

# Constitution of the Greek Leadership Council

## SECTION I: OVERVIEW OF THE GLC

### Article I Purpose of the GLC

The Greek Leadership Council, hereafter referred to as the GLC, exists first and foremost to serve the needs and interests of the students affiliated with Greek Letter Organizations and any open societies recognized by the five Sub-Councils. In recognition that the students affiliated with Greek life exist within a larger Dartmouth community and in recognition of the central role that the Greek community plays in campus social life, the GLC serves as a hub of campus-wide leadership in addition to Greek leadership.

The GLC works closely with the five Greek Sub-Councils – the Inter-Fraternity Council, the Panhellenic Council, the Gender Inclusive Greek Council, the National Pan-Hellenic Council, and the Multicultural Greek Council – and directly with the Presidents of all recognized Greek organizations on campus.

The GLC is dedicated to the following principles, which transcend the differences between the Sub-Councils and individual organizations:

- **Maintaining the Integrity of the Greek Community:** The GLC identifies any large gaps in the culture of Dartmouth's Greek community and addresses them to maintain standards of civic, academic, personal, and community excellence.
- **Greek Unity:** The GLC strives to support each organization and governing Sub-Council in their own needs, but also helps individuals see their place in the larger community by encouraging co-sponsorship of events, overseeing Greek-wide policies and facilitating constructive working relationships between the governing Sub-Councils.
- **Development of the Individual:** The GLC is an organizational body that encourages and supports its constituents in their pursuit of academic success, leadership development, and flourishing in social environments. The GLC promotes individual and group responsibility and accountability to achieve these ends.
- **Betterment of the Community:** The GLC supports any and all initiatives and projects that serve the Dartmouth community and the Upper Valley by developing its infrastructure, benefiting its members, or positively changing its social climate.
- **Successful Prolongation of the Greek Community:** The GLC seeks to see both its member organizations and the entire Greek community survive and thrive, and to proactively address or prevent situations which may endanger that success.

## **Article II Structure of the GLC**

The GLC consists of an Executive Council (the “Execs”) - consisting of elected GLC Executives plus the Presidents of the five Sub-Councils - and a General Body (the “Body”) consisting of all recognized Chapter Presidents.

### **2.1 The Executive Council**

#### *2.1.1 Membership*

The Executive Council consists of the Presidents of the five governing Sub-Councils in addition to six elected GLC officers who are members of the GLC community but not the presidents of their respective organizations. These six officers include the Chair, Vice Chair, Accountability Chair, Treasurer, Communications Manager and Events Coordinator.

#### *2.1.2 Roles, Powers and Purpose*

Greek-wide policy may originate from anywhere in the Greek community, however in most cases the GLC Executive Board is the body responsible for leading discussion, drafting, and finally implementing Greek- wide policy. The Executive Board is responsible for ensuring that the views of all organizations are considered in the policy making process.

As indicated in Section I, Article IV, while amendments regarding the internal governance of the Executive Council (Section II) may be voted on by the Executive Council, amendments to either Section I (Overview) or Section III (Greek-wide policies) must be passed by the General Body.

Besides serving as a Greek-wide policy making body, the Executive Council serves as a forum for the Presidents of the five Sub-Councils to meet on a weekly basis and address specific problems concerning member organizations and the Greek Community as a whole. The Executive Council conducts the affairs of the GLC as related to accountability, events planning and funding, public relations management, etc., as outlined in Section II, Article I.

The Executive Council may declare executive endorsements, public positions or sponsorships on behalf of the GLC with a 2/3 vote of the Executive Council. Such endorsements should be signed by all members of the Executive Council. Non-executive endorsements, positions, or sponsorships on behalf of the GLC that additionally satisfy a 2/3 vote of the General Body should indicate their support from the General Body.

#### *2.1.3 Voting*

All members of the Executive Council are voting members with one vote each, with the

exception of the Chair who votes only in the case of a tie.

#### *2.1.4 Attendance*

Each sub-council is required to send a representative to the executive council meetings of the Greek Leadership Council. Representatives are expected to participate actively in the deliberations of the Council and provide a means of relaying information between the GLC and the sub-councils.

The representative is the president of the sub-council. However, if for whatever reason the president is unable to attend, the sub-council may choose another representative to act in their place.

Eligibility for GLC funding and access to programming is contingent on representation at the executive council meetings.

- i. At any meeting for which a representative from a given sub-council is absent, funding applications submitted by or on behalf of that sub-council will not be considered. They may be tabled and brought up again at the following week's meeting assuming representation is in attendance.
- ii. A second failure to send a representative will result in a probationary period to be decided by the executive council.
- iii. During the probation period, funding applications from or on behalf of the sub-council in question will not be considered.
- iv. If the sub-council fails to send a representative at any point during the probationary period, the sub council will be required to elect a new representative to the executive council.
- v. Until said representative is in attendance, no funding will be granted to the offending sub-council.

The GLC reserves the right to consider individual absences on a case-by-case basis. In the event of such an absence, the representative must submit a short explanation of the reason for his or her absence via email to the chair and treasurer of the Greek Leadership Council. Executive council will adhere to these guidelines as closely as possible, but extenuating circumstances may create a need for alternative courses of action.

## **2.2 The General Body**

### *2.2.1 Membership*

The General Body consists of the presidents of all of the GLC's member organizations.

All Chapter Presidents are automatic members of the General Body and all members of the Executive Council are ex officio members of the General Body.

In order to be a member organization of the GLC, Chapters must be recognized by and a member of one of the five Sub-Councils. All member organizations of the GLC acknowledge and agree to act in the best interest of the Greek community and to uphold the Constitution of the GLC.

### *2.2.2 Meetings*

The time and location of General Body meetings are subject to the discretion of the GLC Chair. It is recommended that there be three or four General Body meetings per term. The Chair is responsible for making a preliminary agenda for such meetings available at least two days in advance of the meeting.

### *2.2.3 Voting*

Each Greek organization is allowed one vote during general meetings. No members of the Executive Council possess a vote for General Body meetings. In the event of a tie, the Chair will be called upon to cast a vote.

In the event that a chapter president cannot attend a meeting they may choose to send a voting delegate in their place that is a member of their chapter but not a member of the Executive Council.

All issues that require a vote will be called to a vote by the Chair at the Chair's discretion. Alternately, any member of the Council can motion to bring an issue to vote; should that motion be seconded, a vote is forced.

Voting in the General Body will be conducted by a show of hands unless otherwise recommended by any member of the Council, in which case a secret ballot will be conducted. The following are valid voting possibilities: aye (yes), nay (no), or abstain.

## **2.3 The Sub-Councils.**

The Gender Inclusive Greek Council, the National Panhellenic Council (NPC), the Interfraternity Council (IFC), the Multicultural Greek Council (MCGC), and the National Pan Hellenic Council (NPHC) are the five governing Sub-Councils under the GLC that collectively comprise the Greek community. The Sub-Councils work most directly with Chapter Presidents and Greek members, and in most cases bear much of the responsibility for the daily implementation of Sub-Council-level and Greek-wide policy.

Each Sub-Council shall elect a President or Chairperson, a Judiciary Committee representative, and any other officers that they deem necessary or may be required by the GLC Executive Council.

## **2.4 Advisor to the GLC**

The advisor to the GLC is the staff of the Greek Letter Organizations and Societies office, specifically the Director of OGL or their designee.

### **Article III Parliamentary Authority**

Robert's Rules of Order will be used for all parliamentary authority not addressed in the Constitution.

### **Article IV Amendments to the Constitution**

The GLC Constitution is considered a “live” document whereby any article can be amended by authority of some group within the GLC, and the up-to-date document should include only those articles and regulations which the present GLC intends to adhere to and wishes to continue into the future. In general, the Constitution should be internally consistent – intending to the extent possible to refer to any given group (e.g. the Sub-Councils) by one, specific title – and should avoid redundancy, except for clarity.

- i. While amendments regarding the internal governance of the Executive Council (Section II) may be voted on by the Executive Council, amendments to either Section I (Overview) or Section III (Greek-wide policies) must be passed by the General Body. □
- ii. Amendments regarding the internal governance of the Executive Council (Section II) require a 2/3 majority vote by the Executive Council.
- iii. Amendments regarding all Greek-wide policy (Section III) require a simple majority vote of the General Body (i.e. fifty percent plus one of all Greek organizations represented on the General Body, regardless of attendance at the General Body meeting at which the voting occurs). □

## **SECTION II: GOVERNANCE OF THE EXECUTIVE COUNCIL**

### **Article I Officer Duties and Roles**

Council officers are each allowed to make autonomous decisions regarding their interactions with other officers and groups, as well as regarding their individual voting behavior on policies and proposed items. Unless otherwise specified, Executive Council officers each possess one vote on the Executive Council but do not vote at General Body meetings. The exception to this rule is the Chair who does not vote at either General Body or Executive Council meetings except to break a tie.

#### **1.1 Time in Office**

Each appointed member of the GLC shall hold office for three terms, commencing in the spring.

If an officer decides to be on campus for their Junior summer, they may choose to be an active member during the summer, or temporarily step down so that a sophomore make take their position for the summer term.

#### **1.2 Chair**

The Chair bears the greatest amount of responsibility in the Executive Council: leading discussions, working to strike a balance between the needs, interests and perspectives of each of the Greek Sub-Councils, and interacting regularly with the Administration and campus leaders to promote the interests of the GLC and its constituents. The duties of the Chair include the following:

- i. Calling Executive and General Body meetings, and proposing and making available an agenda for these meetings in advance.
- ii. Facilitating meetings by introducing topics for discussion, calling measures to a vote, tallying the votes, and ensuring that meetings run within the allotted time. The Chair should attend all General Body and Executive Council meetings.
- iii. Attempting to intercede in conflicts or issues of interest with administrative offices, student groups, or other bodies on behalf of individual Greek organizations, Sub-Councils, or the Greek community in general, at their discretion.
- iv. Working with Director of Greek Life and other administrators as the student representative
- v. The Chair may invite outside speakers to General Body and/or Executive Council meetings as they sees fit.

- vi. Proposing official items (policy proposals, initiatives, statements of the GLC, etc.) for review, approval or removal as necessary.
- vii. Formulating and expressing opinions on topics and proposed items.
- viii. Facilitating cooperation and communication between the many GLC members, and in particular representing the opinion of the Executive Council to the Administration, various student organizations and other bodies, as appropriate.
- ix. Organizing committees to perform special functions as necessary, and serving as an ex officio member of each committee formed.
- x. Representing the GLC to the UFC after having officially stepped down from the Chair position, in the spring of their senior year.
- xi. Invite non-Council members to GLC General Body and Executive Council meetings as necessary, and refusing attendance to non-Council members at their discretion.
- xii. Performing or delegating any of the above responsibilities as they sees fit, particularly to the Vice Chair.
- xiii. Representing the GLC and to some extent the wider Greek community to the Dartmouth public and the general public.
- xiv. Casting a vote only when a vote is needed to break a tie, and remaining without a vote in all other circumstances.
- xv. Putting the interests of the Greek community above the interests of their chapter wherever necessary in order to act in the best interests of the Greek community at all times.

### **1.3 Vice Chair**

The Vice Chair plays an important role on the Executive Council, collaborating directly with the Chair inside and out of official GLC meetings in a supportive executive capacity to enable the full functioning of the GLC. In addition to whatever roles and responsibilities agreed upon between the Chair and the Vice Chair, the duties of the Vice Chair include the following:

- i. Booking rooms for meetings, coordinating times for events and meetings, and managing logistical issues as necessary.
- ii. Working in depth with one or more of the following elected GLC Executive

Officers: Accountability Chair, Treasurer, Communications Manager and Events Coordinator, as agreed upon between the Chair and Vice Chair. □

- iii. Attempting to intercede in conflicts or issues of interest with administrative offices, student groups, or other bodies on behalf of individual Greek organizations, Sub-Councils, or the Greek community in general, at their discretion.
- iv. Working with Director of Greek Life and other administrators as the student representative
- v. Possessing one vote during Executive Council meeting.
- vi. Putting the interests of the Greek community above the interests of their chapter wherever necessary in order to act in the best interests of the Greek community at all times.

#### **1.4 Presidents of the Sub-Councils**

The Sub-Council Presidents represent their Sub-Council's interests and the interests of their member organization to the GLC, in a manner that supports the Greek community as a whole. The presidents of the Sub-Councils are appointed in accordance with their respective election procedures. The duties of the Sub-Council Presidents include the following:

- i. Speaking and acting on behalf of their constituencies and in the best interests of their governing Sub-Council.
- ii. Bringing up policy changes, initiatives, or events during General or Executive Council meetings, for discussion with the other Sub-Councils.
- iii. Attending all GLC General and Executive Council meetings. □
- iv. Acting in the best interests of the Greek community □

The privileges of the Sub-Council Presidents include the following:

- v. Possessing one vote during Executive Council meetings.
- vi. Possessing the right and responsibility to bring up pertinent business and contribute direct input into the dealings, interactions and policy work of the GLC.

#### **1.5 Accountability Chair**

The Accountability Chair is the highest-ranking officer in the Greek community exclusively dedicated to accountability. The Accountability Chair is a highly proactive and flexible position, particularly since the specific role the Accountability Chair will fill varies depending on the accountability needs of the Greek community at any given time. The Accountability Chair works particularly with the Chair and/or Vice Chair in addressing the GLC's policy and accountability needs for any given term. Generally, the duties of the Accountability Chair include the following:

- i. Ensuring that all training, regulations and Greek-wide policies mandated by the GLC are carried out honestly and effectively in practice. The Accountability Chair will familiarize him/herself with whatever trainings, standards, waivers, etc., that the GLC mandates. □
- ii. Working with the Executive Council, Chapter Presidents, and individual members of the Greek community, etc. as necessary to ensure that Greek-wide policy is implemented to the greatest degree possible.
- iii. Serving as an expert on the details of GLC policy and by extension as a consultant to Executive and General Body members, as appropriate.
- iv. Working with the Communications Manager to publicize (plan, draft and/or publish) accurate and up-to-date explanatory information regarding GLC policies to relevant communities (e.g. "Greek community," "Dartmouth community," etc.).
- v. Possessing one vote during Executive Council meeting.
- vi. Putting the interests of the Greek community above the interests of their chapter wherever necessary in order to act in the best interests of the Greek community at all times.

## **1.6 Treasurer**

The Treasurer maintains the GLC budget, manages the UFC allocation, and keeps the Executive Council (and General Body as relevant) updated on the GLC's financial situation. The Treasurer acts in accordance with the wishes of the Executive Council and is responsible for showing equanimity between the Sub- Councils. The duties of the Treasurer include, but shall not be limited to, the following:

- i. Maintaining updated and accurate financial records.
- ii. Reporting on the state of the finances at the first and last General Body meetings of the term, and at weekly Executive Council meetings as necessary.
- iii. Chairing the process of providing funding for the Sub-Councils.

- iv. Authoring the GLC funding proposal to the UFC. The past treasurer will serve as the lead presenter in the UFC hearings in the spring; the new treasurer will serve as an observer.
- v. Making sure that the budget from member dues is separate from the UFC budget.
- vi. Preparing and submitting financial materials to the OGL financial auditor. □
- vii. Possessing one vote during Executive Council meeting.
- viii. Putting the interests of the Greek community above the interests of their chapter wherever necessary in order to act in the best interests of the Greek community at all times.

### **1.7 Communications Manager**

The Communications Manager is responsible for maintaining and promoting the public image of the GLC, its Sub-Councils, the Greek organizations, and the Greek community as a whole in both local and outside media. The Communications Manager is responsible for regularly releasing and publicizing PR material concerning the GLC and its member organizations. The duties of the Communications Manager include the following:

- i. Proactively overseeing all public relations efforts on behalf of the GLC, and acting as a PR-advisor to the Sub-Councils and individual OGL organizations.
- ii. Tracking and recording details of all philanthropy and service initiatives.
- iii. Attending all General and Executive Council meetings, and taking minutes at General Body meetings and Executive Council meetings as required by the Chair or Vice Chair.
- iv. Providing accurate information for updating the GLC/OGL webpage and regularly checking in to see that the website is up to date.
- v. Interacting with administrators or student groups as necessary in conjunction with the Chair or appointed liaisons.
- vi. Updating, releasing and/or publicizing any minutes or notes from General or Executive Council meetings that the GLC sees fit to release.
- vii. Updating, releasing and/or publicizing a calendar of upcoming Greek-wide events and/or events the GLC has chosen to highlight (may be part of the newsletter).

- viii. Updating, releasing and/or publicizing a monthly newsletter detailing recent events, achievements, philanthropic initiatives, etc. as well as any news or updates relevant to GLC policy and/or the Greek community, as appropriate.
- ix. Updating, releasing and/or publicizing an end-of-quarter termly publication providing a collective message from the Executive Committee on the state of the Greek community at Dartmouth.
- x. Updating, releasing and/or publicizing any other PR material as they sees fit and/or that may be required by the Chair or Executive Council.
- xi. Possessing one vote during Executive Council meeting.
- xii. Putting the interests of the Greek community above the interests of their chapter wherever necessary in order to act in the best interests of the Greek community at all times.

### **1.8 Events Coordinator**

The Events Coordinator is responsible for promoting Greek-wide events, supporting GLC policy through an events-planning capacity, and ensuring to the greatest degree possible that Greek organizations adhere to Greek- and campus-regulations for social events. Additionally the duties of the Events Coordinator include the following:

- i. Representing the GLC on the Special Programs and Events Committee.
- ii. Acting as a source of advice or help in an events-planning capacity to any member or member organization of the GLC.
- iii. Organizing at least one campus-wide educational event or activity per term that the GLC believes will benefit the Greek community on issues pertaining to the current campus climate.
- iv. Possessing one vote during Executive Council meeting.
- v. Putting the interests of the Greek community above the interests of their chapter wherever necessary in order to act in the best interests of the Greek community at all times.

### **1.9 Liaisons**

Liaisons may be appointed by the Chair at their discretion or by request of any member of the GLC. The sole purpose of a liaison is communication, supplying input into the Council's affairs but not voting. Liaisons can be eliminated by the Chair, the IMC, or by resignation.

## **Article II Elections to the Executive Council**

### **2.1 Applications**

- i. Any member of a Greek organization in good standing with the College who is not also president of their organization may apply for a position on the GLC Executive Council.
- ii. Applicants should submit a resume of relevant experience and a statement of interest prior to the deadline set by the Slating Committee.
- iii. Applicants must be in good standing with their respective chapter. □
- iv. Applicants must be in good academic and disciplinary standing with the College as defined by OGL. □
- v. Applicants must be on campus for the spring, fall and winter terms of their time in office. Generally, GLC officers begin their term in the spring of their junior year. □

### **2.2 Slating**

- i. GLC slating and elections should occur at the end of fall or early winter quarter, ideally before Chapter and Sub-Council elections are scheduled as to pull from the largest pool of qualified nominees as possible.
- ii. Membership: The Slating Committee shall consist of the Vice Chair of the Greek Leadership Council as Chair of the Committee, two ad hoc members of the GLC's Executive Board, and two sub-council presidents. All members have voice, but only the sub-council presidents and the two ad hoc members have vote. The Chair of the Committee will vote in the case of a tie.
- iii. Appointment: The Slating Committee members will be appointed by the GLC Executive Board in collaboration with the OGL Advisor.
- iv. Duties: The Slating Committee will meet to review all officer applications and conduct interviews to select well-represented candidates who support the ideals and goals of the Greek community. This slate will be published prior to elections.

### **2.3 Elections**

- i. The out-going Chair will notify the General Body of the designated time, date

and location of the election at least 2 weeks prior to the scheduled date.

- ii. The day of elections, the slate will be voted upon first. In order to question a slated officer, two members from the general body, representing different chapters, must question the slated officer. The officer will be separated from the slate, and the slate will then be voted on, excluding the questioned officer. The positions that are pulled off the slate will then be voted in order following the passing of the slate. The slating committee will nominate the slated candidate, and then nominations will be open to the floor. Only those who have already submitted an application can be nominated on the floor for an office.
- iii. Order of elections shall be: 1) Slate, 2) Chair, 3) Vice Chair, 4) Accountability Chair, 5) Treasurer, 6) Communications Chair, 5) Programming Chair
- iv. Each Greek organization is allowed one vote, which is cast by secret ballot. No members of the Executive Council possess a vote. In the event of a tie, the Chair will be called upon to cast a vote.
- v. Elections must have quorum (fifty percent plus one of Greek organizations represented) in order to be considered legitimate.

## **2.4 Summer Elections**

Nominations and elections for GLC Executive Council summer officer positions should happen at the beginning of the spring term. Summer elections follow the same rules and procedures as elections to the year-long Executive Council. Elected officers serve for the summer term only, and must be re-elected to serve during other terms.

## **Article III Standing Committees of the GLC**

### **3.1 Special Committees**

The Chair may organize special committees on an ad hoc basis, and serves as an ex officio member of any committee created. These committees focus on specific issues and seek to accomplish specific tasks. There is no restriction on composition. If a special committee lies dormant for an entire non-summer term, it is automatically disbanded and may be revived and reformed when interest and scheduling permit.

## **Article IV Greek Board on Accountability**

### **4.1 Name**

The body tasked with ensuring the accountability of organizations and their members recognized by the Greek Leadership Council (GLC) of Dartmouth College shall be the

Greek Board on Accountability, hereinafter referred to as the GBA.

## **4.2 Membership**

The membership of the GBA shall consist of the voting members, the Accountability Chair, who shall preside as Chair of the GBA, and the Director of Greek Letter Organizations and Societies or his designee.

The voting members of the GBA shall convene as an ad hoc committee of the GLC Executive Council members. For each specific case, after initial presentation to the GLC Executive Council, members may choose to be included if they have no conflict of interest, and are subject to the eligibility requirements in section 4.5.

At least four voting members shall constitute a quorum and will be present to hear each case brought before the board.

Each voting member shall have one vote. The GBA Chair shall only vote in the event of a tie.

## **4.3 Eligibility of Voting Members**

All voting members of the GBA must be current members of the GLC: Chair, Vice Chair, Communications Chair, Treasurer, Events Coordinator, or Sub-Council President. The GLC Accountability Chair shall preside as Chair of the GBA and will not be a voting member.

In the event that a GLC sub-council president is unable to sit on the GBA for a specific case but would like to have sub-council representation on the GBA, the sub-council will have 24 hours to appoint a replacement. The appointee must contact the GLC Accountability Chair to confirm their designation by his or her sub-council.

Any member of the GLC whose chapter is directly involved in case shall not be eligible to sit on the GBA to see that specific case. If the GBA Chair recuses him/herself, they shall appoint one of the voting members of the Greek Leadership Council to serve as the Acting Chair.

## **4.4 Duties of Members**

### *4.4.1 Accountability Chair*

- i. Preside at all meetings and inquiries.
- ii. Review all cases with the Director of Greek Letter Organizations and Societies or his designee prior to the inquiry to ascertain jurisdiction and validity.

- iii. Announce final ruling.
- iv. Keep confidential all matters relating to the judicial hearings.
- v. Educate all voting members according to the Constitution, Bylaws and policies of the GLC.
- vi. Treat all chapters, officers, and members fairly, impartially, and consistently.
- vii. Train, with the assistance of the Director of Greek Letter Organizations and Societies or his designee, the voting members at least once per academic term.

#### *4.4.2 Voting Members*

- i. Hear and decide all cases presented to them GBA.
- ii. Attend all functions associated with their position.
- iii. Keep confidential all matters relating to the hearings.
- iv. Perform any other tasks as agreed by the GBA that will enhance its performance as a viable body.
- v. Treat all chapters, officers, and members fairly, impartially, and consistently.

#### *4.4.3 The Director of Greek Letter Organizations and Societies (or Designee)*

- i. Advise the Board concerning procedure.
- ii. Advise the GBA Chair.
- iii. Report the relevant judicial history.

### **4.5 Powers**

The GBA shall have the responsibility to adjudicate inquiries involving the Panhellenic Council, Interfraternity Council, Gender Inclusive Greek Council, National Pan-Hellenic Council and National Association of Latino/a fraternal Organizations, member chapters, members, and affiliates. The GBA may hear cases that are referred or reported to the OGL office or the Accountability Chair by the College's Undergraduate Judicial Affairs Office. The GBA should ensure that all members of the Greek community shall be consistently treated fairly and impartially. The results of all cases shall be the property of the Greek Leadership Council.

### **4.6 Charges**

Any responding party may be brought before the GBA for any of the following violations:

- i. Violation of SEMP Policies referred from the OJA
- ii. Damages resulting to any property owned, rented, leased or occupied by any member chapter.
- iii. Any violation of the Constitution, Bylaws or Policies of the GLC or policies outlined in the OGL handbook.
- iv. Any violation of the Sub-council Policies, in the event that the Sub-council in question chooses to refer that case to the GBA. Once said case has been referred, the sub-council relinquishes their involvement in the case.
- v. Conduct or actions detrimental to the best interests of the Greek community.
- vi. Any action that has been referred to the GBA by the Director of Greek Letter Organizations and Societies or their designee.
- vii. Failure to meet the Community Standards as outlined by the Greek Leadership Council Constitution.
- viii. Failure to comply with sanctions previously issued by the GBA.
- ix. The GBA shall hold accountable all parties of a co-sponsored event.

#### **4.7 Removal of Voting Members**

Any voting member may be removed from the GBA by a simple majority vote of the GLC Executive Board, excluding the reporting GBA voting member for any of the following reasons:

- i. Nonperformance of duties, including unexcused absences from more than one GBA meeting.
- ii. Failure to maintain confidentiality in all hearings of the GBA.
- iii. Conduct unbecoming a GBA member, or that which affects negatively the credibility of the GBA.

Any delegate of the GLC may initiate the removal procedure, which includes the following steps:

- i. Written notice of the motion to remove must be presented to the GBA Chair or the Director of Greek Letter Organizations and Societies.
- ii. The GBA Chair shall notify the member in question in written form at least two weeks prior to the vote.

The removal requires a 2/3 majority vote, with one vote per GLC Executive Board member.

#### **4.8 Procedures**

Violations shall be presented in written form to the GBA by the Accountability Chair at the meeting subsequent to the occurrence of the violation.

Cases shall be heard by the GBA within two weeks of notification of charges by the GBA Chair.

Assigned members of the GBA shall vote without abstentions. All decisions shall be made by a simple majority vote.

#### **4.9 Sanctions**

The GBA has the power to impose one or more of the following sanctions:

- i. Warning: A written letter of an official warning which indicates a violation of GLC and/or Dartmouth College policies and suggested future modification of behavior.
- ii. Probation: A defined period of probation during which time further violations of policy will result in harsher sanctions. This probation may include the restriction of participation in social events.
- iii. Restitution: A monetary payment to an individual or group for the cost of damages.
- iv. Fine: A monetary payment to an individual or group that is decided upon by the Board.
- v. Community Service: A community service project shall be established as a form of non-monetary restitution to the community.
- vi. Programming: The chapter/student is assigned a program topic relevant to the policy violation. The chapter/student may also be required to meet with a professional in a College office (i.e. OPAL) or present assigned program topic at a meeting of the Council, chapter, etc.

vii. Any other sanction outlined in the Constitution, Bylaws or OGL Handbook.

#### **4.10 Enforcement**

The Director of Greek Letter Organizations and Societies or his designee will assist the GBA Chair in ensuring the completion of sanctions. The Director of Greek Letter Organizations and Societies or his designee will send a written notice of completion to the relevant party and the GBA Chair when the sanctions have been completed. Any responding party that does not comply with sanctions may be referred to the Dartmouth Undergraduate Judicial Affairs Office.

#### **4.11 Deliberations**

During deliberations to determine responsibility, chapter past offenses shall not be considered. However, past cases may be considered when determining appropriate sanctions.

#### **4.12 Appeals**

The appeal of any GBA decision shall be made within five working days after receiving written notification of the decision of the GBA decision.

Either the responding party or the reporting party may request an appeal. To do so, they must present a written request for appeal to the OGL office within five calendar days of notification of the decision. An appeal may be requested on one or more of the following grounds:

- i. The responding party has been deprived of due process.
- ii. The facts appear insufficient to establish responsibility.
- iii. The recommended sanction is inappropriate for the violation.

Appeals should be presented to the Director of Greek Letter Organizations and Societies or his or her designee. A copy of the appeal shall be given to the Chair of the GBA at the time the appeal is made. The GBA will rule on all appeals.

The appeal should include a copy of the charges, a copy of the decision, and a statement indicating the grounds on which the decision is being appealed.

#### **4.13 Procedural Rules for Operation**

The organization/individual shall be notified by the Accountability Chair that the organization/individual is responding of violating a regulation via written notification

delivered to the organization's officer and alumni advisor at least seven days prior to the inquiry stating:

- i. The charges with sufficient particularity to enable the responding to prepare a defense.
- ii. Written notification of the time and place of the inquiry.
- iii. An opportunity for the responding to state one of three pleas: "responsible", "not responsible" or "no contest". The responding party has two working days to respond to the charges by filing in the OGL office one of the three pleas. Failure to respond by the designated time will automatically result in a response of "no contest", and appropriate sanctions will be decided upon accordingly.

At the time when the responding party picks up the charge letter, a time must be set with the Director of Greek Letter Organizations and Societies or his designee for a pre-inquiry.

In the case of a Council being the responding party, notification shall be delivered to the president of the representative Council.

Those involved in the case shall, at the discretion of the Director of Greek Letter Organizations and Societies or his designee and the Accountability Chair, be permitted to inspect, at the Office of Greek Letter Organizations and Societies, prior to the inquiry, any affidavits, names of witnesses, or exhibits of such matters as will be submitted at the inquiry.

The inquiry shall be private unless all parties involved agree otherwise. This must be approved by the Board prior to the inquiry.

#### **4.14 Advisor**

Any involved parties shall have the right to be assisted by an advisor, who shall:

- i. Assist in preparation of their case.
- ii. Have the ability to be present at the inquiry.
- iii. Advise the questioning of witnesses but in no way be allowed to make any statements or to present the case for the party to the Board.

#### **4.15 Procedure for a "Not Responsible" Plea:**

- i. All participants in the inquiry shall be in business casual attire.

- ii. The GBA Chair shall call the hearings to order and request that all but the directly related individuals leave the room. Directly related individuals are Standards Board members, those parties directly stated in the case report, representative advisors, and, if necessary, the reporting party and an advisor.
- iii. The GBA Chair shall introduce the Board members, those chapters/individuals directly involved, and, if present, the reporting party.
- iv. All witnesses shall be required to remain outside the inquiry room and will be called in by the GBA Chair as needed. A witness, after giving testimony, is prohibited from discussing the case with a witness who has not yet testified. It is the duty of the GBA Chair to advise each witness of this before each is dismissed. Failure of a witness to comply with said policy could result in a sanction against the individual and/or the group they represent.
- v. The GBA Chair shall ask if either party wishes to dispute a Board member.
- vi. If so, the reasons for such a dispute must be stated and reviewed by the remaining Board members in private.
- vii. If they vote (by simple majority) to decline the dispute, finding the rationale frivolous or unreasonable, the inquiry shall proceed.
- viii. If the remaining Board members vote to accept the dispute or if the vote is split, then the Board member shall be asked to remove him or herself from the panel.
- ix. If the GBA Chair is removed, he or she must designate the Acting Chair from one of the remaining board members. This member shall assume the duties of the GBA Chair for the remainder of the inquiry. At this point, the remaining voting members will constitute a quorum.
- x. The GBA Chair then states his or her role in the hearings:
  - a. To conduct the inquiry in an orderly and progressive manner.
  - b. To call witnesses as requested.
  - c. To rule on the relevancy and admissibility of evidence.
  - d. To prevent antagonistic questioning.
  - e. To prevent interference by any disruptive individuals.
- xi. The GBA Chair then explains the role of the voting members:

- a. To listen to the testimony given by all individuals and to evaluate the evidence.
  - b. To ask questions for clarification and additional information. To come to a decision on the responsibility of the responding party and the subsequent sanctions that are appropriate.
- xii. The GBA Chair then explains the role of the Director of Greek Letter Organizations and Societies or his designee:
  - a. To advise the Board concerning procedure.
  - b. To advise the GBA Chair.
  - c. To report the relevant judicial history.
- xiii. The Chair then explains the role of the reporting party if present:
  - a. To serve as a representative of a member organization, member council, Dartmouth College, or as an individual.
  - b. To ask questions of the witnesses.
  - c. To summarize the case hearings.
- xiv. The Chair then informs all present that the providing of false information to the GBA shall result in additional disciplinary action for anyone found to have done so.

#### **4.16 Procedure for Presenting an Allegation**

- i. The Chair reads aloud the charges of the violation and asks the party in question if they understand the nature of the charges by asking: “Do you understand the nature of these allegations?”
- ii. Both parties may give a brief opening statement to report their general argument to the Board.
- iii. The Chair calls the first witness, who is asked to “State your name,” and is informed by the Chair that providing false information to the GBA may result in disciplinary action.
- iv. The voting members and Chair then ask questions of the witness as deemed appropriate and allowed by the Chair

- v. The responding party is then allowed to ask questions of the witness by directing his or her question to the Chair, who will then direct the witness to answer the question if deemed appropriate.
- vi. The Chair then asks if anyone has any further questions.
- vii. The Chair then dismisses the witness and reminds him or her that they are prohibited from discussing the case with anyone outside of the room.
- viii. The Chair then calls any additional witnesses to support the allegation and these are brought forth one by one and questioned as above.
- ix. The Chair may limit the duration of the questioning of a witness at any time during the questioning.

#### **4.17 Procedure for a Response**

- i. The responding party is called forth to testify by the Chair and asked to “state your name”, and is informed by the Chair that providing false information to the GBA may result in disciplinary action. He is then asked to relate the facts surrounding the case.
- ii. Questions may then be asked of the responding party by the following individuals in the following order: the Chair or voting members followed by the reporting party, if present.
- iii. The Chair asks the responding party if there are any additional witnesses to support the response and these are brought forth one by one to testify.
- iv. Questions are asked of each witness by the following individuals in the following order: the Chair or voting members, followed by the responding and reporting party, who direct any questions to the Chair and will ask the witness to answer questions deemed appropriate.

#### **4.18 Procedure for Summation**

- i. The reporting party and the responding party shall each present a brief summary of the significant points of the inquiry.
- ii. The Chair then informs both the responding party and the reporting party, if one is present, that the decision of the GBA, concerning both the decision and sanctions, will be available either after deliberations or after two business days in the Greek Letter Organizations and Societies Office. The Chair also informs both parties that they have the right to an appeal through the OGL Office.

- iii. The GBA then deliberates if the responding is responsible. The GBA should discuss and consider all the relevant facts, evidence, and testimony presented in the case. The GBA shall not consider the past history of the responding when considering responsibility.
- iv. If the GBA finds the responding party responsible, they must discuss sanctions for the responding. During this portion of the deliberations the judicial history of the chapter shall be considered. The Director of Greek Letter Organizations and Societies or his designee may also advise the GBA during discussion of sanctions because the judicial history of the responding party may precede the knowledge of the current Board. The relevant judicial history shall not extend longer than any active member has been in the chapter, unless specified otherwise by prior sanctions. Sanctions should be appropriate considering both the seriousness of the violation and the past judicial history of the responding. Sanctions should serve both as a deterrent and an educational tool. The Board should be consistent with sanctioning from case to case.
- v. The inquiry is then dismissed by the GBA Chair.

#### **4.19 Procedure for a “Responsible” Plea**

- i. The inquiry shall be informal, involving the responding party, the Chair, and the Director of Greek Letter Organizations and Societies.
- ii. The responding party has the right to explain their perspective to the Chair and the Director of Greek Letter Organizations and Societies, but not to call witnesses.
- iii. The Chair and the Director of Greek Letter Organizations and Societies ask relevant questions to the responding party.
- iv. The responding party may have an advisor as above.
- v. Deliberations shall be conducted in the same manner as the “not responsible” inquiry.

#### **4.20 Procedure for a “No Contest” Plea**

- i. The inquiry shall be informal.
- ii. The responding party has the right to explain their perspective to the Board, but not to call witnesses.
- iii. The Board shall ask relevant questions to the responding party.

- iv. The responding party may have an advisor as above.
- v. Deliberations shall be conducted in the same manner as the “not responsible” inquiry.
- vi. In the case of a plea of “no contest” by the responding or a decision of “responsible” by the GBA, a written decision statement will be delivered to the concerned party within two business days following the scheduled inquiry date.
- vii. Included within this statement will be GBA’s specific interpretations of any imposed sanctions or references to existing written definitions.

## **Article V Funding the GLC**

GLC funding will come from organizational dues and Undergraduate Finance Committee. The GLC will levy dues from its member organizations.

### **5.1 Dues**

The responsibility of collecting membership dues will fall upon the Sub-Councils and the GLC Treasurer. Dues shall be collected by the GLC each term unless specifically prevented by a majority vote of the Executive Council.

### **5.2 UFC Funding**

The Treasurer shall prepare the annual UFC request. The Treasurer shall present the request to the UFC. The Past treasurer will be the lead presenter, the new treasurer will sit second chair.

All proposals for funding using UFC funds must be submitted at least a week prior to the event. If the funding requested is less than \$300, the Treasurer can approve the event without a full vote of the executive council. The Treasurer can also bring any funding proposal to the whole Executive Council. The Treasurer will report back to the executive council with all events funded and all proposed events at weekly meetings. The executive council will consider and vote on all events requesting more than \$300. A simple majority is needed to approve funding. The treasurer must maintain accurate records of the funding requests.

## **SECTION III: GREEK-WIDE POLICY**

### **Article I Sexual Assault Policy** (*Winter 2012*)

The purpose of this policy is to create a set of standards for the Dartmouth Greek Community regarding acts of sexual misconduct. We aim to protect the health and welfare of our peers and hold members and their organizations responsible for the education, prevention, and adjudication around sexual misconduct.

#### **1.1 Sexual Misconduct Education**

All members of the Greek community must undergo sexual misconduct education. It is the specific responsibility of each chapter to participate in the educational programs and training sessions listed below. We hope to increase education and awareness of sexual misconduct within the Greek community so that individuals will be informed and can act to reduce its prevalence.

##### *1.1.1 Education*

Members of Greek organizations must attend a minimum of three (3) sexual assault education sessions throughout their time at Dartmouth.

- i. The first education session will consist of the Dartmouth Bystander Initiative (DBI) Overview training, which must occur no later than the first term in residence of an individual's membership within the Greek community. It is highly recommended that sub-councils mandate that these trainings be done before recruitment starts (i.e. as a pre-recruitment requirement) whenever possible. Sub-councils are responsible for enforcing any sub-council-specific mandates, including - in cases where sub-councils choose to make the Overview talk a pre-recruitment requirement - making sure that chapters do not recruit individuals who have not completed this basic requirement.
- ii. The second education session will consist of the Movement Against Violence (MAV) facilitation, which must occur during the first term in residence of an individual's membership within the Greek community. they must complete the education session before the end of that academic term (e.g. If an individual accepts a bid in the fall, their first education session must be completed by the end of the fall term.)
- iii. The third education session will occur during the following summer term. If a member is not in residence during the summer term, then they must complete the third education session during their next term in residence at Dartmouth College. Summer education sessions can include, but are not limited to: Movement Against Violence (MAV) facilitations, additional trainings offered by the Dartmouth Bystander Initiative (DBI) and any other relevant training

approved in advance by the GLC in consultation with student and administrative experts on sexual assault prevention (e.g. Student and Presidential Committee on Sexual Assault, Office of Student Health Promotion and Wellness, etc.).

### *1.1.2 Leadership Training*

The President and a designee from each chapter, ideally someone with prior experience with or interest in sexual misconduct prevention must attend one (1) education session during their first term in office. The Office of Greek Letter Organizations and Societies (OGL) and the GLC will conduct these sessions. This training will focus upon leading discussions within a chapter about bystander intervention, sexual assault awareness, accountability, etc. This program should involve representatives from the SVPP office and external speakers or workshops. There will only be one (1) of these sessions during the academic year and all presidents must be in attendance.

### *1.1.3 Organization*

The same chapter designee (1.1.2) will be responsible for the promotion and planning of all educational sessions as well as his or her chapter's overall compliance with sexual misconduct educations.

The GLC and OGL will be responsible for the promotion and planning of the leadership training.

### *1.1.4 Compliance*

If a chapter does not complete all three (3) mandatory sessions (2 education sessions and 1 leadership training) then all funding from the GLC and its respective councils will cease until the education has been completed.

If a chapter still does not participate in Leadership Training, even after funding privileges have been revoked, members of the GLC have the ability to bring a case forward to the Greek Board on Accountability as outlined in the constitution of the GLC.

## **1.2 Sexual Misconduct Adjudication**

### *1.2.1 Entry to the Greek Community*

From the day this policy is incorporated into the bylaws of constitution of the Greek Leadership Council, all current and future Greek members will be required to sign a contract to permit the release of their judicial history to OGL. The policy will be active and apply to every Greek member from the time of its adoption into the constitution and for the remainder of the individual's time at Dartmouth College.

If a potential new member has been found responsible for sexual misconduct and receives

a sanction of two terms suspension or greater, they will not be eligible for membership in any Greek organization.

If a potential new member has been found responsible for sexual misconduct and receives a sanction of probation or suspension for one term, they will be required to undergo an individual education program within the first term of membership.

### *1.2.2 Enactment of Adjudication/Sanctioning Processes*

#### 1.2.2.1 Sanction Structure

The sanctions imposed by the GLC are dependent upon the sanctions imposed on the responsible individual by the Dartmouth College Committee on Standards (COS). In this section, each pertinent COS sanction is accompanied by a description of the corresponding GLC sanction.

#### 1.2.2.2 Reasoning

The GLC has aligned its sanctioning process with the COS for two important reasons. First, as students, we are not qualified to conduct our own independent adjudication processes, especially those pertaining to sexual misconduct. Thus the best way that we can enact sanctions with integrity is by relying on a process and organization that is qualified to conduct an adjudication process.

Second, we seek to avoid peers adjudicating their peers. With these sanctions set clearly in place, no student will be forced to adjudicate a brother, sister, or friend.

#### 1.2.2.3 Process

If a Greek member is found responsible for sexual misconduct by the COS, the OGL Director will notify the Chapter President of the individual found in violation of the code of conduct. This must occur within 48 hours of receiving a report of the individual's sanction from the Office of Undergraduate Judicial Affairs.

The individual shall be notified of the enactment this policy during a meeting at which the OGL Director, chapter advisor, and Chapter President are present. A written notification will be given to the individual and a copy of this notification will remain on file in the OGL office. The OGL Director and GLC will track the follow-through and completion of GLC sanctions and will keep written records/reports of all progress.

#### 1.2.2.4 Sanctions

If an individual receives a sanction from the COS of Probation or Suspension from the College of one term, the following Greek Sanctions apply:

- i. Social probation (See Section 5.0). □
- ii. Unable to hold a leadership position that requires him/her to represent the chapter as an external liaison to the community or serve as a role model within the chapter, including but not limited to: President, Vice President, any Chapter Judicial Board Member, Social Chair, New Member Educator, and Recruitment Chair. Chapters reserve the right to exclude members from other positions not listed here as they see fit. □
- iii. Unable to hold an executive position within any Greek council
- 
- iv. Not permitted to live in the house for the length of probation\*. □
- v. Individual education program:
  - a. Planning of the education program will be initiated and lead by the OGL Director and a Chapter representative.
  - b. Constructed on an ad hoc basis in conjunction with representatives from the Greek Leadership Council, OGL, Sexual Abuse Awareness Program (SAAP)\*\*, Judicial Affairs, Chapter Advisor, and the Chapter with which the sanctioned member is affiliated.
  - c. The individual education program must begin within two weeks of the individual receiving their sanctions from OGL.
  - d. Other resources include the Counseling Center at Dick's House and the Undergraduate Dean's Office

If an individual receives a sanction from the COS of Suspension from the College for two or more terms, the following Greek Sanctions apply:

- i. Immediate and permanent removal from their chapter

If an individual receives a sanction from the COS of Separation from the College, the following Greek Sanctions apply:

- i. Immediate and permanent removal from their chapter

\* The GLC, OGL, and ORL recognize that in some circumstances, it may be unfair to remove an individual from their house if there exists no immediate housing alternative, or the barrier(s) to getting alternative housing cannot be overcome. Thus, if and when this sanction is applied, the sanctioned individual will discuss with the OGL Director the most suitable plan for serving time outside of his or her house. It may be that the time lived outside of the house might not begin until the following term. However, if the survivor is

living in the same house as the individual found responsible, the sanctioned individual must move out immediately.

\*\* The SAAP Office will not work directly with any students found responsible of sexual misconduct. Rather, they will work in consultation with the GLC to develop individual education programs.

### **1.3 Institutional Memory**

OGL and GLC will track sanctions until the end of the individual's undergraduate time at Dartmouth College. If a member is removed from a chapter then they cannot join another chapter at Dartmouth.

### **1.4 Non-Compliance**

If the individual is found to have not complied with any sanctions imposed by the GLC, then the chapter they is a member of will be required to follow the following procedure:

- i. Notify the OGL Office that their member is not complying with their respective sanctions/requirements □
- ii. Begin internal adjudication process to address the individual's non-compliance within the chapter □
- iii. Contact their Governing Alumni Council or National Organization and seek advice or help for internal sanctioning □
- iv. Until the individual complies with the GLC requirements/sanctions, or the individual is removed from their chapter, the respective chapter will be temporarily suspended from the GLC □
- v. Until the individual complies with the GLC requirements/sanctions, the respective chapter will not be eligible for any funding from the Greek Leadership Council or any of its governing councils (e.g. IFC, NALFO, Panhel, etc.)

### **1.5 Definition of Social Probation**

- i. Will persist for the duration of the COS probation sanction□
- ii. Individual is prohibited from attending chapter social events with non-members□
- iii. If of age, permitted to consume alcohol at members-only events where the survivor is **not** a member of the same chapter\*

- iv. Not permitted on the premises of the chapter if the survivor is a member of the same chapter\* □

\* The latter two sanctions should be enacted if the survivor chooses to disclose his or her identity to the Chapter President, chapter advisor, or OGL.

□

## **1.6 Appeals**

□ If a student has been found responsible for sexual misconduct and is appealing their sanction with the COS, then that student will receive the GLC sanction listed under 'Probation' until the COS sanction is finalized.

If the individual appeals the COS sanctions and is successful, then all GLC sanctions will be immediately revoked.

The GLC will not accept appeals for the Greek sanctions listed in this document.

## **1.7 Confidentiality**

OGL staff and administrators are the only parties with direct access to an individual's judicial history; students will not be permitted to view such information. The OGL Director will inform the Chapter President and chapter advisor of the individual found in violation of the code of conduct. The GLC should not be aware of any identifying information of the individual who has been found in violation of the code of conduct.

## **1.8 Policy Efficacy**

We recognize that this policy is a necessary first step, and its efficacy will require regular evaluation. We recommended that this policy be re-approved on an annual basis.

## **Article II Greek First Year Safety and Risk Reduction Policy (*Spring 2013*)**

The goals of this policy are to promote and increase freshmen safety during the crucial first month of fall term while mitigating the related risks that Greek organizations assume when hosting freshmen during this time.

This policy aims to incentivize and promote dry or alternative social events - particularly those reaching out to freshmen - inside and outside of the Greek community. This policy represents a proactive step towards student-led change and self-regulation; its effectiveness and results should be monitored by Greek leadership.

## **2.1 Policy Rules**

### *2.1.1 Policy*

From the day of the return of Trip Section A through noon on the Monday after Homecoming weekend OR the seventh Monday of the term, *whichever is later*, no Greek organization may allow freshmen to attend events sponsored by that Greek organization at which alcohol is served. Furthermore, during this time freshmen are only allowed in the physical plants of Greek organizations at GLC-approved events.

### *2.1.2. GLC-Approved Events*

A “GLC-approved event” is defined as a substance free event that welcomes freshmen and takes place within a public space. The GLC Accountability Chair approves “GLC-approved events” in consultation with the GLC Chair. A simple majority vote in the GLC Executive Board can override an Accountability Chair decision; any member of GLC can call for such a vote.

## **2.2 Policy Enforcement**

### *2.2.1 Incident Reporting*

The judicial process will begin on a sub-council level. It will be expected that the judicial process will be initiated by the sub-council governing the space in which the offense occurred. In the case that a known incident is not brought forward by the relevant sub-council, any member of GLC can bring the incident to the GLC Executive Board where a 2/3 vote of the Board will obligate the sub-council governing the space in which the offense occurred to move forward with that sub-council’s judicial process. In the case where the sub-council in question refuses to take up a case, the GLC Executive Board will take up the case. The Board will determine responsibility based on a 2/3 vote.

In all cases, the GLC Accountability Chair has the right to all relevant information regarding specific incidents, within reason. The GLC Executive Board will be notified in a timely manner when an offense has occurred by the sub-council governing the space in which the offense occurred.

### *2.2.2 Determining the Responsibility of Freshmen*

A freshman’s responsibility will be determined by the GLC Executive Board based on a 2/3 vote. If a freshman is found responsible, the result is the suspension of that individual’s rush privileges until after the completion of their sophomore year. The Executive Board has the right to reduce the term of suspension under special circumstances. In the case of repeat offenses, the Executive Board reserves the right to consider more serious repercussions.

### *2.2.3 Determining the Responsibility of Greek Organizations*

A Greek organization’s responsibility will be determined by the sub-council governing

the space in which the offense occurred, based on a 2/3 vote in that sub-council's executive board. A 2/3 vote in the GLC Executive Board can override a sub-council's decision. Once a sub-council's decision has been overridden, the Greek Board of Accountability will take responsibility for re-hearing the case.

An organization found responsible will face a fine established by the sub-council governing the space in which the offense occurred. Guidelines about establishing fines within each sub-council should be included in each respective sub-council's bylaws as amendments to this overarching policy. Fines should be reasonably significant. The severity of fines as established by each sub-council may vary based on the severity of the offense.

After an organization's third offense within a year, a simple majority vote by the GLC Executive Board will be sufficient for the Board to recommend College-level sanctions for the offending Greek organization.

#### *2.2.4 Sub-Council-Specific Amendments*

Sub-councils will adopt this policy as the baseline policy regarding freshmen in Greek spaces. In addition, each sub-council will formulate guidelines for establishing fines as well as any other additional amendments that will strengthen their ability to enforce and promote the goals of this policy.

### **Article III Greek Code of Standards Policy (*Winter 2014*)**

The goals of this policy are to promote Dartmouth's Official Principles of Community and to provide prevention and response features for violations of said principles within the Dartmouth Greek Community. This policy represents a step toward student-led change to make the Dartmouth Greek Community more welcoming and appreciative of the diversity of our Dartmouth community. It is the responsibility of every member of the Dartmouth Greek Community to follow the Principles of Community and uphold our standards. Discrimination and bias-related incidents disrupt the educational processes of our peers and will not be tolerated. In general, the Greek Community expects its members to actively uphold these standards, to confront violations, and report violations to chapter leadership.

## **3.1 Code of Standards**

### *3.1.1 Policy*

The Greek Community must uphold Dartmouth's Official Principles of Community: "The life and work of a Dartmouth student should be based on integrity, responsibility and consideration. In all activities, each student is expected to be sensitive to and respectful of the rights and interests of others and to be personally honest. He or she should be appreciative of the diversity of the community as providing an opportunity for

learning and moral growth.”

### *3.1.2 Violations of Standards*

A violation of these standards includes, but is not limited to: (a) Events or activities that usurp the culture or identity of other groups. (b) Wearing or carrying apparel that would be insensitive to other cultures. (c) Participating in the demeaning or degrading of other individuals or groups because of their differences. (d) Sponsoring or participating in activities that would be unbecoming of a representative of the Dartmouth Greek Community.

### *3.1.3 Application of Standards*

These standards apply to the general conduct of individual members of the Greek Community as well as to events or activities of a formal or informal nature, including but not limited to: advertisements, electronic communications, themes, invitations, decorations, attire, individual stunts, and the behavior of guests.

Even when an offending Chapter or individual is unaware of the harmful nature of their actions and/or did not intend to do harm, the Chapter or individual may be held accountable for a violation of the Standards.

### *3.1.4 Affirmation*

The Greek Community affirms here to value inclusivity and mutual respect of all regardless of age, creed, (dis)ability, history of trauma, ethnic or national origin, gender, gender identity, or gender expression, marital status, political or social affiliation, race, religion, socio-economic status, military or veteran status or sexual orientation.

### *3.1.5 New Membership Contract Addition*

The Official Principles of Community, and a pledge to uphold said Principles, will be added to the membership contract signed by new members upon joining a Greek organization.

### *3.1.6 Accountability*

In the incident of a violation, chapters are responsible for holding individual members accountable through internal judicial processes. In the event that a chapter does not hold an individual accountable, or a violation is deemed to be a chapter-wide offense, the GLC will hold violators accountable to these standards.

The scope of this policy is limited to members of the Greek Community. Chapters must follow their internal policies when guests of the chapter violate said standards.

## **3.2 Immediate Response to Potential Violations**

Any individual or group in the Dartmouth community—affiliated or unaffiliated—may leverage complaints against Greek organizations or individuals for a violation of the Code of Standards.

### *3.2.1 Individual Accountability*

Individual chapter members who receive the concern are accountable for passing along the concerns to the Executive Officers of his or her chapter. Coercing members to not report incidents—intentional or otherwise—will not be tolerated.

### *3.2.2 Chapter Accountability*

Upon receiving a concern, whether formally or informally, either OGL or the GLC Executive Board will relay the concern to the relevant Chapter President in a timely manner within one week's time. Subsequently, representatives from the Chapter will meet with OGL to discuss the situation and lay out how the Chapter will address the situation internally. OGL will discuss this process with the GLC Executive Board, as relevant.

### *3.2.3 Violation Determination*

If no resolution can be reached through mediation between the Chapter and the individuals involved, the GLC Executive Board will determine if a complaint constitutes a formal violation of the Code of Standards.

### *3.2.4 Individual Violation Response*

If the violation is deemed to be an individual violation rather than a chapter violation, the chapter is responsible for internally adjudicating the individual in a way deemed appropriate given the chapter's policies and procedures.

## **3.3 Follow-Up Response to Violations**

Dependent upon the nature of the concern and the outcome of the OGL mediation process or by decision of the GLC Executive Committee, the offending chapter must take appropriate action including, but not limited to:

- i. Mediated Discussion: Engaging in dialogue with the affected parties to understand the initial complaint. This may take the form of a GLC/OGL/OPAL-mediated conversation.
- ii. Chapter Discussion: Engaging in chapter discussion to isolate the structural problem that allowed for the violation to occur; understand why there was no

response on behalf of the organization before it was externally reported; develop mechanisms to prevent future violations.

- iii. Apology: Issuing a formal, public apology directly addressing the violation.
- iv. Restorative Justice: Any restorative justice measure deemed necessary to repair the community as determined through the mediation process.

### **3.4 Complaint Record Keeping**

OGI will keep a record of all complaints filed against Greek chapters.