



New Paltz
STATE UNIVERSITY OF NEW YORK

FRATERNITY AND SORORITY POLICY MANUAL

Information for our Fraternities and Sororities
and Members of the College Community

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GENERAL INFORMATION

INTRODUCTION

The Fraternity and Sorority Community at the State University of New York at New Paltz is dedicated to the ideals of friendship, scholarship, leadership, and service to the campus and community. Recognized interest groups, colonies, and chapters of a national or local fraternity/sorority will be held responsible for positive contributions of the primary educational mission of the College and, therefore, are under an obligation to encourage the most complete personal development of their members, intellectually and socially.

Recognition information, procedures, and guidance can be obtained through the Center for Student Engagement. The Vice President of Student Affairs and/or designee reserves the right to revoke College recognition if the fraternity or sorority fails to comply with any of the recognition guidelines.

MISSION OF THE STATE UNIVERSITY OF NEW YORK AT NEW PALTZ

In the proud tradition of SUNY, the State University of New York at New Paltz is committed to providing high quality, affordable education to students from all social and economic backgrounds. We are a faculty and campus community dedicated to the construction of a vibrant intellectual/creative public forum which reflects and celebrates the diversity of our society and encourages and supports active participation in scholarly and artistic activity. SUNY New Paltz is an active contributor to the schools, community institutions and economic/cultural life of our region. We are selective in admitting students who show promise of thriving in a learning environment which is challenging, student-centered, and personalized. Our goal is for students to gain knowledge, skills, and confidence to contribute as productive members of their communities and professions and active citizens in a democratic nation and a global society.

MISSION OF THE DIVISION OF STUDENT AFFAIRS

Student Affairs provides a variety of services and programs that support and advance access and opportunity for the educational, research and public service mission of the college. The Student Affairs Division is committed to the holistic development of our students - intellectual, personal, and social - and to providing a safe community that celebrates human differences and promotes civic responsibility and a sense of local and global citizenship. We work to achieve these goals through inter-departmental communication and on-going collaboration with the divisions of Academic Affairs, Enrollment Management, Administration and Development.

THE FRATERNITY AND SORORITY COMMUNITY

The Fraternity and Sorority community at New Paltz is comprised of a variety of organizations representing our diverse student population. Most of our chapters are nationally affiliated members of the National Panhellenic Conference (NPC), the North-American Interfraternity Conference (NIC), the National Pan-Hellenic Council (NPHC), the National Association of Latino Fraternal Organizations (NALFO), or the National Multicultural Greek Council (NMGC). Additionally, New Paltz recognizes a few local organizations that have been members of our campus community for several decades.

The Fraternity and Sorority community is governed by the United Sorority and Fraternity Association (USFA). USFA has representation from all of the Recognized Chartered Organizations, and plays an active role in the recognition process for potential new chapters. Every Fraternity and Sorority must maintain active membership and good standing in USFA to achieve continued recognition with the College. Please see the United Sorority and Fraternity Association Constitution (available on the Center for Student Engagement website) for more information.

Additionally, the Fraternity and Sorority community is classified into five different sub-governing boards; every recognized organization belongs to one of these boards. The boards are: the Inter-Fraternity Council (IFC), the Latino Greek Council (LGC), the Multicultural Greek Council (MGC), the National Panhellenic Conference (NPC), and the National Pan-Hellenic Council (NPHC). Each board is self-governed, and has a role in the recognition process of potential new organizations. Each chapter's membership within a sub-governing board is often determined by its affiliation with its national council/conference.

The Fraternity and Sorority Advisor is a professional staff member in the Center for Student Engagement. He/she/they are the administrator overseeing all fraternity and sorority life at New Paltz, and is the advisor to USFA and the sub-governing boards. This person is the main point of contact for (Inter)National/Regional Offices of fraternities and sororities.

RECOGNITION AND EXPANSION

TYPES OF RECOGNITION

Any social or fraternal organization with a selective membership process must obtain college recognition through the Center for Student Engagement to use campus facilities and function on the campus. This recognition is conditional and exists at the authorization of the College President or his/her designee.

A list of recognized fraternities and sororities is available on the Center for Student Engagement's website. Please note that if an organization is not listed, it is unrecognized (see *Statement on Unrecognized Organizations*, page 11).

Recognized Chartered Organization: This is an organization that has been granted all rights, privileges, obligations, and appropriate use of College resources as a fraternity or sorority. (Please see *Privileges of Recognized Organizations*, page 18).

Recognized Interest Group: This is an organization fully recognized by SUNY New Paltz, the Center for Student Engagement, the United Sorority and Fraternity Association, and appropriate sub-governing board. This organization has completed all the steps towards receiving Recognized Chartered Organization status, but is simply awaiting their charter from their (inter)national/regional office. Once a Recognized Interest Group provides a copy of its charter, its status with the college will automatically change to Recognized Chartered Organization.

Provisional Interest Group: This is a temporary status, not to exceed one calendar year, during which time a newly-formed group of interested potential members of a new or previously recognized fraternity or sorority must attempt to meet the requirements for Recognized Interest Group status. Provisional Interest Groups enjoy most rights and privileges of Recognized Chartered Organizations. Provisional Interest Groups not induct New Members into the fraternity or sorority until they have achieved Recognized Interest Group or Recognized Chartered Organization status.

FRATERNITY AND SORORITY EXPANSION POLICY

SUNY New Paltz recognizes that a strong fraternity and sorority community is a constructive element of student life. Given that the United Sorority and Fraternity Association and the appropriate sub-governing board supports a period of expansion, the Center for Student Engagement will work with organizations seeking to establish or re-charter chapters at SUNY New Paltz. In overseeing this process, there must be substantial evidence of the ability of the proposed organization to contribute to the Fraternity and Sorority Community, and to conduct itself in a manner consistent with the principles and policies stated in the SUNY New Paltz Student Handbook and this Fraternity and Sorority Policy Manual.

Expansion of a new or previously-recognized organization onto campus must be undergraduate student initiated, and the procedures below listed below must be followed. The Fraternity and Sorority Advisor (or designee) will administer correspondence, collect required materials and documentation, and track the progress of each organization.

All new Fraternities and Sororities seeking recognition at SUNY New Paltz must have a sponsoring body on the (Inter)national or regional level which is a legal corporation external to the University. Exceptions may be recommended to the Vice President of Student Affairs by the Center for Student Engagement on a case-by-case basis, for proposed organizations for which no (inter)national or regional organization of that type exists and who can demonstrate that they are working towards becoming an (inter)nationally chartered organization. For all new organizations, it is highly preferred that they are affiliated with a national fraternal umbrella organization (NALFO, NAPA, NIC, NMGC, NPC, or NHPC).

In the case that a Fraternity or Sorority wishes to seek recognition at SUNY New Paltz, but does not have any/enough undergraduate student interest, the (Inter)National/Regional Office may coordinate one General Informational Meeting on campus with the Fraternity and Sorority Advisor. The purpose of this meeting would be to garner student interest in the expansion efforts of this organization. Requests must be made to the Fraternity and Sorority Advisor at least one month in advance. Requests will only be granted if the following documentation listed in Steps 2a, 2b, and 3d from *Steps to Establishment or Re-Recognition of Fraternities and Sororities* is on file with the Center for Student Engagement. Only one General Information Meeting per unrecognized organization per calendar year will be accommodated.

Please note that sororities affiliated with the National Panhellenic Conference have a slightly different expansion process. Interested students and/or organization representatives should meet with the Center for Student Engagement to discuss that process.

STEPS TO ESTABLISHMENT OR RE-RECOGNITION OF FRATERNITIES AND SORORITIES

1. A student meets with the Fraternity and Sorority Advisor to indicate his/her interest in either establishing a new or previously recognized fraternity or sorority. The purpose of this meeting is to review the steps to establish or re-recognize a fraternity/sorority, to ensure that the student understands the policies and expectations associated with this process, and to determine the possibility of the particular organization's recognition at New Paltz. Ultimately, the decision to permit an organization to move forward towards full recognition is at the discretion of the Center for Student Engagement, on behalf of the College.
2. The Regional/(Inter)National Office of the fraternity or sorority must provide the following documentation to the Fraternity and Sorority Advisor:
 - a. A letter of authorization indicating that the organization is interested in seeking recognition at SUNY New Paltz and will provide support and advisement to the student members. This letter must also indicate whom from the

Regional/(Inter)National Office would be the main point of contact and/or advisor to the group, his/her title, and his/her contact information.

- b. A copy of the organization's expansion policy, procedures, and expectations.

Please note: at this point, an unrecognized organization enjoys neither rights nor privileges at SUNY New Paltz. Only when a group has completed Step 3 of this process does that group gain Provisional Interest Group status.

3. The Fraternity and Sorority Advisor must receive the documentation and policies as described below. Materials may be emailed, mailed, faxed, or delivered to the Center for Student Engagement.
 - a. A Potential Provisional Interest Group Roster with the names and contact information of a minimum of eight undergraduate students granted authorization (see above) to form a Regional/(Inter)National affiliate organization. Each student must be a full-time, matriculated undergraduate student, must have completed at least 12 credits at SUNY New Paltz, and must have a minimum cumulative GPA of 2.50 or higher; first-semester transfer students are eligible with a 2.70 cumulative GPA or higher from their previous institution. Potential Provisional Interest Group Rosters are available on the Center for Student Engagement website.

Please note that the College expects that all of the names on this documentation will become initiated members of the fraternity or sorority once the group has achieved Recognized Interest Group status. Therefore, once the group achieves Provisional Interest Group status, the roster of the group should not change until the recognition process is completed.

- b. A letter of authorization from the Regional/(Inter)National Office for the specifically named individuals currently enrolled at SUNY New Paltz to form a colony, chapter, interest group, or affiliate organization. This letter must also indicate which New Paltz student will serve as the main point of contact of the potential Provisional Interest Group.
- c. The name of the SUNY New Paltz part/full time faculty or professional staff member who has agreed to serve as the advisor to the organization. Please submit this information via an Advisor Agreement Form (available on the Center for Student Engagement website).
- d. The following documentation from the Regional/(Inter)National Office:
 - i. Constitution and By-Laws (complete and current)
 - ii. New Member Program
 - iii. Risk Management Policies and Procedures
 - iv. Hazing Policies
 - v. Financial Requirements
 - vi. Code of Conduct

- vii. Proof of Liability Insurance – for (Inter) National Organizations
 - viii. Outline of the requirements for Good Standing
 - ix. Certification that the constitution by-laws, policies, regulations and practice of the organization do not restrict membership on the basis of race, creed, natural origin, age, disability, sexual preference or marital status, and further that the active members on campus have authority independent to any national organizations to determine membership in the campus affiliate.
4. After all of the above information is received, reviewed, and verified, an Introductory Meeting will take place. This meeting will be scheduled by the Fraternity and Sorority Advisor; please allow at least two weeks after all above documentation is received for this meeting to be scheduled. This will account for material review, and email-scheduling of all involved parties.

The following parties must attend the Introductory Meeting:

- All members of the Potential Provisional Interest Group (see Step 3b)
- The main point of contact from the (Inter)National/Regional Office, acting on behalf of the fraternity or sorority to oversee and advise the students at New Paltz (see step 2a).
- The Fraternity and Sorority Advisor
- The President or Vice-President of the United Sorority and Fraternity Association
- The President or Vice-President of the appropriate sub-governing board, as determined by the Fraternity and Sorority Advisor (based on national affiliation, etc.), the group's faculty/staff advisor, the United Sorority and Fraternity Association President or Vice-President, and representative(s) from the organization's (Inter)National/Regional Office. After this meeting, the group may receive Provisional Interest Group status for the period of one calendar year. Provisional recognition grants organizations the same rights and privileges as fully recognized organizations with the exception of voting privileges on the respective sub governing board and USFA.

The following parties are encouraged to attend the Introductory Meeting:

- The Director of the Center for Student Engagement
- The Faculty/Staff Advisor to the Potential Provisional Interest Group (see Step 3c)

The agenda of the Introductory Meeting will include:

- Formally establishing a relationship between the interested students, the fraternity/sorority, and the College.
- Reviewing the upcoming steps towards full recognition (see below).
- The USFA President and sub-governing board President will provide copies of their constitutions and to review the recognition procedures for their respective councils. The Presidents will share contact information with the main point of contact for the potential Provisional Interest Group.

- A roundtable discussion and opportunity to answer any questions that any party has regarding the potential recognition of the fraternity or sorority.

Within two business days after this Introductory Meeting, the group will receive Provisional Interest Group status for the period of one calendar year. This status will be granted by the Center for Student Engagement, on behalf of the College. Provisional Interest Group recognition grants an organization the same rights and privileges as fully recognized organizations with the following exceptions:

- The Provisional Interest Group does not have voting privileges for their sub-governing board nor USFA.
 - The Provisional Interest Group is not permitted to participate in any New Member Education Program until it has achieved full recognition.
5. Once the Provisional Interest Group feels they are prepared, the main point of contact for the group should contact the President of the sub-governing council to request time on the agenda for their presentation. Please refer to the sub-governing council's constitution for expectations and procedures associated with new organizations seeking recognition.

After presentation and voting, the President of the sub-governing board will provide its decision to the Fraternity and Sorority Advisor in writing. Outcomes can include:

- Recommendation that the Provisional Interest Group receive college recognition, and a statement that the group will be a recognized member organization of that council.
 - A decision to not support the Provisional Interest Group for college recognition. If this is the case, the sub-governing board must also provide documentation citing why the group did not receive support; this will be shared with the Provisional Interest Group. In this case, the Provisional Interest Group may present to another sub governing board (if appropriate) or appeal for a second presentation to the desired sub-governing board within the time permitted under their provisional status. If all options are exhausted and/or the provisional status has expired, the Provisional Interest Group must disband immediately, and the fraternity/sorority cannot initiate intentions for recognition until one calendar year from this date.
6. Once the Fraternity and Sorority Advisor receives a letter of support and recommendation from the sub-governing board, he/she will notify the main point of contact that they are approved to move forward. Once they feel they are prepared, the main point of contact for the Provisional Interest Group should contact the President of USFA to request time on the agenda for their presentation. Please refer to USFA's constitution for expectations and procedures associated with new organizations seeking recognition.

After presentation and voting, the President of USFA will provide its decision to the Fraternity and Sorority Advisor in writing. Outcomes can include:

- Recommendation that the Provisional Interest Group receive college recognition, and a statement that the group will be a recognized member organization of USFA.
 - A decision to not support the Provisional Interest Group for college recognition. If this is the case, the President of USFA must also provide documentation citing why the group did not receive support; this will be shared with the Provisional Interest Group. In this case, the Provisional Interest Group may request a second presentation to USFA within the time permitted under their provisional status. If the Provisional Interest Group does not receive recommendation and membership in USFA and/or the provisional status has expired, the Provisional Interest Group must disband immediately and the fraternity/sorority cannot initiate intentions for recognition until one calendar year from this date.
7. Once the Center for Student Engagement has received documentation of support and recommendation from the USFA, an official letter of recognition from the Director of the Center for Student Engagement, on behalf of the College, will follow. This will ratify the organization's status as a Recognized Interest Group, and the organization will enjoy the rights and privileges associated with this status.

In the case that the organization achieves Recognized Interest Group status during the fall or spring semester's window for New Member Education, the (inter)national organization may begin an approved New Member Education Program in accordance with all policies and expectations outlined. Otherwise, the group will need to wait to begin New Member Education activities during the following semester.

The organization's recognition will be probationary for two calendar years, or until the successful completion of two new member classes, whichever is longer. During this time, the Center for Student Engagement, on behalf of the College, reserves the right to revoke an organization's recognition if the organization is involved in alleged policy violation(s) or if the organization drops to zero members.

CHANGE OF CHAPTER STATUS

The Center for Student Engagement will communicate changes in a chapter's disciplinary status (see "Fraternity & Sorority Judicial Policy", page 22) with the (Inter)National/Regional Offices of fraternities and sororities by copying the office on correspondence to the chapter president. Additionally, it is typical and encouraged that a chapter's change in status with the (Inter)National/Regional Office be shared with the Center for Student Engagement.

If the chapter has disciplinary sanctions required or applied by the (Inter)National/Regional Office due to their own judicial sanctioning or charges, the Center for Student Engagement will assist in enforcing such sanctions on campus. This is to ensure the chapter will receive the consistent and necessary support to ensure their growth and progress.

STATEMENT ON UNRECOGNIZED ORGANIZATIONS

Any fraternity or sorority, regardless of national affiliation, that is not a Recognized Chartered Organization, a Recognized Interest Group, or a Provisional Interest Group, is considered “unrecognized”. Unrecognized organizations are not affiliated with SUNY New Paltz, and do not enjoy the rights and privileges of recognized organizations. They do not receive support, advisement, or management from SUNY New Paltz, and do not follow the College’s code of conduct and Risk Management Policies. At one time, these organizations may have been recognized, but violations of College policy may have resulted in their loss of recognition.

The Center for Student Engagement names these unrecognized organizations in publications and on their website (www.newpaltz.edu), so students and parents can make an informed decision when choosing to join a fraternity or sorority. In addition to subjecting themselves to risky “pledging” behaviors, students who join unrecognized organizations will not have access to the privileges that members of recognized organizations enjoy. This could include (but is not limited to): inclusion of their experience on their Co-Curricular Transcript, leadership development opportunities through the fraternity and sorority governing boards and the Center for Student Engagement, and the ability to represent the organization at College-sponsored programs and events (Open House, Accepted Students Day, etc.).

Recognized Chartered Organizations, Recognized Interest Groups, and Provisional Interest Groups are prohibited from affiliating and socializing with unrecognized organizations. This includes co-hosting events either on or off campus, participating in social events or mixers, and supporting an unrecognized organization’s fundraising or philanthropy efforts. Recognized organizations that affiliate or socialize with unrecognized organizations are subject to judicial action and/or loss of college recognition.

MEMBERSHIP EXPECTATIONS

INDIVIDUAL MEMBERSHIP

To be an active member of a fraternity or sorority, a student must meet some preliminary expectations. Consistent with the mission of SUNY New Paltz, the Division of Student Affairs, and the Center for Student Engagement, a student's first priority should be academic success. While a co-curricular experience is a rich and essential component of one's educational experience at college, it is a privilege to participate in a fraternity or sorority. These expectations for membership are also consistent with the chapter's expectations.

SUNY New Paltz only recognizes undergraduate chapters of fraternities and sororities. Therefore, only full-time, matriculated, undergraduate students are eligible to be members. Graduate students and alumni are not able to represent the chapter in official University business (including planning/conducting/executing any new member programs). Graduate students and alumni should assist their undergraduate chapter in an advisory and support capacity only.

Students eligible to become new members of a fraternity or sorority must be full-time, matriculated undergraduate students at SUNY New Paltz. Students may participate in the New Member Education Program of a fraternity or a sorority after successfully completing at least 12 credits at SUNY New Paltz, and having a cumulative GPA of 2.50 or higher.

Traditional first-year students (defined as students matriculated into college full-time for the first year because they were enrolled in high school the previous year) are not eligible to become new members of a fraternity or sorority in their first semester. Instead, the Center for Student Engagement encourages traditional first-year students to learn more about the fraternities and sororities through the Club and Involvement Fair, Meet the Greeks, Greek Day, and other informational programming. Traditional first-year students are eligible to become new members after successfully completing at least 12 credits at SUNY New Paltz and having achieved a cumulative GPA of 2.50 or higher.

Transfer students are defined as taking college courses at another college or university in semester prior to their full-time matriculation at SUNY New Paltz. Transfer students took college courses exclusively, and were not enrolled in high school during that semester. During his/her first semester at SUNY New Paltz, a transfer student is eligible to become a new member pending that the student achieved at least a 2.70 cumulative GPA (on a 4.0 scale) and that their transcript is submitted to the Center for Student Engagement with the New Member Roster.

Accepting membership into a fraternity or sorority entails an agreement to abide by the policies and procedures set forth by the chapter, the governing council(s), the (inter)national/regional organization, and the College. The College will consider all registered students as active members of the organization unless notified otherwise by the (Inter)National/Regional Office. Students that are placed on INACTIVE status with documentation from their

(Inter)National/Regional Offices will be placed as INACTIVE with the College as well. Inactive members do not have the ability to represent their chapter and, as such, the College will not consider that individual a member of the chapter. Additionally, an inactive member will not have the right to represent their chapter or the Fraternity and Sorority Community in any committee, leadership, or governance role.

ACADEMIC STANDARDS

In keeping with the Mission of the State University of New York at New Paltz, a student's co-curricular experience should be a rich and valuable supplement to their intellectual development. Ultimately, a student must make his/her academic progress a priority. Our fraternities and sororities are committed to this ideal, holding that scholarship is the most important aspect of the college experience.

Upon becoming a new member, students give permission to the Center for Student Engagement to verify their cumulative and semesterly GPAs via signatures on the New Member Agreement Form. The overall chapter GPA of each organization will be calculated using all members of the organization currently enrolled at the College. In order for an inactive member to not be counted towards the organization's overall GPA, the Center for Student Engagement must receive documentation from the organization's (Inter)National/Regional Office indicating the student's change in membership status.

Each chapter will appoint a Scholarship Chair (or similar). In order to be eligible for this position, that member must meet the minimum cumulative GPA requirement of 2.50 or the minimum GPA set by the regional/(inter)national organization, whichever is higher. With the assistance of the Center for Student Engagement, the Scholarship Chair will provide chapter members information and resources regarding campus academic support services, as well as current or upcoming workshops/trainings. The Scholarship Chair, along with the Chapter President, must attend a meeting/training with the Fraternity and Sorority Advisor at least once per academic year to review current academic policies, and to discuss their chapter's status.

Academic Standard: Chapters will Maintain a Cumulative Chapter GPA of 2.50 or Higher

Recognized Chartered Organizations and Recognized Interest Groups are expected to achieve and maintain a minimum cumulative GPA of 2.50 every semester. Cumulative GPAs will be calculated by the Fraternity and Sorority Advisor during the third week of classes each semester.

Academic Standard: Individual New Members' Cumulative GPAs and a New Member Class's Cumulative GPA will not Decrease by More Than 0.75

Upon the completion of a chapter's New Member Education Program, the Center for Student Engagement will check grades of newly initiated members. If there is a 0.75 or greater decrease in an individual new member's cumulative GPA during his/her new member education process, and/or the new member class's cumulative GPA decreases by more than 0.75 during the semester of initiation, that organization will be considered to have failed to meet Academic Standards.

Failure to Meet Academic Standards

Groups who fail to achieve the Fraternity and Sorority Academic Standards will receive focused attention, support, and temporary loss of privileges (described below). The Fraternity and Sorority Advisor will communicate these terms and conditions to the chapter president, in writing, within the first five weeks of each semester.

Conditions of groups who do not meet Academic Standards may include, but are not limited to:

- **Social Probation:** The chapter will be prohibited from participating in social events (on or off campus).
- A reduced or capped new member class size for specified semesters.
- The loss of the privilege of having a new member class during a specified term.
- Regular meetings and/or communication with the Center for Student Engagement to discuss progress.
- Chapter meetings with the Faculty/Staff Advisor and/or Academic Advising staff to discuss strategies to improve academic success.
- Required adjustments to a new member education program (additional Pass Days, time restrictions, etc.) to better support students' academic success during this semester.
- Loss of the privileges, including but not limited to: participation in the Club and Involvement Fair, Fall Open House and/or Spring Accepted Students Day; the ability to reserve space on campus (with the exception of chapter meetings).
- Communication of the failure to meet Academic Standards and the subsequent conditions with the chapter's Regional/(Inter)National Office.

The Scholarship Chair and Chapter President must schedule and meet with the Fraternity and Sorority Advisor (within 3 weeks of notification of status and conditions) in order to discuss and/or revise the current comprehensive academic plan for the chapter. Suggestions for the comprehensive academic plan may include:

- Designated study hours and/or locations.
- Assigned tutors and/or study partners for individual members.
- Limited social events/engagements for individual members.
- A review of the chapter's constitution regarding academic support.

In the case of a chapter's failure to meet Academic Standards for a second consecutive semester, the Fraternity and Sorority Advisor will notify the chapter, in writing, of any extended or additional conditions. Decisions for extended/additional conditions will be based on observation of grade improvement and/or participation/initiative of chapter leadership during the previous semester. In the case that the Fraternity and Sorority Advisor did not observe productive effort by chapter leadership, he/she reserves the right to refer the case to the Director of the Center for Student Engagement as a policy violation/judicial action. In the case that a chapter fails to meet Academic Standards for a third consecutive semester, the case will automatically be referred to the Director of the Center for Student Engagement as a policy violation/judicial action.

Individual violations of the Student Code of Conduct will be referred to the Dean of Students.

MINIMUM CHAPTER MEMBERSHIP REQUIREMENTS

Each fraternity and sorority must maintain a minimum of one active member at all times, and complete all conditions of continued recognition (see below).

In the case that there are no active members due to the graduation of previous members, the College will offer the organization one academic year to recruit and educate active members. The Center for Student Engagement will work with the (Inter)National/Regional Office's designee to complete an approved New Member Education Program. It is the responsibility of his designee to initiate, plan, and conduct all aspects of the New Member Education Program in accordance with College policies. All New Member Education Activities must take place on the SUNY New Paltz campus during this one-year term.

Failure to successfully educate and induct at least one eligible student within one academic year will result in the chapter's loss of college recognition.

During the term that an organization has zero active members, the main focus of that organization should be to gain active members. Therefore, that organization may only enjoy the following privileges:

1. The only events permitted to take place on campus are general interest meetings and, in the case of an approved new member program, New Member Education activities. The group may not host any other activities, including but not limited to social events, meetings, educational programs, philanthropy events, fundraising, dinners, etc. In the case that the (Inter) National organization or advisory Graduate Chapter would like to host such events, the group will be referred to the Conference Services Office and may complete the reservation as an outside organization.
2. The group may post flyers that promote membership into their organization, in accordance with the New Paltz Posting Policy.
3. The group will be invited to participate in USFA's Fraternity & Sorority Night event each semester. The Fraternity and Sorority Advisor or a member of the USFA Executive Board will communicate the details of the event to the organization's contact.

After at least one new active member is successfully inducted/initiated, the organization will then enjoy all rights and privileges as a Recognized Chartered Organization.

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In the case that an organization drops to zero members for a second time in any four-year term, the college reserves the right to revoke the chapter's recognition without offering a one-year term of gaining new active membership.

CONDITIONS OF CONTINUED RECOGNITION OF A FRATERNITY OR SORORITY

1. The names and contact information of all active members must be reported to the Center for Student Engagement via completion of a Chapter Roster, due within the first two weeks of each semester. Failure to submit the Chapter Roster will result in immediate loss of privileges due to bad standing with the Center for Student Engagement (see

below). Each full-time enrolled undergraduate is considered an active member unless one of the following conditions applies:

- a. The member has taken EARLY ALUMNI STATUS and the appropriate documentation from the (Inter)National/Regional Headquarters has been filed with the Center for Student Engagement.
- b. The member has taken INACTIVE STATUS and the appropriate documentation from the (Inter)National/Regional Headquarters has been filed with the Center for Student Engagement.
- c. The member has graduated or left school.

If no supporting documentation has been provided for those members who have gone inactive or have taken early alumni status, the Center for Student Engagement will consider them active members.

2. All activities sponsored by fraternities and sororities must comply with these and all regulations and policies established by the State University of New York Board of Trustees and SUNY New Paltz. Violation of these policies and regulations may result in the revocation of college recognition.
3. Each chapter is obligated to maintain active participation and good standing in the United Sorority and Fraternity Association and their sub-governing board at all times.
4. All fraternities and sororities must have an advisor who is a member of the College faculty or professional staff. The advisor must be informed of all activities in the new member education process. All organizations must submit an Advisor Agreement Form to the Center for Student Engagement within the first two weeks of each semester, and list their Advisor on their Engage roster.
5. All fraternities and sororities must supply the Center for Student Engagement the most recent version of their chapter and/or (inter)national constitution and by-laws within the first two weeks of classes in the fall semester. This documentation must also include a copy of the organization's risk management policy. In the case of revisions to these documents during the school year, it is the chapter's responsibility to provide an updated copy.
6. Active members of a fraternity and sorority shall maintain 2.50 cumulative GPA. The names of members whose cumulative GPA is below a 2.50 will be shared with the Chapter President, Scholarship Chair and, if requested, the Regional/(Inter)National Office. Chapters must adhere to their (Inter)national policies related to minimum GPA of individual students. In an effort to focus on academics, these students are encouraged not to take leadership roles within their chapter until their grades have improved.
7. Fraternities and sororities are prohibited from sponsoring auxiliary groups (ex: little sisters, sweethearts, little brothers, etc.). Such groups are not recognized by the College and, as such, are not permitted the rights and privileges of recognized student organizations.

8. Members of fraternities and sororities must attend leadership workshops and trainings deemed mandatory by Center for Student Engagement to increase organizations' knowledge and sensitivity to college policies and expectations, risk management, hazing, program planning, substance abuse, race, cultural diversity, acquaintance rape, sexual orientation, and group dynamics.
9. All members of fraternities and sororities must abide by the SUNY New Paltz Risk Management Policy and their organization's (inter)national/regional Risk Management Policy.

PRIVILEGES OF RECOGNIZED ORGANIZATIONS

Recognized Chartered Organizations and Recognized Interest Groups New Paltz who are in good standing with the Center for Student Engagement may enjoy the following privileges:

1. The ability to reserve locations on campus for events, meetings, conferences, and programs, in accordance with the Center for Student Engagement' Event Consultation Process.
2. Access to advisement, education, training, and support from the Center for Student Engagement.
3. The ability to reserve display cases in the Student Union Second Floor Lobby.
4. Approval of event flyers for posting and distribution for on-campus events.
5. Member and chapter participation in recognition events, including the USFA Awards, Gamma Sigma Alpha National Honor Society, etc.
6. Inclusion of their organization in all relevant Center for Student Engagement publications, website documents, and Engage.
7. The ability to represent the chapter at the Club and Involvement Fair, Fraternity and Sorority Night, Fall Open House, and Spring Accepted Students Day.
8. Access to tabling reservations in the Student Union First Floor Lobby.
9. The ability to recruit and educate New Members in accordance with the College's New Member Education policies and procedures.

Please note that these privileges are contingent upon good standing with the Center for Student Engagement and the Regional/(Inter)National Office. The Chapter Presidents of organizations not in good standing for any reason will receive written notification from the Fraternity and Sorority Advisor.

NEW MEMBER EDUCATION

The Center for Student Engagement oversees fraternity and sorority New Member Education. All New Member Programs must dually comply with (Inter)National/Regional Office policy/expectation, and all SUNY New Paltz New Member Education policies (see Appendix A). The following requirements are the minimum expectations for each chapter.

1. Only Recognized Chartered Organizations and Recognized Interest Groups are permitted to induct new members. Only active members of these groups are permitted to conduct New Member Education activities.
2. New Member Education occurs once in the fall semester and once in the spring semester in a pre-determined window of time not to exceed 56 days (8 calendar weeks) and to conclude at least 21 days (3 calendar weeks) before the last day of classes; organizations cannot educate or initiate new members at any other time during the calendar year (including during the summer). The Center for Student Engagement will set the specific dates each semester in accordance with these guidelines.
3. The New Member Educator and President will participate in a mandatory New Member Education Training Workshop, and submit a program proposal to the Center for Student Engagement. Programs will be reviewed, revised, and approved by the Fraternity and Sorority Advisor, or their designee.
4. A chapter will submit a complete and accurate New Member Roster by each semester's deadline. At the completion of their program, a chapter will submit a New Initiate Roster within 24 hours of initiation. If a new member decides to not continue their new member program, the chapter will submit a Discontinuation Notice by the next business day.
5. A New Member Program must allow time for each member's personal and academic wellness. Every day must allow at least 2.5 hours of uninterrupted study, lab use and/or tutorial; there will be at least one Pass Day per week (no new member activities/assignments); all activities will end by 12am (midnight) on school nights and 1am on other nights; no new member activities will begin before 7am on any day.
6. The Chapter President, New Member Educator, and Faculty/Staff Advisor will receive documentation granting permission to proceed with an approved New Member Education program for the specifically named students. A list of all fraternity/sorority new members will also be shared, in confidence, with appropriate College personnel.
7. SUNY New Paltz takes a zero tolerance approach to hazing. All programs, events, and activities associated with a New Member Education program will not include anything that the State University of New York at New Paltz, the State of New York, or Federal Law would define as Hazing.
8. Alcohol/drug use and/or the presence of alcohol or drugs are not permitted at any recruitment event or an activity where New Members are present.

SUNY NEW PALTZ

RISK MANAGEMENT POLICY

Risk Management is a guideline in establishing and developing policies and practices for responsible behavior. The policy of Risk Management reduces and limits liability by educating members of their responsibility to their organization, their campus, and their community. Each chapter is expected to comply with federal, state, and local laws, and campus regulations. The Risk Management Policy of SUNY New Paltz includes the provisions which follow and shall apply to all fraternities and sororities and all levels of membership. All fraternities and sororities must meet or exceed these standards. **When an organization also has an (inter)national risk management policy, the chapter must abide by the stricter policy.**

ALCOHOL AND DRUGS

1. No person under the legal drinking age may possess, consume, provide or be provided alcoholic beverages.
2. The possession, sale and/or use of any ALCOHOLIC BEVERAGES, during a fraternity/sorority event, in any situation sponsored or endorsed by the chapter, or at any event an observer would associate with the fraternity/sorority must be in compliance with any and all applicable laws of the state, province, county, city, and institution of higher education.
3. Alcoholic beverages must either be provided and sold on a per-drink basis by a licensed or insured third-party vendor, or brought by individual members and guests through a bring your own beverage (BYOB) system. The presence of alcohol products above 15% alcohol by volume ("ABV") is prohibited on any chapter/organization premises or at any event, except when served by a licensed and insured third-party vendor. A licensed or insured third-party vendor shall be properly insured with a minimum of \$1,000,000 of general liability insurance, and must have TiPS Certification Training.
4. No alcoholic beverages may be purchased through or with chapter funds, nor may the purchase of same for members or guests be undertaken or coordinated by any member in the name of or on behalf of the chapter. The purchase or use of a bulk quantity or common source(s) of alcoholic beverage, for example, kegs or cases, is prohibited.
5. OPEN PARTIES, meaning those with unrestricted access by non-members of the fraternity/sorority, without specific invitation, where alcohol is present, shall be prohibited. Attendance by non-members at any event where alcohol is present must be by invitation only, and the chapter/organization must utilize a guest list system. Wristbands shall be used for those verified to be legal drinking age. Attendance at events with alcohol is limited to a 3:1 maximum guest-to-member ratio and must not exceed local fire or building code capacity of the chapter/organization premises or host venue.

6. No members, collectively or individually, shall purchase for, serve to, or sell alcoholic beverages to any minor (i.e. those under the legal drinking age).
7. The possession, distribution, use, sale, and/or manufacture of any **ILLEGAL DRUGS** or **CONTROLLED SUBSTANCES** during a fraternity/sorority activity or event sponsored or endorsed by the chapter or at any event that an observer would associate with the fraternity/sorority, is strictly prohibited.
8. No chapter may co-sponsor an event with an alcohol distributor or tavern/bar (tavern defined as an establishment generating more than half of annual gross sales from alcohol) at which alcohol is given away, sold or otherwise provided to those present. This includes any event held in, at or on the property of a tavern as defined above for purposes of fundraising. However, a chapter may rent or use a room or area in a tavern as defined above for a closed event held within the provisions of this policy, including the use of a third party vendor and guest list. An event at which alcohol is present may be conducted or co-sponsored with a charitable organization if the event is held within the provisions of this policy.
9. No chapter may co-sponsor, co-finance or attend or participate in a function at which alcohol is purchased by any of the host chapters, groups, or organizations.
10. All recruitment or rush activities associated with any chapter will be non-alcoholic and substance-free. No recruitment or rush activities associated with any chapter may be held at or in conjunction with a tavern or alcohol distributor as defined in this policy.
11. No member or pledge, associate/new member, or novice shall permit, tolerate, encourage, coerce, glorify, or participate in any activity involving the rapid consumption of alcohol, such as "drinking games." The definition of drinking games includes, but is not limited to, the consumption of shots of alcohol, liquor, or alcoholic beverages, the practice of consuming shots equating to one's age, "beer pong," "century club," "dares" or any other activity involving the consumption of alcohol which involves duress or encouragement related to the consumption of alcohol.
12. No alcohol shall be present at any pledge/associate member/novice program, activity, or ritual of the chapter. This includes, but is not limited to, activities associated with "bid night", "big brother/sister – little brother/sister" events or activities, "family" events or activities, "rush" events, and initiation.

For additional information:

National Panhellenic Council Standards:

- <https://www.npcwomen.org/priorities/npc-standards/>

North American Interfraternity Conference Drug and Alcohol Guidelines:

- <https://nicfraternity.org/nic-alcohol-drug-guidelines/>

HAZING

No chapter, colony, student, or alumnus shall conduct nor condone hazing activities. Any activities that may be construed as hazing are specifically and unequivocally prohibited, regardless of the willingness to participate by the person being hazed.

SUNY New Paltz defines hazing as any action or situation which recklessly or intentionally endangers the mental or physical health or safety of a student, conditions student to behave in such a manner that would not mirror civil, appropriate, and/or responsible student conduct for the purpose of initiation or admission into or affiliation with an organization.

As mandated by the SUNY New Paltz Student Handbook (Campus Regulations and Judicial Procedures Document, Part III, Section B., Number 11.00):

No person(s) shall subject any member(s) of the College community to degrading or humiliating activities and situations, or could place persons in situations that threaten their health, safety, and well being for purposes of gaining entry into any organization or group, or through other affiliation processes.

Please see the Center for Student Engagement website (www.newpaltz.edu) and the *New Member Education Packet* (Appendix A) for more information and resources related to hazing.

SEXUAL ABUSE AND HARASSMENT

The fraternity/sorority will not tolerate or 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 demeaning to women or men including, but not limited to, date/acquaintance rape, domestic violence, stalking, gang rape, verbal harassment or the employment or use of strippers, exotic dancers, or similar.

Members shall also adhere to the Campus Regulations and Judicial Procedures Document, Part III, Section B., Number 16.00 (Rape), Number 17.00 (Sexual Assault), and 18.00 (Sexual Harassment), as described in the SUNY New Paltz Student Handbook. Visit <https://www.newpaltz.edu/studentaffairs/regulations.html> for more information.

All active members and new members shall participate in a mandatory training session each academic year to learn more about their individual rights and the resources available. The Fraternity and Sorority Advisor, on behalf of the Title IX Coordinator, will coordinate this training annually.

EDUCATION

Each chapter has the responsibility of annually educating and training its members on the SUNY New Paltz Risk Management Policy and their (inter)national risk management policy. In the case that a chapter does not have a national risk management policy, that chapter should create and ratify their own. A copy of the chapter's risk management policy shall be submitted to the Center for Student Engagement annually.

FRATERNITY AND SORORITY JUDICIAL POLICY

Members of the College community will make many decisions regarding their behavior, and it is desired that decisions not conflict with the College's expected standards of behavior. However, when a member or members of a Fraternity or Sorority violate the standards set forth in the Fraternity and Sorority Policy Manual, then an appropriate sanction must be imposed by way of a judicial process which guarantees due process in regards to the organization's rights.

The College maintains high community standards regarding student conduct in and outside the classroom, and these expectations of behavior apply to all students especially those involved with Fraternity and Sorority Life.

The responsibility for adjudicating alleged violations at SUNY New Paltz is delegated by the Board of Trustees and the New Paltz College Council to the President who has delegated it to the Vice President for Student Affairs. It is then delegated to the Dean of Students and members of various judicial bodies.

In order to fulfill this responsibility, a judicial process should be designed to meet essential standards of reasonableness and fairness. Therefore, procedural requirements of due process, as outlined in the following sections, have been established in the effort to ensure that every organization receives equitable and judicious treatment if charged with a violation of the Fraternity and Sorority Policy Manual. Judiciaries serve to provide the organization charged with a hearing by impartial persons if the respondent contests the charge. However, it should be clearly understood that they do not sit as courts of law and are not restricted by the legal rules of evidence and procedure, since they hold Administrative Hearings that allow flexibility and the reasonable use of discretion. As such, a preponderance of evidence is utilized as the standard of proof.

The judicial process described herein governs the implementation of the responsibility for adjudicating alleged violations of the Fraternity and Sorority Policy Manual. The Fraternity and Sorority Advisor and/or staff members from the Center for Student Engagement should be consulted if there are questions regarding the judicial process.

PROCEDURES FOR HANDLING VIOLATIONS OF THE FRATERNITY AND SORORITY POLICY MANUAL

A. Complaint Reports

1. A written report of an incident deemed to be in violation of the Fraternity and Sorority Policy Manual may be submitted against an organization by any member of the College community. The person observing the behavior should write and submit the report and forward the report to the Director of the Center for Student Engagement. If warranted, initiation of either an informal inquiry or disciplinary charges will proceed as described below.

2. In the case that the Center for Student Engagement or a member of the University staff receives an anonymous report of a potential violation of the Fraternity and Sorority Policy Manual (i.e. via phone call, email, note, etc.), the staff member will write a report describing the information and/or submit the written information received to the Director of the Center for Student Engagement. If warranted, initiation of either an informal inquiry or disciplinary charges will proceed as described below.

B. Informal Inquiry Process

Occasionally, the Center for Student Engagement and/or the College are presented with information where a chapter's perceived non-compliance with policies may be questioned. The Center for Student Engagement and/or the College may respond to this information in a number of ways, including, but not limited to, an informal inquiry process, a judicial hearing, and/or legal action.

An informal inquiry process is a useful tool, enabling the College to determine the authenticity of the information received and whether a situation warrants further investigation. This informal process also allows the College to quickly dispense with frivolous complaints or accusations.

- A. During the conduct of an informal inquiry, a representative from the Division of Student Affairs may ask to speak with various members of the campus community, including, but not limited to, current and/or prospective members of the fraternity/sorority community. The purpose of this meeting (held at a mutually-agreed upon time) shall be to seek information relevant to the subject matter of the inquiry. Students are obligated to cooperate with the inquiry. A student may bring an advisor, acting as a support person, with them to the meeting (*see item 5 in "Rights of Organizations Subject to Disciplinary Hearings", page 25*).

Appropriate documentation of the inquiry will be kept in the chapter's file in the Center for Student Engagement. At all times, the College reserves the right to proceed with a formal investigation of the matter.

C. Notification of Charges

The Director of the Center for Student Engagement shall develop a written Specification of Charges containing a numbered series of allegations that, either individually or collectively, constitutes one or more violations of Fraternity and Sorority Policy Manual. Additionally, these items shall be specific and shall provide probable cause to believe that a violation(s) has been committed.

The Chapter President (herein referred to as the respondent) shall be given written or electronic notification that they have been charged with violating a Fraternity/Sorority Policy, including the Specification of Charges, within fifteen (15) working days from the time the Center for Student Engagement becomes aware of the conduct violation.

It is the responsibility of the student to regularly check their New Paltz email and failure to check email does not affect the timing of the judicial hearing process.

D. Initial Conference

The Director of the Center for Student Engagement shall schedule an Initial Conference with the respondent and shall notify the respondent, in writing, of the time and place of the meeting which shall be conducted within fifteen (15) working days from the time of notification. This information shall be included with the Specification of Charges. At the Initial Conference, the respondent may elect one of the following courses of action:

1. the respondent may sign a statement acknowledging an understanding and acceptance of the charges of violation(s) of Fraternity and Sorority Policy Manual. The case is then adjudicated administratively by the Director of the Center for Student Engagement or designee who will take appropriate action including the possible imposition of one or more sanctions. If the respondent wishes to demonstrate mitigating circumstances, by producing relevant witnesses or evidence, a postponement of up to 48 hours can be requested.
2. the respondent may elect not to appear, at which time the proceeding will be conducted in absentia, and all statements contained in the Specification of Charges shall be considered true and accurate and appropriate administrative action shall be taken by the Director of the Center for Student Engagement or designee.
3. if, during the Initial Conference, in the judgment of the Director of the Center for Student Engagement or designee, informal mediation is appropriate or the evidence does not support the allegation, they may elect to administratively drop the charges, at which time all records relevant to the case shall be destroyed.
4. the respondent may deny the alleged violation, in which case the official conducting the Initial Conference shall assign the case to a Fraternity/Sorority Hearing Committee.

ADJUDICATION BY JUDICIARIES

B. Rights of Organizations Subject to Disciplinary Hearings

1. The respondent (defined as the current president of the chapter) shall be entitled to a hearing.
2. The respondent may appear at the hearing during the presentation of the case on which a decision may be made. Should the respondent elect not to appear, all statements contained in the Specification of Charges shall be considered true and accurate.
3. The respondent shall be entitled to present their case through statements, questions, witnesses (character witnesses are not permitted, only fact witnesses) and other forms of evidence.
4. The respondent shall be free from any assumption of responsibility for any violations under which they are charged.

5. The respondent shall be entitled to be accompanied by an advisor of their choice. This advisor may also be the Student Advocate if so desired. The advisor's role must be passive and limited to advising the student as to whether the student should answer or should not answer questions. The advisor is not allowed to question any individual at the hearing, including the judicial board. The chairperson and the procedural officer may disqualify the advisor from any further participation and/or direct their removal should this be violated.
6. The respondent may refuse to answer questions. Witnesses shall be required to answer all questions asked of them unless their answers would tend to incriminate them under any provisions of the Campus Regulations.
7. The decision of the judicial body shall be made only on the basis of matters presented at the hearing.
8. The College will make a record of the events of the hearing that will be retained in its custody. A reporting individual or respondent may request, in writing, a transcript. The College would forward the digital record to a vendor, pre-approved by the College, and all cost for the transcript would be the responsibility of the requesting party.
9. The respondent shall be provided the Specification of Charges as acted upon as written notice of the results and findings of the hearing and to an explanation of the decisions rendered against them within ten (10) working days.
10. Included in the written notice of the results of the hearing, an organization found responsible will be notified of their right to appeal the decisions of the judicial body. Should they appeal, any action based on such decisions shall be suspended until acted upon through the appellate process.
11. All Disciplinary Hearings are closed to the public.

C. Rules of Procedure

The following rules of procedure are established for use by all judicial bodies. In the absence of established judiciaries, the designated Administrative Officer shall hear cases normally referred to judiciaries.

1. **Quorum:** The judicial body must achieve a quorum before the case may be adjudicated; provided, however, that the respondent shall have the right to waive the quorum required. If there is not a quorum and the requirement is not waived, then the hearing must be rescheduled.
2. **Voting:** A simple majority vote of those judiciary members present at any hearing shall be necessary and sufficient for any action.
3. **College Personnel:** A member of the Student Affairs staff (typically the Director of the Center for Student Engagement) shall be present at the hearing as a procedural officer to the judicial body. The officer shall not participate in the fact-finding portion of the hearing except to ensure that established procedures are followed and to ask the chairperson to rule on the relevancy of any line of questioning. The advisor may contribute pertinent information in the penalty assessment stage which may include past violations of the Fraternity and Sorority

Policy Manual. The advisor may also be interviewed by the judiciary in assessing a penalty or selecting a special condition.

4. Witnesses: Witnesses shall be kept in a room separate from the room in which the hearing is being held and shall be called to testify one at a time.
5. The Chairperson of the Hearing Committee: The chairperson shall have the authority to:
 - a. Direct the hearing and ensure all parties and their witnesses direct their questions through the chair,
 - b. Call recesses,
 - c. Postpone hearings,
 - d. Take appropriate steps to maintain order,
 - e. Decide questions on the relevance of evidence or testimony,
 - f. Recall witnesses or call such further witnesses as would seem able to aid in the resolution of matters germane to the hearing,
 - g. Monitor the presentation of questions to witnesses by members of the judicial body, and
 - h. Ensure that established procedures are followed.
6. The Judicial Body: The judicial body shall then seclude themselves and confer as to each item of Specification of Charges, and they shall decide as a body whether each item of the Specification of Charges has been established by a preponderance of evidence. The truth or falsehood of each factual allegation appearing on the Specification of Charges shall be termed a “question of fact” for the purposes of the judicial process.
7. Sanction: After acting upon the Specification of Charges as provided in the foregoing subsection, the judicial body shall then consider whether those items of the Specification of Charges which have received an affirmative decision are sufficient to constitute any of the violations charged. If they shall find the items affirmed are sufficient to constitute any violation, then they shall recommend a sanction within the range of penalties provided by the Fraternity and Sorority Policy Manual for each violation found. The judicial body will review the organization’s disciplinary record in selecting an appropriate sanction.
8. Chairperson: Within 10 working days of the hearing, the Director of the Center for Student Engagement will then send written notification of the decision to the respondent.

D. The Judicial Structure of the Fraternity/Sorority Hearing Committee

1. Membership: The Hearing Committee will be appointed by the Director of the Center for Student Engagement as follows:
 - a. At least three (3) permanent faculty/staff members.
 - b. At least three (3) permanent student members recommended by the United Sorority and Fraternity Association to the Director of the Center for Student Engagement. Eligible students must be current active Fraternity

- or Sorority members with 2.5 or better cumulative average and no individual judicial sanction(s) within the past year.
- c. A hearing committee will be comprised of one (1) student and two (2) faculty/staff members.
 - d. All members shall participate in training and education deemed necessary by the Center for Student Engagement in consultation with the Dean of Student's Office, prior to their participation on any hearing committee.
2. Jurisdiction: The Hearing Committee shall have original jurisdiction over cases involving alleged violations of the Fraternity and Sorority Policy Manual as follows for which a plea of not guilty was rendered at the Initial Conference.
 3. Sanctions: The Hearing Committee may recommend sanctions from Written Warning through Chapter Expulsion. The judiciary may also recommend appropriate disciplinary conditions. Additionally, the judiciary may recommend the sanction of Expulsion to the Vice President of Student Affairs, who, after reviewing the case may impose a recommended sanction or may direct the judiciary to impose a lesser penalty.

APPEALS

A. Procedure for Appeals

1. Within three (3) working days from the time the respondent receives notice of the findings and sanctions imposed as a result of an Administrative Hearing or a hearing conducted by the Hearing Committee, they may exercise their right to submit a written letter of appeal to the Assistant Vice President of Student Affairs. If just cause is demonstrated to exist, then a new hearing will be conducted. The Director of the Center for Student Engagement has the discretion to delegate the authority to review and hear appeals to another Administrative Officer of the College.
2. The Assistant Vice President for Student Affairs has the right to delegate authority to review and hear appeals to another Administrative Officer of the College.

B. Grounds for Appeals

An appeal must be in writing and its scope, as identified by the appellant, shall be limited to the following:

1. Questions of Fact: An appellant may appeal on "questions of fact" by introducing new evidence that would significantly affect the outcome of the case. Evidence that was known to the appellant at the time of the original hearing but was withheld shall not constitute a question of fact nor is it to be considered upon appeal.
2. Questions of Procedure: Appeals will be considered on the basis of "questions of procedure" by demonstrating that procedural guidelines established in this document were breached and that such departure from established procedure significantly affected the outcome of the case.

EXPLANATION OF SANCTIONS

A. Execution of Sanctions

No sanction shall be executed until: (a) at least three (3) working days from the time the respondent has received written notice of the decision; (b) immediately after the Assistant Vice President for Student Affairs or their designee acts upon an appeal; or (c) if an immediate sanction is imposed for reasons of safety and welfare of the College community.

B. Types of Sanctions

1. Warning Probation: Warning Probation is a temporary status for a specific period of time not to exceed six (6) months during which further violations of the Fraternity/Sorority Policy Manual will result in the imposition of more severe sanctions. In addition, Warning Probation may include special conditions as noted below.
2. Disciplinary Probation: Disciplinary Probation is a temporary status for a specific period of time not to exceed one (1) year during which further violations of the Fraternity/Sorority Policy Manual may result in Suspension or Expulsion. In addition, Disciplinary Probation may include special conditions as noted below.
3. Suspension Held in Abeyance: Suspension, Held in Abeyance, may be for a specific period of time up to a maximum of one year. An organization which has been Suspended, Held in Abeyance, may be permitted to maintain the privileges of recognition provided that there be no further violations of the Fraternity/Sorority Policy Manual. Further violations will result in the immediate imposition of the sanction of Suspension without further disciplinary proceedings. Suspension, Held in Abeyance, may include special conditions as noted below.
4. Suspension: A decision of Suspension terminates the organizations' status as an recognized organization for a specific period of time: minimum one year up to a maximum of five years. Suspended organizations will be named as such on the campus's website and prohibits the organization from enjoying any privileges afforded to recognized organizations. A suspended organization may not participate in any activity on campus without specific authorization from the Director of the Center for Student Engagement or designee. Suspension may include special conditions as noted below to be completed prior to the suspension being lifted.
5. Expulsion: A decision of Expulsion terminates the organization's status as a recognized organization for an indefinite period of time. An expelled organization will henceforth be referred to as an unrecognized organization and will be named as such on the campus website. Requests for re-recognition via the Fraternity/Sorority Expansion and Re-Recognition Policy will not be considered until at least 1 year after the last active member graduates from the College or 5 years, whichever is longer, and will depend upon an evaluation by the Vice President for Student Affairs, or their designee.

C. Special Conditions

Special conditions deemed relevant and appropriate to the particular offense can be added to the sanction at the discretion of the Director of the Center for Student Engagement.

These conditions include, by way of example, but not way of limitation:

1. Requirements for New Member Education/Intake Programs, including but not limited to educational requirements, scheduling requirements, (Inter)National/Regional Office training/participation/oversight, location of activities, etc.
2. Restriction of New Member Education/Intake for up to 2 semesters
3. Completion of an educational/training program for chapter members/leadership
4. Presentation of an educational/training program for the campus community
5. Requiring Financial Restitution for labor, damage, or other material loss to the institution or member(s) of the College community
6. Service or work assignments
7. Restriction from specific campus buildings, areas, or facilities
8. Member review conducted by the (Inter)National/Regional Office
9. Complete the Fraternity and Sorority Expansion/Re-Recognition Policy

CONSULTATION WITH (INTER)NATIONAL AND/OR REGIONAL OFFICES

At any point, the Center for Student Engagement reserves the right to communicate and/or share information received/collected related to violation(s) of the Fraternity and Sorority Policy Manual. Many times, offices will wait until the outcome of the University's informal inquiry and/or hearing procedure before imposing their own investigation and/or sanctions.

The Center for Student Engagement reserves the right to invite the (Inter)National/Regional designee to sit in on an informal inquiry, initial conference, and/or judicial hearing. This individual's rights are limited to observation of the proceedings only; they may not ask questions, offer evidence, speak to the respondent, etc.

The respondent may request that a member of their (Inter)National/Regional Office attend their meeting as an advisor (*see item 5 in "Rights of Organizations Subject to Disciplinary Hearings", page 25*).

In any case where the respondent affirms the charge(s) and/or the hearing panel renders a decision that a group is in violation of one or more policies, the Director of the Center for Student Engagement may consult with the (Inter)National/Regional designee regarding the Special Conditions to be imposed.

FRATERNITY AND SORORITY RULES

1.0 General Regulatory Statement

No organization shall engage in conduct detrimental to the Fraternity and Sorority community nor the College community as hereinafter defined. Conduct shall be deemed detrimental to the if it consists of an act or acts prohibited under municipal, State or federal law or written policy or regulation of the College, (a) results in or threatens injury, damage, or loss to students, faculty, or administrative personnel of the College, or to buildings, structures or other property under College control; or (b) hinders the College in the pursuit of its educational mission and the discharge of its basic responsibilities to maintain an orderly educational atmosphere and to function without interruption as an institution of higher learning.

(Penalty: Disciplinary Probation, Suspension Held in Abeyance, Suspension or Expulsion.)

2.00 Conditions of Continued Recognition

No organization shall fail to meet the requirements detailed in the Fraternity and Sorority Policy Manual related to Continued Recognition of a Fraternity or Sorority.

- .01 Organizations must submit an accurate organization roster each semester.
- .02 Organizations must actively participate and maintain good standing in the United Sorority and Fraternity Association.
- .03 Organizations must actively participate and maintain good standing in their sub-governance council.
- .04 Organizations must have a member of the New Paltz faculty serve as their Faculty Advisor at all times.
- .05 Organizations must keep up to date and accurate records on file with the Center for Student Engagement, including but not limited to (inter)national governing documents, chapter bylaws, and risk management policies.
- .06 Organizations are prohibited from sponsoring auxiliary groups.
- .07 Organizations shall complete all education and training programs as required by the Center for Student Engagement.

(Penalty: Warning Probation, Disciplinary Probation, Suspension Held in Abeyance, Suspension, or Expulsion.)

3.00 Academic Standards

No organization shall fail to meet the Fraternity/Sorority Academic Standards for two or more consecutive semesters.

- .01 Organizations shall maintain a combined cumulative GPA of 2.5 or higher.
- .02 An individual member's cumulative GPA will not decrease by 0.75 or more following the completion of their New Member Education Program.
- .03 An organization's New Member Class's combined cumulative GPA will not decrease by 0.75 or more following the completion of their New Member Education Program.

(Penalty: Warning Probation, Disciplinary Probation, Suspension Held in Abeyance, or Suspension.)

4.00 Minimum Chapter Membership Requirements

Each fraternity and sorority must maintain a minimum of one active member at all times and complete all conditions of continued recognition. Upon the graduation of the last member, (inter)national organizations will have up to one year to recruit and educate new members.

(Penalty: Suspension with a Special Condition of completion of the Fraternity and Sorority Expansion and Re-recognition Policy to regain recognition.)

5.00 New Member Education Requirements

- .01 Organizations must educate and initiate New Members following the policy outlined in the New Member Education Packet.
- .02 Organizations shall follow the New Member Education Program (including schedule, activities, locations, etc.) approved by the Center for Student Engagement.
- .03 Only SUNY New Paltz students approved to on the New Member Roster by the Center for Student Engagement may participate in New Member Activities.
- .04 No New Member Education activities shall take place outside of the College-approved window in the Fall and Spring Semesters, and only in compliance with the New Member Education Packet.
- .05 All New Member Activities will be conducted by active members and SUNY New Paltz students, or by alumni/volunteers designated by the (Inter)National/Regional office.

- .06 Provisional Interest Groups are not permitted to educate and induct new members.
- .07 All New Member activities, including activities that are presented as optional to new members, must be free of alcohol and drugs.

(Penalty: Warning Probation, Disciplinary Probation, Suspension Held in Abeyance, Suspension, or Expulsion.)

6.00 Hazing

Organizations will not conduct, condone, permit, or subject members to any activities defined as “Hazing” by the SUNY New Paltz Risk Management Policy and/or the SUNY New Paltz Student Handbook.

(Penalty: Warning Probation, Disciplinary Probation, Suspension Held in Abeyance, Suspension, or Expulsion.)

7.00 Alcohol and Drugs

Organizations will not violate any conditions as described in the “Alcohol and Drugs” SUNY New Paltz Risk Management Policy.

(Penalty: Warning Probation, Disciplinary Probation, Suspension Held in Abeyance, Suspension, or Expulsion.)

8.00 Sexual Abuse and Harassment

Organizations will not tolerate or condone any form of sexually abusive behavior of the part of its members, new members, or potential new members, whether physical, mental, or emotional. Members shall adhere to all policies in the SUNY New Paltz Student Handbook.

(Penalty: Warning Probation, Disciplinary Probation, Suspension Held in Abeyance, Suspension, or Expulsion.)

MEDIATION

Persons or groups not charged with a violation, who are involved in a conflict (not including cases of sexual violence and/or harassment), may submit their dispute to mediation. Mediation is a voluntary, objective, confidential and non-judgmental process whereby both parties in a dispute are encouraged to meet with trained mediators who will assist them in reaching a written agreement to resolve their conflict. Disputes appropriate for mediation may include, but are not limited to: problems in relationships, minor harassment, etc.; intergroup conflict; conflict with other members of fraternities and/or sororities. Further information regarding the mediation options for Fraternities and Sororities may be obtained from the Center for Student Engagement, Student Union Room 211.

COLLEGE SUPPORT

ADVISORS

Each fraternity and sorority is required to have at least one SUNY New Paltz faculty or staff advisor. The advisor should be selected by the organization membership each semester. The advisor will work with the group and provide support when appropriate. The Chapter must submit a Faculty/Staff Advisor Agreement Form each semester. While the Center for Student Engagement will keep the faculty/staff advisor informed of business related to the chapter, its status, and its new member education programs, it is the responsibility of the chapter to communicate with the advisor on a regular basis.

Each semester, the Center for Student Engagement provides faculty/staff advisors with a copy of the chapter roster, email addresses for active members, an *Advisor Resource Guide*, and an invitation to an advisor training session.

Often, chapters have graduate advisors, alumni advisors, or regional/national advisors who work closely with the chapter to ensure its progress and success. Chapters will report the names and contact information of any chapter advisors to the Center for Student Engagement each semester.

THE DIVISION OF STUDENT AFFAIRS AND THE CENTER FOR STUDENT ENGAGEMENT

Fraternalities and sororities will have support from the Division of Student Affairs via the Center for Student Engagement. This support will include implementation of programs, advising governance councils, providing leadership training, and handling administrative policy matters. The Center for Student Engagement provides support to all students, clubs, and organizations in event and program planning assistance, educational programming, and social events.

In particular, members of fraternities and sororities can utilize the Center for Student Engagement for guidance and support related to chapter business and governance, leadership training, community service projects, and academic success programs and recognition. The Center for Student Engagement will serve as the liaison between the College and the (Inter)National/Regional Offices of fraternities and sororities, and advise the United Sorority and Fraternity Association and its sub-governing boards.

The Center for Student Engagement will also promote fraternity and sorority life to new students, their families, and the campus community. The Center for Student Engagement maintains a website listing all organizations, recognizes the academic success of chapters and individuals via the Gamma Sigma Alpha National Honor Society, and recognizes the success of individuals and chapters with the annual USFA Awards.

GAMMA SIGMA ALPHA NATIONAL GREEK HONOR SOCIETY

On April 29, 2011, the Theta Omega Chapter of Gamma Sigma Alpha National Greek Honor Society (GSA) was chartered at New Paltz with thirteen members inducted. GSA is the premier organization committed to the academic success of our members and alignment with the academic missions of our host institutions. Students are eligible for membership based on grade point average and membership in a Greek fraternity or sorority. The Society strives to uphold the high ideals of scholastic achievement and therefore, only students with a cumulative grade point average of 3.5 or above (on a 4.0 scale) at the start of their junior year or a grade point average of 3.5 or higher in any semester during their junior or senior year are eligible.

The Theta Omega chapter is advised and managed by the Center for Student Engagement. Inductions are held each Spring semester.

PERIODIC REVIEW OF POLICY

All aspects of this policy manual will be subject to review at the end of each academic year and may be amended, expanded, or withdrawn as is deemed necessary and appropriate by the College Administration and the College Council.

(Revised January 2020)

APPENDIX

**Please note: Additional documents/forms related to Fraternity and Sorority Life and its management are available on the Center for Student Engagement's website (www.newpaltz.edu). All Forms are also available in the Fraternity/Sorority Life Community on Blackboard and/or Engage.

A: New Member Education Packet (Fall 2019)

B: New Member Presentation Policy