current calendar of all NPHC and individual organization events
- ☐ Be responsible for maintaining order in NPHC meetings according to Robert's Rules of Order
- ☐ Be responsible for handling all impeachment requests, determining their validity, and reporting them to the Council Advisor
- ☐ Perform all other duties usually pertaining to this office, and as specified elsewhere in this Constitution and By-laws

**Director of Programming:**

- ☐ Serve as Programming Chair
- ☐ Preside over NPHC programming initiatives.
- ☐ Responsible for the communication between council and external parties
- ☐ Coordinate an event for all members of each NPHC organization to partake in once a month
- ☐ Coordinate the annual Meet the Greeks in conjunction with the President
- ☐ Perform all other duties usually pertaining to this office, and as specified elsewhere in this Constitution and By-laws

**Director of Community Service:**

- ☐ Serve as Community Service Chair and plan and implement one service project per semester
- ☐ Co-Chair/Liaison for MLK Day of Service with the JCLS
- ☐ Coordinate Council service with Smokey's Pantry
- ☐ Coordinate one council-wide percentage night per semester
- ☐ Perform all other duties usually pertaining to this office, and as specified elsewhere in this Constitution and By-laws

**ARTICLE VI – DELEGATES/REPRESENTATIVES RESPONSIBILITIES**

Attendance:

**Required:** NPHC Delegates are required to attend all NPHC meetings (special or general body) which are typically held every other Tuesday at 6:00 p.m. If a delegate's absence is an emergency, the alternate is required to be present, and a written communication should be submitted to the Vice President of Administration 24 hours prior to the meeting. Class and work are not considered emergencies.

If a delegate arrives to the meeting 10 minutes after the Vice President of Administration completes roll call, the delegate will be marked absent.

Delegates are required to serve on at least one NPHC Committee. For organizations with more than one delegate, each delegate must serve on separate committees except in need only cases.

**Violations:** Organizations with delegate absences totaling two (2) meetings will be required to pay a twenty-five dollar (\$25) fine before any events governed under Sorority & Fraternity Life can take place on campus. For every meeting missed following the initial twenty-five dollar (\$25), the fine payment of fifty dollars (\$50) will be assessed. The meeting absences totals are restarted at the beginning of each semester. Payment of fines is due 30 days after notice of fine. For every week exceeding the 30 days, a ten-dollar (\$10) late fee will be taxed on top of the fine that is already due.

## **ARTICLE VII – ORDER OF BUSINESS**

The order of business shall be:

- I. Call to Order
- II. Additions to Agenda
- III. Officer's / Committees' Report
  - a. President
  - b. Executive Vice President
  - c. Vice President of Administration
  - d. Vice President of Finance
  - e. Director of Public Relations
  - f. Director of Risk Management
  - g. Director of Programming
  - h. Director of Community Service
  - i. NPHC Advisor
- IV. Old Business
- V. New Business
- VI. Announcements

## **ARTICLE VIII – COMMITTEES**

The Standing committees of the NPHC shall be: Fundraising, Public Relations, Programming, Community Service, Social Activities, Nomination/Election, and Constitution & Bylaws.

Fundraising (chaired by Vice President of Finance):

- ☐ Plan and execute one fundraising activity for the council each semester
- ☐ Work with public relations committee to design flyers and advertisements for give-back nights

Public Relations (chaired by Director of Public Relations):

- ☐ Promote all activities of the Council in the form of flyers, public service announcements, and/or ways deemed necessary to the Council
- ☐ Provide the media with news leads or background information on NPHC organizations and chapter events



Program Committee (chaired by Director of Programming):

- ☐ Propose programs, projects and/or activities jointly implemented by organizations
- ☐ Establish at least one program each semester that continuously propels the body towards our purpose
- ☐ Coordinate with other standing committees for support and implementation

Community Service Committee: (chaired by Director of Community Service)

- ☐ Implement at least two community service projects to be participated in by all member organizations, which will be carried out throughout the academic school year.

Social Activities Committee (Chaired by Executive Vice President)

- ☐ Coordinate activities that promote unity and cohesion amongst the organizations of the NPHC in the form of socials and other events decided upon by the Council

Nomination/Election (chaired by highest-ranking Executive Council member):

- ☐ Propose a slate of candidates for NPHC executive board
- ☐ Perform interviews one week before slate presentation

Constitution & Bylaws (chaired by President):

- ☐ Review the Constitution & Bylaws of the Council as needed
- ☐ Composed of the Chapter Presidents (or their designee) of each active organization
- ☐ Constitution & Bylaw changes require a 2/3 majority vote

Special Committees:

- ☐ The Executive Council may form such other committees, as it deems necessary to carry out the duties of the UTK NPHC.
- ☐ The President shall appoint members of such other committees, having the chairperson being the Executive Vice President of the NPHC, with concurrence of the Executive Board

## **ARTICLE IX – FINANCE**

The fiscal year of the NPHC shall be January 1 to December 31.

### **Section 1. Contracts**

The signature of the President and the Vice President of Finance shall be required to bind the NPHC.

### **Section 2. Checks**

All checks issued on behalf of the NPHC shall have two (2) signatures as follows:

- ☐ President and Advisor
- ☐ Vice President of Finance and Advisor--with the knowledge of the President

### **Section 3. Payments**

All payments due to the NPHC shall be made to the Vice President of Finance, who shall record them. Checks for payments shall be made payable to the National Pan-Hellenic Council.

### **Section 4. Membership Dues**

- ☐ Semester dues for each NPHC member organization shall be an assessment of \$10.00 per member of each organization. Said dues shall be made payable by the second meeting of the fall and spring semesters. Failure to do so will result in the loss of the ability to

sponsor on-campus programs. If not paid within 30 calendar days from invoice, organizations will be assessed a \$15.00 late fee, and an additional \$15.00 for every 15 calendar days in arrears.

- ☐ However, if excessive tardiness of dues becomes a burden an additional penalty fee will be assessed according to A-Board mandate.
- ☐ Suspended member organizations or those not in good standing shall pay dues by the first (1<sup>st</sup>) meeting of the semester that they are to be reactivated.

#### **Section 5. Fines**

- ☐ Organizations will have 30 days from receipt of an invoice to pay. Failure to do so will result in the loss of the ability to sponsor on-campus programs.

### **ARTICLE X – MEETINGS**

#### **Section 1. Frequency**

The meetings of the Council will be held bi-weekly on Tuesdays at 6:00 p.m.

#### **Section 2. Quorum**

A quorum to convene and transact business shall consist of 50% + 1 of registered delegates.

#### **Section 3. Special Meetings**

The President shall call all special meetings, including virtual meetings, with permission from the Council Advisor. Each organization shall be notified of a special meeting in writing at least three (3) days prior to the meeting. Said meetings shall be composed of a quorum and adhere to the rules of procedure of regular meetings.

#### **Section 4. Absences**

An excuse of absence must be submitted, to the Vice President of Administration, for approval by the Executive Council at least two business days in advance or within 24 hours of absence.

### **ARTICLE XI – CHAPTER RE-ESTABLISHMENT POLICY**

When it is determined that an NPHC member group has submitted to the outlined Sorority & Fraternity Life requirements, the procedures outlined below will be followed by the National Pan-Hellenic Council. The purpose of these procedures is to ensure that re-establishment of NPHC member organizations occurs in a manner, which includes a carefully developed plan that is conducive to the educational mission of UTK. This provides maximum opportunity for successful re-establishment and a meaningful and rewarding experience for the students within the Greek community.

All NPHC member organizations wishing to join NPHC at UTK shall be required to follow the procedures set forth by this policy.

Prior to the NPHC approval, the organization must be approved by the Sorority & Fraternity Life review committee per the Sorority & Fraternity Life New/Returning Fraternity and Sorority Expansion/Re-Activation Policy.

#### **I. Procedures for Re-Establishment**

NPHC re-establishment can occur in 2 ways:

1. Through development of a formal re-establishment plan approved by majority vote by NPHC delegates and the Director of Sorority & Fraternity Life.

- ☐ Schedule presentation and meetings with the NPHC and Director of Sorority & Fraternity Life, as needed. Presentation date and meeting dates to be determined by Director of Sorority & Fraternity Life and/or NPHC advisor.
- ☐ Following the presentation, NPHC organizations will be granted 48 hours to discuss with chapter members and advisors
- ☐ The NPHC will by 2/3 vote approve the organization at the following NPHC General Body meeting. If organization is not approved by 2/3 vote, NPHC will provide feedback on why the organization was not approved. Organization will be allowed to reapply the following semester.

2. Through reviewing a formal petition for recognition by a group coming off a disciplinary loss of University recognition, after the organization has been approved by the Sorority & Fraternity Life review committee to include Sorority & Fraternity Life Staff members and NPHC Executive Board members.

- ☐ After duration of University loss of recognition or removal of charter by national headquarters or local alumni board, schedule presentation and meetings with the NPHC and Director of Sorority & Fraternity Life. Presentation date and meeting dates to be determined by Director of Sorority & Fraternity Life and/or NPHC advisor.
- ☐ Following the presentation, NPHC organizations will be granted 48 hours to discuss with chapter members and advisors
- ☐ The NPHC will by 2/3 vote approve the organization at the following General Body meeting. If organization is not approved by 2/3 vote, NPHC will provide feedback on why the organization was not approved. Organization will be allowed to reapply the following semester.

Active NPHC membership becomes automatic when the organization has successfully submitted all materials to UTK Sorority & Fraternity Life/NPHC and has received a majority “Yes” vote from NPHC at a General Body meeting or Special Call meeting. Organizations will be notified by Sorority & Fraternity Life and NPHC of status and will operate under the governance of the NPHC Constitution and Bylaws and UTK Sorority & Fraternity Life Intake Policies.

## **ARTICLE XII – AMENDMENTS**

This Constitution shall be provisionally amended by a two-thirds (2/3) vote of the NPHC General Body membership, provided notice of the proposed amendment has been given in writing at the preceding regular meeting of the NPHC.

**NATIONAL PAN-HELLENIC COUNCIL, INC.**  
**University of Tennessee, Knoxville**  
**Chapter Bylaws**

**ARTICLE I- RISK MANAGEMENT**

**Section 1. Hazing**

**Joint Position Statement Against Hazing**

Council of Presidents

National Pan-Hellenic Council, Inc.

**PREFACE**

The organizations of the National Pan-Hellenic Council, Inc. (NPHC) are committed to nurturing the ideals of sisterhood and fraternalism in an atmosphere of responsibility and respect. We are also committed to upholding the dignity and self-respect of all persons seeking membership therein. Hazing is antithetical to this commitment and is prohibited by the rules of each NPHC organization. In 1990, the member organizations of the NPHC jointly agreed to disband pledging as a form of admission. At the dawn of a new millennium, we the members of the National Pan-Hellenic Council do hereby reaffirm our unequivocal opposition to hazing and those who seek to perpetuate it.

**RESOLUTION**

WHEREAS the National Pan-Hellenic Council, Inc. (NPHC) is comprised of local councils drawn from the ranks of 1.5 million college and professional members of the nine historically African-American fraternities and sororities, namely: Alpha Phi Alpha Fraternity, Inc., Alpha Kappa Alpha Sorority, Inc., Kappa Alpha Psi Fraternity, Inc., Omega Psi Phi Fraternity, Inc., Delta Sigma Theta Sorority, Inc., Phi Beta Sigma Fraternity, Inc., Zeta Phi Beta Sorority, Inc., Sigma Gamma Rho Sorority, Inc. and Iota Phi Theta Fraternity, Inc. and the Council of Presidents of these member organizations who come together on issues that promote the common purposes and general good for which these organizations exist; and

WHEREAS these NPHC organizations, operating through chapters located in the United States, the Caribbean, Europe, Africa and Asia, are proud of their commitment since 1906 to scholarship, community service, leadership and the promotion of sisterhood and brotherhood in an atmosphere of respect and responsibility; and

WHEREAS these NPHC organizations are likewise committed to promoting the self-respect and dignity of all persons seeking membership in the respective organizations; and

WHEREAS hazing is antithetical to this commitment and is strictly prohibited by the constitution, policies and procedures of each NPHC organization; WHEREAS "pledging" has been officially abolished as a process for membership and pledge "lines" have similarly been

abolished; and all members and prospective members are prohibited from engaging in hazing, pledge or pre-pledge "lines"; and

WHEREAS in 1990 the NPHC organizations issued a joint statement announcing the elimination of pledging and each has instituted within its respective organization a revised membership development and intake process; and

WHEREAS each NPHC organization has instituted strong policies against hazing and has taken steps to reinforce and strengthen its stand against prohibited conduct; and

WHEREAS as we begin this new century and a renewed commitment to the fundamental principles of brotherhood, sisterhood, human dignity and mutual respect, the NPHC organizations desire to make their commitment against hazing abundantly clear and fully intend for every member, prospective member, parent, university and the general public to be aware of the individual and collective position of the organizations against hazing; and

WHEREAS these NPHC organizations further desire to make known their respective commitment to hold any person who engages in hazing individually and personally liable to the victim and to answer to the law and the organization; and will hold such persons to respond in monetary damages, civil and criminal penalties and severe disciplinary action by the organization, including expulsion; and

WHEREAS the definition of hazing has been held to include any action taken or situation created that involves or results in abusive, physical contact or mutual harassment of a prospective Fraternity or Sorority member; and that any such action is considered hazing, whether it occurs on or off the Fraternity or Sorority premises, campus or place where chapters or prospective members meet; and that hazing has also been described to include any action that results in excessive mutual or physical discomfort, embarrassment or harassment; that such activities include, but are not limited to, paddling, creation of excessive fatigue, physical or psychological shock, morally degrading or humiliating activities, late work sessions that interfere with scholastic activities and any other activities inconsistent with fraternal law and regulations and policies of the affiliated educational institution and federal, state or local law; and

WHEREAS such illegal conduct is inimical to the principles for which each organization stands and fails to foster respect for fellow members or preserve human dignity;

BE IT RESOLVED AND RESTATED WITH EMPHASIS ANEW that hazing, pledging, pledge "lines", pre-pledge "lines" or post-intake hazing are strictly prohibited by these NPHC organizations; and

BE IT FURTHER RESOLVED, RESTATED AND MADE KNOWN that these NPHC organizations are committed to eradicate the scourge of hazing; and to that end

That the intake process has been recodified by each organization, which permits the conduct of intake only when specifically authorized by the officer placed in charge of the process and only

at such times, places and in the presence of persons specifically authorized and certified to conduct the intake process;

That prospective members and the parents of collegiate applicants are advised that hazing is not a requirement for membership, nor is it tolerated;

That members and prospective members must attest that they are fully aware of the organization's policy against hazing and will not engage in prohibited conduct and that the organization will fully cooperate with law enforcement authorities and with university officials in the investigation and prosecution of hazing or other illegal activity;

That members and applicants for membership are also put on written notice that they will be held responsible to the organization for violation of policies against hazing and the organization will pursue full remedies allowed by law to obtain indemnification for damages caused by the actions of the members or applicants who participated in illegal, unauthorized or prohibited conduct despite notice to refrain from such conduct;

That each organization shall enforce severe penalties, including expulsion, for proven violations of its policies against hazing and impose sanctions against a chapter involved and cooperate with the university in implementing sanctions by the university;

That members and applicants for membership shall be required to immediately notify the national office of the Fraternity or Sorority, the local chapter advisor, university officials and law enforcement officials of any observed hazing incident or improper activity believed to be in violation of the policy against hazing, without fear of reprisal and their application for membership will not be affected by so doing; and, indeed, failure to report known violations may disqualify a candidate for membership; and, finally,

That these NPHC organizations shall continue to encourage their members to participate in activities which promote high scholastic achievement, sisterhood, brotherhood, loyalty and leadership; and shall continue to affirm sound values and the worth of every member working together to accomplish organizational goals and serve the community.

## **Section 2. Alcohol and Drugs**

“The NPHC is concerned about the governing problem of substance abuse through the consumption of alcohol and the use of drugs, especially on college campuses. This is due to the alarming number of disastrous incidents in which alcohol and drugs play a part and the adverse health conditions caused by and relating to substance abuse. The NPHC position is that the sale or consumption of alcohol or drugs at any NPHC council sponsored event on campus or at any student’s residence or other facility is strictly prohibited. NPHC strongly suggests that every undergraduate council offer educational programs specifically addressing the problems of and solutions to substance abuse on or around the local campus”

- a. The Executive Council and/or the National Pan-Hellenic Council shall not use their funds to purchase any alcoholic beverages.

- b. The possession, sale, or use of any ILLEGAL DRUGS OR CONTROLLED SUBSTANCES while on campus premises or during a fraternity/sorority event or at any event that an observer would associate with a fraternity/sorority, is strictly prohibited.

## **ARTICLE II – SCHOLARSHIP**

An organization in "good standing" academically with The Council shall maintain a collective semester grade point average of not less than a 2.5.

1. Any organization whose semester grade point average is less than 2.5 shall not be in "good standing" and shall not have social events. The organization(s) may submit a written request to The Accountability Board to have a social function during the semester in question. Board vote shall be final.
2. After two consecutive probationary semesters, The Chapter shall not be "in good standing" until the said Chapter is "in good standing" academically. Not being "in good standing" with the university would be equivalent to not being recognized by the National Pan-Hellenic Council.
3. Each member organization may set its own academic requirements for Membership Intake according to its National By-laws, but not less than 2.5 cumulative averages for each candidate for initiation.

## **ARTICLE III – STEP SHOWS**

### **Section 1. NPHC Position Statement on Step Show Conduct**

The National Pan-Hellenic Council recognizes that "step shows" are a creative and unique form of artistic and musical entertainment, especially at the undergraduate level. At most colleges and universities, students who are members of Greek-letter fraternities and sororities participate in such forms of entertainment as a means to promote and enhance the image of their respective fraternal organization and to showcase the talent of their membership. Step shows provide students, parents, faculty members, college and university officials, and the public a forum to better understand the unique culture (e.g., history and traditions) of African American fraternities and sororities.

### **Section 2.**

Although step shows enhance the undergraduate experience, they should not involve the degradation and/or belittlement of any other Greek-letter organizations, including fraternities and sororities affiliated with the NPHC, National Association of Latino Fraternal Organizations, National Interfraternity Conference, National Association Latino Fraternal Organizations and the National Panhellenic Conference.

### **Section 3.**

Further, step shows, which take the form of dancing, singing, and/or skits, should not be performed using lewd, indecent, or obscene behavior. Although freedom of expression is valued by this organization, performances of such reproach are not only inconsistent with the negative

stereotyping which often overshadows the positive philanthropic and global projects undertaken by NPHC organizations.

## **ARTICLE IV – ACCOUNTABILITY BOARD**

### **Section 1.**

By this Constitution, The National Pan-Hellenic Council inaugurates an undergraduate accountability hearing board for the purpose of adjudicating violations of the NPHC and/or the University policies and regulations. Said accountability entity shall hereinafter be known as the NPHC Accountability Board.

### **Section 2.**

All the functions, guidelines, policies, and procedures of the Accountability Board shall be encompassed in the NPHC Accountability Board Procedure. The aforementioned manual shall be employed and interpreted as an Article to the NPHC Constitution.

### **Section 3.**

The voting membership of the National Pan-Hellenic Council defines and classifies the judicial procedures utilized when chapters are in violation of the NPHC Constitution and Bylaws.

### **Section 4.**

- ☐ Adjudicate factual and alleged violations of the NPHC and/or the University policies and regulations per the University's judicial process.
- ☐ Shall consist of one (1) member of each member organization in good standing, approved by the Advisory Selection Committee

## **ARTICLE V – ESTABLISHING THE CALENDAR**

**Section 1.** In order to prevent conflicts and promote unity amongst the member organizations:

**The NPHC Council will create a calendar by placing Homecoming, Misconceptions & Stereotypes, the Cross-Cultural Exchange, NPHC Week, Organization Founding Dates and annual events. Homecoming and NPHC Week are completely off limits to sponsor a week.**

Social activity (i.e. Parties, Greek Shows, Mixers, etc.) "dates" shall be determined by an objective method prior to the beginning of the semester.

Organizations may submit a maximum of two (2) "must have" events with dates prior to the beginning of each semester. Every effort will be made to accommodate these requests. The dates for this process will be finalized at the second meeting of the semester. Conflicting "must have" events will be decided by first preference going to an organization that has a verifiable history of conducting said event. If no verifiable history is available then the decision shall be made based on the order the submission was received. If an organization's "must have" events fall prior to this deadline it is their responsibility to communicate effectively and timely with NPHC. Beyond the submission of "must have" events, all events are scheduled according to semester GPA. Priority will be given to the organization with the highest GPA for the previous semester.

- 4- Member organizations are required to register open social, educational, and membership recruitment functions no later than 7 business days prior to the event to Sorority & Fraternity Life and/or The Council Advisor(s) in order to prevent scheduling conflicts between organizations.



- 2- Events not submitted during the time frame described shall have no protection against functions scheduled by other member organizations and will be subject to disciplinary sanctions.
- 3- Each member organization shall respect and support social moneymaking ventures (profit or non-profit) of all other member organizations by not offering competing activities.

## **Section 2.**

### **Greek Weeks**

1. Greek Weeks shall be set up in a manner that is approved by the NPHC Member Organizations.
2. Selection order of Weeks/Weekends will be based off of chapter term GPA for the past Fall or Spring. (Example: For Fall weeks/weekends, the grade point average will be taken for the previous years' Fall semester. For spring weeks/weekends, the grade point average will be taken from the previous years' Spring Semester.)
  - A week shall be defined as seven days (7) beginning form Sunday and ending on Saturday.
  - A weekend shall be defined as three days (3) beginning on Friday and ending on Sunday.
3. If Organization A's week consecutively follows Organization B's then Organization A will be allowed to publicize their week's activities during organization B's week beginning on Wednesday of Organization B's week. Any organization wanting to publicize prior to Wednesday must be granted written consent from the organization hosting the week and Greek Advisor.
4. If Organization A would like to throw an event the same day as Organization B, permission must be obtained from Organization B. If approval is denied and event is held, Organization A will be fined \$100 to be given to Organization B and lose privilege to their host next consecutive event.
5. National and local chapter founding dates that happen during another group's week may be observed during that week with a single event that include only members of the organization. This event must be approved by the NPHC Advisor when the Calendar is set, and the other group must be notified about the event in writing.
6. Requests for additional dates must be submitted via email to the NPHC Advisor. All requests and dates will be handled on a first come, first serve basis.
7. No member organization shall schedule any functions during another organization's Greek Week without written documentation of an agreement. Failure to respect Greek Weeks may result in sanctions.
8. Any organization that wishes to move its Greek Week must do so prior to or during the next

scheduled Council Meeting. The movement requires a majority vote of acceptance. If any other NPHC organization has previously scheduled a function during the newly approved week, that member organization shall be permitted to proceed with the event, but may not schedule any additional event(s) for said week.

### **Section 3. Events that Require Permission**

An event is defined as a “function in which attendance is expected outside the host organization, but without the intention of increasing membership within that particular organization”. This shall not include general meetings, booths, informational meetings and closed community service projects. Each organization shall complete an event registration form.

### **Section 4. Penalties**

The Accountability Board will adjudicate all matters of the Calendar Rules. If an organization fails to hold scheduled activities for at least four (4) days within its week, the following will occur: After the 1<sup>st</sup> offense, they will receive last choice in the next bidding process with no regard to annual events. After the 2<sup>nd</sup> offense occurs within two academic years, they lose their right to host a week that academic year. In the case of a tie, the Accountability Board will break the tie.

Penalties shall be given by the Accountability Board within twenty-five (25) business days after the accountability process has been completed for chapters conducting or publicizing any events during another chapter’s week without the written approval of that organization. Evidence shall be provided by the organization making the claim. The defending organization shall be allowed to defend itself before the Accountability Board.

Fines for violating the rules which includes conducting events during the weeks of an organization without the approval of that organization shall include but not limited to:

- First Offense: \$100 and your organization will lose voting privileges until restitution is paid
- Second Offense: \$150 fine, your organization will lose voting privileges until restitution is paid, and your organization will lose the ability to host a week for (1) semester.
- Third Offense: \$200 your organization will lose voting privileges until restitution is paid and your organization will lose the ability to host a week for (2) semesters.

Fines will be paid to the NPHC and the NPHC will then distribute seventy percent (70%) of the fine total to the offended organization. 30% will remain with NPHC.

Fines shall be based on a 3-year window. For example, if an organization receives a fine in a particular semester, but does not receive another fine for 5 years, the latter fine will not be deemed as a second offense. However, any fines accumulated within a 3-year period will be deemed as multiple offenses.

## **ARTICLE VI - NPHC SPONSORED EVENTS ATTENDANCE POLICY**

All NPHC Sponsored Events shall have 50% of members, unless delegate representation is required only, from each recognized NPHC chapter. Chapter percentage will be calculated from the most current roster submitted to Sorority & Fraternity Life. If a chapter's member's absence is an emergency, a written communication must be sent by the chapter president to the NPHC Vice President of Administration 24 hours prior to the event. Failure to do so will result in a fine of \$20 per event.

## **ARTICLE VII- INTAKE**

New member processes and new member presentations shall be conducted under the Sorority & Fraternity Life Office Policies and Procedures. NPHC shall work with the organizations conducting intake to ensure that the Sorority & Fraternity Life policies are being followed. If violations, of the NPHC constitution and By-Laws but not University Policy, do occur the violations will be brought forth to the Accountability Board. Any violations of University Policy will be heard by either the Accountability Board or Student Conduct and Community Standards

## **ARTICLE VIII- AUTHORIZATION**

The President and the Executive members of the NPHC are authorized to speak on behalf of the organization. The President and only the President shall be authorized to sanction any others speaking or voting on behalf of the NPHC.

## **ARTICLE IX – PARLIMENTARY AUTHORITY**

The most recent edited edition of Robert's Rules of Order shall govern in all matters not provided for in this Constitution and Bylaws.

## **ARTICLE X – AMENDMENTS**

These Bylaws may be amended by a two-thirds (2/3) vote of the NPHC General Body membership.