

Bylaws of Dartmouth College Inter-Sorority Council

Last Amended: February 5, 2024



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MISSION STATEMENT

We, the Inter-Sorority Council of Dartmouth College, stand for good scholarship, for high ideals, and for serving, to the best of our ability, our college community. We, as unified sorority members, stand for the development of character inspired by the deep friendship of individual sorority and greater Inter-Sorority life. We recognize that we are not only part of our individual sororities but also part of the broader sorority community as a whole.

ARTICLE I. OBJECT

Section 1. Code of Ethics

The object of Dartmouth College Inter-Sorority Council (ISC) shall be to develop, maintain, and improve women and those with marginalized gender identities's fraternity life and interfraternity/inter-Greek relations. The ISC is to aid in allowing interfraternity/Greek relations to reach their fullest potential by carrying out the following:

1. Consider and implement the goals and ideals of member groups as continually applicable to campus and personal life.
2. Identify ways to best support not only sorority members but all members of our Dartmouth community during their years at the college.
3. Promote superior scholarship and intellectual development.
4. Advocate for the interests of women and those with marginalized gender identities throughout the college community.
5. Cooperate with member chapters and the university administration in concern for and maintenance of high social and moral standards.
6. Act in accordance with such rules established by the Dartmouth College Inter-Sorority Council as to not violate the sovereignty, rights and privileges of member chapters.
7. Foster a comfortable environment for first-years in which they have the opportunity to expose themselves to ISC organizations, thereby making a fully informed decision once they are eligible for recruitment, while abiding by the First-Year Harm Reduction Policy outlined by the GLC.
8. Conduct Recruitment in a way in which all Potential New Members are given equal opportunity to participate in the process of joining an ISC organization.

Section 2. Non-Discrimination

The Inter-Sorority Council is committed to the principle of equal opportunity, which shall extend through all operations of the council, including but not limited to recruitment periods, council operations, and elections.

Council members, potential Inter-Sorority Council applicants, Rho Gammas, Potential New Members, and other individuals associated with the Dartmouth College Inter-Sorority Council may not be discriminated against on the basis of race, color, sexual activity, sexual partner(s), sexual orientation, non-cisgender identity, religion, political affiliation, ability, age, genetic information, veteran status, ancestry, marital status, socioeconomic status, pregnancy or motherhood, or national or ethnic origin. If an individual feels he or she or they have been discriminated against, it will be investigated by the Inter-Sorority Council as a major infraction. Any infractions of this policy may result in disciplinary actions for any individuals or organizations involved.

ARTICLE II. CHAPTER MEMBERSHIP

Section 1. Membership Classes

1. National Membership: The national membership of the Dartmouth College Inter-Sorority Council shall be composed of all chapters of NPC (National Panhellenic Conference) fraternities at Dartmouth College. National members of the ISC shall pay dues as determined by the ISC. Each regular member shall have a voice, including the ability to vote on all matters.
2. Local Membership: Local sororities or national or regional non-NPC member groups may apply for local membership of the ISC. The membership eligibility requirements and the process for submitting an application and approval of the application shall be determined by the Inter-Sorority Council. Local members shall pay dues as determined by the Dartmouth College Inter-Sorority Council. A local member shall have a voice, including the ability to vote on all matters. If they are not participating in the formal recruitment process, they shall not have a vote on recruitment rules and establishment or modification of systems implemented by the Dartmouth College Inter-Sorority Council.

Section 2. Responsibilities of Membership

All members, without regard to membership class, shall comply with all NPC Unanimous Agreements and be subject to these Dartmouth College Inter-Sorority Council bylaws, and any additional rules this Inter-Sorority Council may adopt, unless otherwise prescribed in these bylaws. Any rules adopted by this Inter-Sorority Council in conflict with the NPC Unanimous Agreements shall be void.

Section 3. Good Standing

Chapters must meet the following requirements to maintain “Good Standing” with the ISC:

1. Member Chapter complies with ISC bylaws, policies, and regulations.
2. Member Chapter meets all financial obligations.
3. Member Chapter actively participates in ISC events.
4. Member Chapter engages with both Greek and non-Greek organizations on campus.
5. Member Chapter must meet all expectations set by Dartmouth College.

Section 4. Privileges of Membership

1. All chapters in good standing are entitled to the following privileges:
 - a. Representation and voting rights on the ISC. Example chapter voting rights include but are not limited to:
 - i. General funding requests
 - ii. Recognizing a new chapter
 - b. Ability of all the chapter’s members to attend ISC-sponsored events.
 - c. Access to all resources and programs provided by the ISC.
 - d. Individual members are eligible to receive partial or full scholarships provided by the ISC and individual ISC organizations.
2. Chapters who are not in good standing may be limited in their privileges set forth above as determined by the ISC; these limitations shall not infringe upon the sovereignty, rights or privileges of the individual sororities.

Section 5. ISC Representatives

A council of ISC Representatives shall be formed by the Inter-Sorority Council to assist in planning events and creating policy recommendations, in addition to other tasks as needed by the Inter-Sorority Council. Each chapter shall select one (1) ISC Representative to be elected for the full year or to be elected each term. The ISC Vice President will coordinate with the ISC Programming and Inclusivity Chair(s) and ISC Recruitment Chairs to oversee all ISC Representatives, and will call regular meetings as she/they sees fit.

Each representative shall participate in discussions and duties as determined by the ISC Vice President, Programming and Inclusivity Chair(s) and Recruitment Chairs. Each chapter's representative will be expected to communicate necessary information to their Chapter and executive board after each meeting and as required by the ISC throughout the course of the term. Each Chapter's representative shall forward pertinent information about their chapter to the ISC.

Section 6. Extension of Chapter Member Totals

When all ISC chapter organizations are close to or over the total number of members, or when the needs of Dartmouth College favor it, the ISC shall recommend raising Chapter Member totals or adding another chapter. Such a chapter or organization may be organized through the establishment of an NPC chapter organization or through the organization of an interest group or local chapter.

Consideration should be given to local fraternities (sororities) and NPC fraternities that have previously had chapters on the campus and to those NPC fraternities which have filed letters expressing an interest in the campus. ISC members may vote on extension of member numbers. A unanimous vote is required.

Section 7. Disciplinary Action Regarding Hate Imagery

Any ISC chapter promoting or prominently displaying any hate imagery, including but not limited to depictions of the Dartmouth Indian, will be reported to the Dartmouth College Greek Leadership Council (GLC) to undergo a judicial process. This process may result in the chapter being excluded from the Inter-Sorority Council, and they may face other sanctions from the GLC.

Section 8. Inclusivity and Diversity

The Inter-Sorority Council aims to foster values of inclusivity and diversity in all of its chapters. The council hopes to have an active role in initiating ongoing discussions and uniting sororities to critically evaluate ways to improve the conduct of their Chapters. The ISC requires that each sorority chapter has an inclusivity and diversity chair or executive board members committed to working closely with the council and actively upholding high standards of conduct for every member in their Chapter.

ARTICLE III. COUNCIL OPERATIONS

Section 1. Composition

The composition of the Dartmouth College Inter-Sorority Council shall be the President, Vice President, Recruitment Chairs, Programming and Inclusivity Chair(s), Administrative and Finance Chair, and Communication(s) Chair.

Section 2. Council Duties

The ISC Council shall administer routine business between members of the Inter-Sorority Council. Other business administered by the ISC that extends to campus must be approved for action by an internal Inter-Sorority Council vote including all ISC Council members.

Section 3. Regular Meetings

Regular meetings of the ISC Council shall be held at a time and place established at the beginning of each academic term.

The Director of Greek Life and/or the Assistant Director of Greek Life are expected to attend meetings as their schedule allows, unless the Council feels their presence may be counterproductive to the goals of a particular discussion. If they are unable to attend, meeting minutes are expected to be communicated and they should be briefed as needed.

Section 4. Impeachment

In the case that the quality of performance of an officer is considered to be inadequate, the impeachment process is as follows:

- Any member of the ISC shall notify the President or the Vice President of the dissatisfaction by written complaint.
- The executive board will meet, discuss, and vote on the issue without the person in question present. A 2/3 vote of the present executive board members is required.
- Upon conclusion of the impeachment, a new officer shall be onboarded by Executive Board appointment or application process consistent with that of full-year Council elections.

ARTICLE IV. SELECTION OF OFFICERS

Section 1. Nomination Committee

The Nomination Committee will consist of the outgoing ISC Executive Board.

Section 2. Candidate Application

The candidates for ISC office must submit an application, to be defined by the Vice President, to the Nomination Committee, by the date specified and have an interview with the Nomination Committee. The Vice President shall review each candidate and present a slate at the Annual Inter-Sorority Council Elections. To meet eligibility, candidates must be in Good Standing with the College.

Section 3. Candidate Eligibility

It is encouraged that the President, Vice President, Administrative and Finance Chair, and both Recruitment Chairs are in residence all three terms of their offices. All other council members must be in residence for at least two of the three terms. When an officer is on a leave term, the position will be filled by application and appointment by the Inter-Sorority Council Executive Board or by a current ISC Council member co-running for another position. An applicant is not eligible to be on the ISC if she/they is the current or future President, Vice President, Recruitment Chair, ISC Representative or Treasurer of her/their Chapter, but any other chapter roles are acceptable.

Section 4. Chapter Representation on the ISC Council

An individual chapter is discouraged from holding the office of President for two consecutive years. An individual chapter is discouraged from holding both offices of Recruitment Chair.

A chapter may not hold more than two elected offices in one year. It is strongly encouraged that every Chapter is represented on the board, if possible. Additionally, there should be a balance of local and national houses.

Section 5. Summer Council

The following Officers are elected for the Summer term and must be elected sometime during the preceding Spring term: President, Vice President, Programming and Inclusivity Chair(s), Administrative and Finance Chair, and Communication(s) Chair.

Elections for summer term are left to the discretion of the Vice President and must occur in a similar manner as the procedure for full year council.

To be eligible for summer Inter-Sorority Council, applicants must be enrolled in courses for the summer term. If the candidate is enrolled on a Dartmouth FSP, a candidate may be approved by the Vice President after discussing expectations of their availability. Candidates are expected to be sophomores. If applicants are of another class year due to changes in D-Plan or time off, the Vice President may approve their eligibility after consultation with the candidate.

Section 6. Election Procedure

1. The order of officers elected shall be as follows: President, Vice President, Recruitment Chairs, Administrative and Finance Chair, Communications Chair, and Programming and Inclusivity Chair(s).
2. ISC President and Vice President will interview and deliberate on every applicant who expresses interest in the position.
3. Once the election has been completed, the Slate will be sent to all Chapter Presidents for review.
4. The Chapter President will have 24 hours to vote on the slate.
5. If they do not approve of a position, they can nominate someone else in their Chapter for the position. If the nominee accepts, the person nominating will write a statement about the nominee's qualifications to the ISC President and Vice President.
6. The Vice President will distribute this statement to the ISC president and the chapter presidents. If the majority approve this change, then this person will be selected for the position.
7. If there are no nominees from the Chapter Presidents, then the slate created by ISC will be the selected council.

ARTICLE V. OFFICER DUTIES

In addition to the allocation of responsibilities outlined below, all officers shall be responsible for maintaining organization and record of their responsibilities, as to ensure efficient completion of tasks.

President

- The President has overall responsibility for the operation of the Inter-Sorority Council, calls and presides at all regular, executive and special meetings of the Council and regularly meets with the Chapter Presidents and ISC advisor weekly.
- She/they is expected to call regular meetings with the member sorority presidents.
 - She/they will also administer all consequences (financial or otherwise) for attendance violations or inappropriate behavior during these meetings.
- She/they serves on the Greek Leadership Council and is responsible for attending those meetings and representing the interests of the ISC Community.
- She/they is expected to meet with each council member at least once a month to check in on their progress. She/they is to serve as a resource for the council members and chapters should they need guidance, and can also serve as a liaison to the Office of Greek Life, should a council member require a meeting with the Director or Assistant Director of Greek Life.
- The President approves financial transactions, assists and overlooks other officers' duties, fills out National Panhellenic Conference reports and may serve as a public relations spokesperson for news publications.
- She/they serves as the liaison for communications between the Administration, GLC, and the IFC to include and represent the ISC voice on all Greek matters. She/they will also be responsible for meeting regularly with the Director of Greek Life to report on ISC initiatives.
- The President is responsible for spearheading research initiatives and should lead the Council in reflecting on efforts to be diverse and inclusive both within the Council and within the larger Greek and campus communities.

Vice President

- The Vice President will serve as the chair of all judicial affairs internal to the Inter-Sorority Council. During Recruitment, this council member will identify the most appropriate way to adjudicate Chapter, PNM, and Rho Gam violations. She/they will hold hearings with Inter-Sorority Council members and all other relevant parties to come to a final decision.
- She/they shall oversee the policy of the Inter-Sorority Council and will be acutely responsible for the ISC Bylaws document. She/they will review the bylaws at least once every term, and should changes be necessary, she/they will draft a memo to the executive board regarding the changes, and will conduct an edit should the change be approved by a two-thirds majority.
- In addition to her/their year round duties, she/they and the President shall be responsible for the transition and election of full-year Inter-Sorority Council members. She/they shall hold elections in February, and any additional ones should it be necessary.
- She/they will work closely with the Administrative and Finance Chair to create a system in which current and new members can anonymously report their dues, and will enforce fines on Chapters who falsely advertise dues. She/they will also collect information about Chapter dues and will compile this information as part of the PNM Guide for distribution before Recruitment.
- She/they shall perform the duties of the President in her/their absence, and should the President resign, the Vice President shall assume her/their place unless she/they is unwilling or unable.
- The Vice President is responsible for leading the ISC representatives of each Chapter.
- She/they should help reflect on and initiate conversations about issues and needed improvements in the larger Greek community. In addition, she/they should work with the President to ensure that the Council is working most productively to make an impactful difference.

Recruitment Chairs

- The Recruitment Chairs are responsible for running the Formal Recruitment process. This includes setting recruitment dates and schedules, selecting and training recruitment counselors, chapter recruitment chairs, and chapter members holding leadership positions. Should an ISC chapter opt out of Formal Recruitment, the ISC Recruitment Chairs will be responsible for reviewing and approving an alternative plan in conjunction with the Office of Greek Life, and overseeing it as they see fit.
- They will be responsible for implementing mandatory Recruitment information sessions for Potential New Members to provide them with a basic understanding of how Recruitment works. They will also work with OGL and OPAL to facilitate any additional training sessions that they see necessary.
- The Recruitment Chairs are also responsible for making themselves available during Formal Recruitment to make sure everything runs smoothly. This may entail meeting with PNMs, chapters, and Rho Gammas individually, and hosting office hours when needed.
- During Formal Recruitment, the Recruitment Chairs work in conjunction with the ISC Advisor to set quota, release figures and match bids.
- The Recruitment Chairs also work with the Administrative and Finance Chair, the Programming and Inclusivity Chair, and the Recruitment Chairs of each Chapter throughout the term to continue the work on increasing inclusivity before, during, and after the recruitment process.
- Recruitment Chairs are also responsible for creating and analyzing recruitment surveys and conducting any other necessary research to improve each aspect of the recruitment process.
- Finally, the Recruitment Chairs will work closely with all members of the council, but specifically the Programming and Inclusivity Chair to implement and monitor all first-year outreach events.

Administrative and Finance Chair

- The Administrative and Finance Chair must supervise all aspects of finance for the Inter-Sorority Council. Logistically, she/they is responsible for charging dues, receiving payments, and ensuring the financial stability of the bank account. She/they should pay bills promptly, provide financial reports to executives, and make sure that all receipts and bank statements are retained for records.
- She/they guides budgetary and discretionary spending decisions and prepares the annual UFC (Undergraduate Financial Committee) report.
- She/they is responsible for reimbursing those who use their funds for ISC events and keeping all receipts and bank statements.
- She/they is responsible for booking rooms, continuing the discussion and facilitation of scholarship and budget review, and managing meetings with the treasurers from all ISC Chapters.
- She/they will coordinate efforts to develop and improve the financial aid systems. She/they will also bring all relevant concerns and issues regarding the finances and scholarships of individual chapters to the council and Director of Greek Life in order to promptly assess if needs are appropriately being met by the Council and the College.
- She/they will work with other Council members to ensure that all information distributed to campus is accurate and reflective of ISC values, and she/they will coordinate with the other members to analyze research and determine the best way to distribute information to houses.

Programming and Inclusivity Chairs

- She/they will be in frequent communication with the ISC Representatives and/or Inclusivity and Diversity Chairs and Programming Chairs and will use them as avenues for implementation of ISC initiatives for increasing transparency (surveys, financial aid reportings, etc.).
- She/they will be responsible for the implementation and utilization of OPAL training sessions for each Chapter as needed. This will involve coordinating with OPAL to discuss how to best execute

the programs as well as working with appropriate chairs in each Chapter to implement the training before recruitment.

- She/they will implement surveys and research initiatives to help learn more about issues surrounding diversity including but not limited to recruitment, financial inclusivity and stereotypes.
- She/they will work to create events that are open and inclusive to campus, and she/they will ensure that they cover a myriad of issues and topics extending well beyond the normal programming in the Greek community.
- Additionally, she/they will coordinate with houses to create events for first-year students to expose them to the Greek community prior to recruitment, and she/they will put forth an effort to make sure these events are geared towards exposing them to the Inter-Sorority community at large, not specific houses.
- She/they will also have the larger goal of working to make the ISC community more inclusive in a larger sense. This includes placing an emphasis on houses being more welcoming to one another and working together as one entity.

Communications Chair

- She/they will manage the content on ISC social media accounts, including coordinating with chapter leadership and other ISC team members to post features and promote events.
- She/they will coordinate and send a weekly note to ISC reps and monthly newsletters to all Chapter members.
- She/they will assist the ISC President and Vice president with responses to journalistic inquiries.
- She/they will monitor the ISC email and any inquiries through social media.
- She/they will draft and submit emails to the campus events list-serv promoting ISC events and initiatives.
- She/they will maintain and improve the ISC website. Note that the current website was built using a web developer, so no coding or previous web experience is needed.
- She/they will take notes on ISC meetings using the meeting agenda as a framework.
- She/they will assume a voice that is representative of the ISC and its values.
- She/they will be responsible for coordinating all gear if requested and desired among the council.

ARTICLE VI. NEW MEMBERS

Section 1. Conduct towards New Members

New members will have the full rights and responsibilities of current sorority members. There will be no pledge or probationary period for new members in any ISC sorority. The new member education period that occurs prior to initiation is structured by the discretion of each individual Chapter, however this program must NOT violate the Dartmouth hazing policy. New member education plans must be approved by the Office of Greek Life at the end of the Formal Fall Recruitment period. Any

sorority found in violation of this article/policy will be addressed by the ISC and punishment will be decided on a case by case basis using thorough discretion by the ISC.

Section 2. Hazing <https://students.dartmouth.edu/greek-life/policy/hazing-policy>

1. Hazing is strictly prohibited at Dartmouth College, by both College policy and New Hampshire law. Dartmouth College is first and foremost an educational institution. College hazing prevention policies and response procedures for hazing incidents are based on that educational mission.
2. All chapters shall educate their new members and initiated members about the New Hampshire and Dartmouth College hazing laws and shall be expected to follow the guidelines of these laws. This education shall take place as a part of an event programmed by OGL in conjunction with the Inter-Sorority Council, within the first two weeks following the issuance of bids.
3. All forms of hazing, including pledge day and/or pre-initiation activities that fall under the category of hazing shall be banned.
4. Dartmouth College's definition of hazing includes but is not limited to activities that would fall within the New Hampshire statutory definition of hazing (RSA 631:7). Under New Hampshire law and College policy, hazing is defined as: "any act directed toward a student, or any coercion or intimidation of a student to act or to participate in an act, when...
 - a. Such act is likely or would be perceived by a reasonable person as likely to cause physical or psychological injury to any person; and
 - b. Such act is a condition of initiation into, admission into, continued membership in or association with any organization."
5. Dartmouth's definition of hazing also includes the following activities if they occur as part of initiation or admission into an organization, group or team, or are required for continued membership in an organization, group or team:
 - a. The consumption of alcohol, drugs, or other substances.
 - b. Removing, damaging or destroying property.
 - c. Behavior that disrupts College or community activities.
 - d. Violating any Standard of Conduct or College policy.
6. Given the potentially socially coercive nature of initiation, admission and membership-related activities, this definition of hazing applies whether or not the participants or others perceive the behavior as voluntary. The implied or expressed consent of any person toward whom an act of hazing is directed is not a defense. Assertions that the conduct or activity was not part of an official organizational event or was not officially sanctioned or approved by the organization are also not defenses. This definition applies to behavior on or off College property or organization that is expressed as mandated, that existing members of the organization would be unwilling to do, and is egregious, ridiculous, or embarrassing.

Section 3. Accomplice Responsibility

No student, College employee, College volunteer, student organization, athletic team, or other College-recognized group or association should participate in, solicit, direct, aid, conduct or participate as a witness in hazing.

A student who solicits, attempts to aid, or aids another person in planning or committing the hazing behavior is *equally as responsible* for that behavior.

Section 4. Group Accountability

An organization or team oftentimes commits hazing through imposing on and influencing the actions of individual students. However, as outlined in the Group Accountability Statement, organizations

have an obligation to uphold the Standards of Conduct and applicable policies, including the Hazing Policy. Organizations that engage in hazing can expect to be held accountable as an organization or team for that activity.

Additional sanctions may apply to an organization, group or team which fails or refuses to identify individual members involved in hazing and/or retaliates against anyone who acts to stop or report hazing activity.

Section 5. Education and Prevention

While the Inter-Sorority Council does not directly provide the following programs or activities, the below information is outlined for Greek members reference.

1. Educational Programs:
 - a. Dartmouth Athletics, Student Life, Residential Education and other departments responsible for overseeing student organizations and groups are conducting ongoing educational activities to promote positive group identity and prevent hazing behavior. Educational activities will occur throughout the academic year.
2. Pre-Clearance of Member Education Activities:
 - a. All member education programs must be approved in advance by the appropriate department responsible for overseeing the organization, group or team involved. In deciding whether to approve the program, the department will consider whether the proposed activity constitutes hazing as defined above and also whether the activity is likely to produce or would be perceived by a reasonable person as likely to produce mental or physical discomfort, stress, embarrassment, harassment, or ridicule. Organizations, groups and teams may not engage in any member activities that have not been approved by the responsible department.
3. Safety and Security Walk-Throughs:
 - a. To promote student safety throughout the year, Safety and Security will conduct unscheduled and unannounced walk-throughs, similar to those currently conducted under the AMP policy. Random walk-throughs will follow existing protocols, but will be unscheduled and unannounced.
 - b. These walk-throughs will cover common spaces in all Dartmouth residential buildings, including residence halls, affinity Chapters, undergraduate societies and Greek-letter organizations. Private rooms will not be subject to walk-throughs, consistent with current practice, and student guides will accompany officers at walk-throughs conducted in fraternities and sororities whenever possible. Random walk-throughs of common residential spaces will occur several times a week across the campus, throughout the year.

Section 6. Reporting Hazing

1. Hazing Reports:
 - a. Allegations of hazing, including anonymous allegations, may be reported 24 hours a day via the Dartmouth LiveSafe app, the online reporting form, the Hanover Police (603-646-2222 or 911 in an emergency), or to Safety and Security (603-646-4000).
 - b. Dartmouth students and employees are required to notify appropriate College officials of any perceived instance of hazing, as defined by College policy and/or New Hampshire law. Reports may be made directly to the Department of Safety and Security or local law enforcement, or to coaches, advisors, undergraduate deans or other College officials who have responsibilities for student organizations. Employees receiving such reports must share them with the Department of Safety and Security, which is responsible for

determining whether the alleged behavior must be reported to law enforcement authorities. Under state law, the College is obliged to report hazing to law enforcement.

- c. Any Dartmouth undergraduate identified as a potential witness must cooperate fully in the course of the investigation or disposition of possible violations of this policy or any Standard of Conduct. Cooperation may include meeting or communicating with Safety and Security, the Office of Judicial Affairs, deans, or other College officials as requested. It is an expectation of citizenship in this community that students with information about possible violations of community standards respond and participate when called. Failure to do so may result in disciplinary action.
2. Individual Student Reported and Immunity:
 - a. A student who reports activity that may fall within the definition of hazing and who cooperates fully as a witness in the investigation and disciplinary process will not be subject to College disciplinary sanctions even if his or her own conduct violated the hazing policy, unless the conduct the student engaged in caused physical harm to others. Students who choose to report and request immunity for their own conduct under this policy should know that they may be liable for criminal and civil penalties that are beyond Dartmouth's control.
 3. Fresh Start Organizational Amnesty Policy:
 - a. Members of an organization, group, or team who are concerned that some of the organization's activities do not comply with Dartmouth's hazing policy may consult their supervising department head (e.g. Athletics, Collis, Greek Life, OPO) confidentially for guidance. Under the Fresh Start program, an organization that fully discloses past or recent behavior in violation of the Hazing Policy, will receive assistance as the group develops a new plan to replace the activities in question. With this disclosure, and full implementation of the program, the organization will not face College disciplinary action for the activities disclosed, unless the conduct contributed to causing physical harm to others. Organizations, groups or teams who choose to report and request amnesty for their conduct under this policy should know that they may be liable for criminal and civil penalties that are beyond Dartmouth's control.

Section 7. Hazing Outcomes

1. Hazing Outcomes and Accountability:
 - a. Students and organizations may be subject to criminal prosecution for violation of the New Hampshire law prohibiting hazing. Conduct or events that may constitute hazing and that could result in disciplinary sanctions will be referred to the Judicial Affairs Office for possible adjudication by the Committee on Standards and/or the Organizational Adjudication Committee.
 - b. Individual undergraduate students found responsible for violations of this policy should be prepared for significant individual sanctions, up to and including suspension or permanent separation from the College.
 - c. Student organizations, groups or teams found responsible for violations of this policy should be prepared for significant organizational sanctions, up to and including, loss of member recruitment privileges, suspension or revocation of organizational activity and/or recognition. The full range of possible sanctions for individual and organizational violations of this policy and the College Standards of Conduct can be found in the Dartmouth College Student Handbook.
2. Civil Penalties:
 - a. Hazing harms individuals, limits the development of genuine and trusting relationships within an organization, and is a violation of College policy and State law. Additionally, students, coaches, advisors, corporation members, and parents can be sued in civil court for damages that result from the mental and/or physical harm caused by hazing.

According to the Fraternal Information and Planning Group, most insurance policies exclude damages caused by hazing from coverage.

- b. The information that follows, adapted from stophazing.org, provides a framework for considering whether certain behaviors may constitute hazing.
3. Outcome Reporting:
- a. As a further means of holding an organization or team that hazes accountable for its actions, the details of hazing violations, and the consequences to the organization or team, will be reported publicly on an annual basis, provided that a public report would not cause additional harm to the students who have been hazed.

Section 8. Hazing Checklist

- Did the incident involve physical abuse?
- Sleep deprivation, physical strain, hitting/slapping?
- Was alcohol consumed? Drugs?
- Would the student be willing to describe the event to the President or in a public forum?
- Was safety at risk? Could it have been?
- Was there an injury?
- Would you be comfortable if the President of the College was in attendance at this event?
- Is there the possibility of psychological effects from the event?

Section 9. Positive Member Activities

There are member activities that are positive and educationally valid. There is a wide array of activities in which members of College-affiliated groups, organizations, and teams can engage that positively nurture camaraderie and team building, promote the development of self-esteem, and develop unity, connectedness, and a sense of belonging.

Because it is not always clear to individuals which activities are unacceptable and constitute hazing, student leaders and members of student groups are required to consult with groups' advisors, coaches, or other College officials responsible for the program or activity in advance of the planned event. Activities which detract from the goal of fostering the personal and intellectual development of our students have no place on our campus. The ISC expects that all organizational members of the ISC will not perform hazing, and if not adhered to, serious consequences will be put in place.

ARTICLE VII. FINANCE

Section 1. Financial Logistics

1. Fiscal Year: The fiscal year of the ISC shall run from the day before the first day of Fall term to the last day of Summer term.
2. Contracts: The signature of the President and the Director of Greek Life shall be sufficient and necessary to bind the ISC.
3. Checks: All checks issued on behalf of the ISC shall be drawn from the account by the Administrative and Finance Chair, who shall record them.
4. Payments: All payments due to the ISC shall be made to the Administrative and Finance Chair. Checks and electronic transfers shall be made payable to the ISC.
5. Membership Dues: ISC dues are paid termly, by each chapter, as invoiced by the OGL Office. Membership dues shall be assessed at the end of each term through the Business Manager's Office (college billing) and Membership dues shall be assessed by the ISC Administrative and Finance Chair at the beginning of each term.
 - a. Although subject to reassessment, dues to ISC per Chapter are \$8 per member per term.
 - i. No more than 25% of the collected dues may be used for recruitment compensation.
6. Budget: The council's budget does not provide for elaborate social functions for the sole benefit of council officers. The budget allocation priorities in order of importance are:
 - a. Payments to keep the organization running
 - i. This can reasonably be extended to apply to compensation for recruitment efforts & to make the ISC a more financially accessible organization.
 1. Payments would be allocated after the formal recruitment process to ensure satisfactory execution of the process.
 - b. Financial aid
 - c. Funding for inclusive social events
7. Alcohol: Council funds may not be used for the purchase of alcohol.

Section 2. Co-Sponsorship Policy

1. While the ISC is technically capable of co-sponsoring events, it is strongly advised for chapters to apply for GLC funding for events (both open-to-campus, and closed).
2. Criteria: The ISC will consider co-sponsoring events that meet the following:
 - a. The event must be open to, at a minimum, sisters/members of more than one chapter organization.
 - b. Funding will not cover the cost of alcohol or illicit substances.
 - c. The event should have an educational, philanthropic, or community-building aspect. The ISC may give limited funding to cosponsor events that are purely entertainment (i.e. acapella or other performing groups) as long as it benefits the sisterhood/membership in some significant way.
 - d. The Inter-Sorority Council reserves the right to distribute extra funds, if available and appropriate, to sororities that require support due to extenuating circumstances, such as a sorority engaging in the localization process. Funds may be allocated for the purposes of programming, philanthropy, sisterhood, and Chapter maintenance. Extra funds may be allocated upon request of the Chapter after the treasurer of the Chapter initiates a meeting with the ISC Administrative and Finance Chair. These funds will not affect or reduce Inter-Sorority Council's scholarship or programming budget.
3. Priorities: In an effort to promote inter-sorority relations, and to reduce over programming, any event being put on by more than one ISC chapter organization in conjunction (that also meets the

above criteria), will be prioritized for co-sponsorship in some form from the Inter-Sorority Council (including not only funding but also publicity). All funding requests should first go to the Greek Leadership Council, as Inter-Sorority Council support manifests largely in other ways beyond the financial. That said, the ISC will prioritize co-sponsorship requests that meet the above criteria in the following manner:

- a. Events put on by the Inter-Sorority Council chapter organizations.
 - b. Events put on by women-focused groups on campus or events that are specifically beneficial or of interest to women.
 - c. Events put on by the broader Greek community or to benefit the broader Greek community or campus at large.
4. Timing and approval of requests: Co-sponsorship requests should be submitted at least one week prior to the day of the event. The Administrative and Finance Chair will determine funding for all requests under \$200, but if she/they deems it necessary, she/they will bring the request before the council for discussion. Should a request be made that exceeds \$200, a sub-committee composed of the Administrative and Finance Chair and the Programming and Inclusivity Chair(s) will be required to approve co-sponsorship requests. A majority vote is required to fund the event.

Section 3. Savings

There must be a minimum of \$10,000 in the savings account, kept for emergencies. The money accrued in this account may only be used in times of extreme need, determined by a unanimous vote of executive council officers. In order to prevent overspending, the Administrative and Finance Chair should plan on saving a portion of the income that the council accrues.

Section 4. Scholarship

‘Working for dues’ policies are not allowed in any ISC Sorority. All scholarship in every ISC sorority should be awarded on the basis of need, with no additional obligations placed upon the sisters/members receiving aid. Aid should not be intentionally withheld from any member that is eligible, and if so the ISC is permitted to investigate the reasoning for this and determine if a consequence is relevant. Any ISC funds allotted to a sorority must be used for their specified purpose and nothing else, unless special permissions are granted by the Administrative and Finance Chair. In addition, all money allotted to sororities by the ISC for financial aid must be only used for financial aid.

ARTICLE VIII. RECRUITMENT ADMINISTRATION AND STRUCTURE

Section 1. Introduction

Membership selection is based on the National Panhellenic concept of mutual selection. Each potential new member (PNM) has an equal opportunity to meet the members of each sorority and each sorority has an equal opportunity to meet each PNM. The Inter-Sorority Council has no authority

regarding which PNMs receive invitations to each successive round or final bids during recruitment. The ISC supports the organizations' rights to private membership and freedom of association. Each sorority member is expected to abide by the rules and the spirit of recruitment. The Dartmouth College recruitment rules are intended to help guide affiliated members and PNMs through the membership selection process. Active members, new members, PNMs, recruitment counselors, and advisors shall be bound by all Dartmouth College recruitment rules, PNM contracts, and the Dartmouth College Inter-Sorority Council Bylaws. It is the responsibility of each member organization/chapter to educate all current members and alumni on these policies. It is the responsibility of the Dartmouth Inter-Sorority Council to publish these policies so that PNMs are able to educate themselves.

Section 2. Administration of Recruitment

Formal Recruitment will be held during the Fall and Winter terms, and recruitment events will be held only at times specified by the Dartmouth Inter-Sorority Council. The dates will be decided by the Inter-Sorority Council Recruitment Chairs in consultation with the rest of the council. These dates will then be approved by the Sorority Chapter Presidents.

The NPC Quota-Total system shall be followed. The 'Total' is the allowable chapter size as determined by the Dartmouth Inter-Sorority Council. The 'Total' shall be reviewed every few years and may be changed by an Inter-Sorority Council vote in order to achieve parity among all chapters. Every enrolled new member initiate, or affiliate, of a sorority shall be counted in the Chapter Total.

Section 3. The Inter-Sorority Council and Recruitment Counselors

- Upon accepting the position on the ISC Council, the following includes Recruitment activities that ISC members **ARE allowed** to participate in:
 - a. Submit concerns/recommendations regarding any PNM upon their specific Chapter's request
 - b. Serve as an active member of one's Chapter, which includes attending Chapter specific events and meetings, none of which involving Recruitment or PNM's in any way. Upon accepting the position, no Inter-Sorority Council member or Recruitment Counselor shall sit in on Chapter Recruitment meetings or workshops, or meetings discussing Potential New Members.
- Upon accepting the position on the ISC Council, Inter-Sorority Council members or Recruitment Counselors **ARE NOT allowed to** participate in the following during Recruitment:
 - a. Sit in on Chapter Recruitment meetings or workshops, or meetings discussing Potential New Members.
 - b. Participate in Chapter deliberations.
 - c. Participate in Chapter Recruitment Rounds.
- The ISC Recruitment Team shall consist of the Recruitment Chairs, the President, and when needed, the Vice President. The OGL is also responsible for overseeing and assisting with Recruitment affairs.
- Inter-Sorority members and Recruitment Counselors shall not wear, carry, or display any item indicating their sorority membership (i.e. t-shirts, insignia, car tags, social media, personal websites, etc.) throughout Primary Recruitment.
- During the Fall and Winter term of Recruitment, Inter-Sorority Council members may not talk to PNMs about their specific Chapter until Primary Recruitment is completed. Recruitment Counselors may not talk to PNMs about their specific Chapter during Primary Recruitment.

- Inter-Sorority Council members and Recruitment Counselors will show proper respect to all sororities. This includes refraining from making any comments, positive or negative. Violations may lead to removal from her/their position.

Section 4. Recruitment Counselors

Each Chapter participating in Formal Recruitment is required to provide the number of applications for Recruitment Counselors (Rho Gammas) as requested by the Inter-Sorority Council. Typically, each Chapter is expected to provide four (4) Rho Gammas for Fall Recruitment. The Inter-Sorority Council will take Chapter Total into consideration when requesting Rho Gamma applications. A total of about 35-40 Rho Gammas will be selected for Fall Recruitment (a comparable number selected from each sorority). A total of about 15-20 Rho Gammas will be selected for Winter Recruitment (a comparable number selected from each sorority). The ISC reserves the right to fine any sorority \$100 for each missing application or Rho Gamma given the number standard set by the ISC.

- Each selected Recruitment Counselor is required to fulfill her/their duties, including, but not limited to:
 - 1) Attending all required training.
 - 2) Being present during all of Formal Recruitment.
 - 3) Being physically present or accessible to PNMs in her/their group during the Formal Recruitment period.
 - 4) Keeping strict confidentiality of all matters concerning her PNMs.
 - 5) Completely concealing her/their affiliation (in social media and on campus).
 - 6) Communicating promptly with the Inter-Sorority Council.
 - 7) Refraining from contact with her/their sorority concerning PNMs.
 - 8) Making name-tags and name booklets.
 - 9) Checking-in PNMs at Chapter events.
 - 10) Rho Gammas must notify their PNMs directly if their PNM is released from the Formal Recruitment process.
 - 11) Rho Gammas must talk with any of their PNMs that want to withdraw from the Formal Recruitment Process.
- Recruitment Counselors must be full, active, and in-good-standing members of their organization at the time of Primary Recruitment.
- If the policies are not followed, a Recruitment Counselor may be immediately dismissed from her/their position or will receive other penalties to be sanctioned through the Inter-Sorority judicial process.

Section 5. Release Figures

Release figures for each round of parties shall be determined by the Recruitment Chairs or the ISC President in conjunction with an NPC numbers specialist using the following formula: (quota) multiplied by (the number of parties in the round) divided by (previous return rate). This figure is based on the statistics of the past three recruitments and is capped at maximum release of twenty percent. Once agreed upon, the release figure is binding.

There are three rounds during Formal Recruitment and Potential New Members (PNMs) have the potential to attend all three rounds. PNMs are required to attend one (1) event for each sorority during Round 1 of the formal recruitment process. Non-binary individuals that are pursuing membership through the formal recruitment process will be presented with the alternative option of only attending events at chapters whose governing documents allow for membership eligibility. During Round 2, a PNM can visit a maximum of 5 chapters. During Round 3, a PNM can visit a maximum of 2 chapters. If the Dartmouth Inter-Sorority Council adds or loses a chapter, a format change is required and

should be determined in consultation with the Release Figure Methodology (RFM) specialist. Campuses should use only approved RFM formats. A vote of the Inter-Sorority council is not required to approve a recommended format.

Section 6. Snap Bidding

If needed, snap bidding will begin as soon as bids are matched. Chapters may snap bid to fill unmatched quota spaces. As defined by the NPC, a Chapter quota refers to the amount of bids each Chapter can extend to PNMs as determined by the number of PNMs and Chapters participating in that specific Recruitment period. Note that snap bidding is not intended to fill spaces in chapter total, which is defined as the total number of Chapter members in one house. Snap bidding is limited to any individual who registered and participated in at least one round of Primary Recruitment. Snap bidding ends when the chapter has distributed the appropriate number of bids to reach the recruitment's quota.

If a Chapter fails to fill all of their lists completely (invite list, positive flex list, negative flex list, Pref-Night list), they are ineligible to extend snap bids in order to reach quota unless lists were shortened with recommendation from the ISC.

Section 7. Continuous Open Bidding (COB)

- a. COB may begin once bids are distributed at the conclusion of Recruitment (Bid Night) and shall be in effect during the college year.
- b. The Inter-Sorority Council will set a date at the beginning of each term after which open bids can be given. There will be no restrictions on times, place, or selection of new members via COB unless deemed necessary by the Council.
- c. Each sorority has the right to COB to reach quota or its total allowable chapter size during the regular school year as defined by the school calendar.
- d. Any woman/non-binary individual after the fall term recruitment period of her/their sophomore year enrolled as a full-time student at Dartmouth College is eligible for COB unless she/they are an initiated member of any sorority at Dartmouth College or have signed a Membership Recruitment Acceptance Binding Agreement (MRABA) at Dartmouth College within the past year. If it is found that a Potential New Member violates this rule, her/their membership will not be valid in the new chapter.
- e. Chapter eligibility must be verified by the Office of Greek Life before COB begins.
- f. To accommodate the creation of a new chapter or to allow a chapter to build its membership, ISC may vote to suspend continuous open bidding (COB) for a period not to exceed three weeks.
- g. A chapter may not encourage a potential new member to drop out of the Primary Recruitment process to wait for a bid from that chapter during COB.
- h. All Inter-Sorority Council members and the Sorority Chapter Presidents shall be notified of the intent to extend any COB at the ISC meeting immediately preceding the offering of such bid. Failure to do so may result in action by the ISC.
- i. Within 24 hours of a Potential New Member accepting a bid, the chapter is responsible for informing the Greek Life Office of the new member. The chapter must also add the new member to the online roster system and must sign a new member contract within two business days.

Section 8. PNM Recruitment Eligibility

- a. Any Dartmouth undergraduate who identifies as a woman and/or non-binary individual may participate in Formal Recruitment and Continuous Open Bidding, as long as the person does not self-identify as a man.

- b. A Potential New Member (PNM) is eligible to participate in Fall Formal Recruitment, Winter Formal Recruitment, and/or Continuous Open Bidding and join a sorority if they are an undergraduate, fully matriculated sophomore year student at Dartmouth College.
- c. A PNM is only eligible to participate in Fall Formal Recruitment, Winter Formal recruitment, and/or Continuous Open Bidding if they have not been an initiated member of any Dartmouth College sorority. If a PNM receives a bid from a sorority at Dartmouth, she/they must wait until the next primary recruitment cycle before she/they is eligible to participate in recruitment again.
- d. PNMs must have a cumulative and/or previous term GPA of 2.5 or above to be able to participate in Recruitment. Individual chapters may have a higher GPA minimum for eligibility, but that is up to the individual discretion of the chapter.
- e. Every PNM must complete a Expectations of Membership session, a Dartmouth Bystander Intervention Session, and an Inter-Sorority Information Session to be eligible.
- f. Every PNM must register for Fall and Winter Recruitment with the Dartmouth Inter-Sorority Council.
- g. Exchange students are allowed to participate in Formal Recruitment but are required to disclose their status in their Recruitment Registration. It is at the discretion of each organization to determine whether they would accept an exchange student as a New Member.
- h. Students on leave term, but physically present in Hanover, are required to get approval from the Inter-Sorority Council before enrolling in Recruitment. Other extenuating circumstances will be evaluated by the Inter-Sorority Council on a case by case basis.
- i. Dartmouth sororities do not discriminate in membership selection practices on any basis prohibited by law.

Section 9. Inter-Sorority Council Information Sessions

There shall be at least two Formal Recruitment information sessions held by the Inter-Sorority Council Recruitment Chairs in the term preceding the Formal Recruitment period, as well as during the terms in which a Formal Recruitment period takes place, unless time constraints limit this, and then two extra Formal Recruitment information sessions must be held in the preceding term. Inter-Sorority Council's Recruitment Presentation must include a description of the process, information on each Chapters' dues, a clear explanation of the computer system, and an explanation of the mutual selection process. The Recruitment Chairs will also mention other sorority chapters options that either exist outside the ISC system or are abstaining from Formal Recruitment.

The Inter-Sorority Council should create a booklet, "cheat sheet" style, and email it to PNM's. This will include all the pertinent information they need to know. If deemed appropriate and approved by the Inter-Sorority Council and the Office of Greek Life, a comprehensive recruitment guide may be communicated to all PNM's in conjunction with or place of information sessions. This includes a contract in which PNM's must sign to confirm that they will comply with the ISC Recruitment rules.

Section 10. First-Year Outreach Events

During each Spring term, each sorority should host at least one event directly geared towards getting to know first-years interested in sorority recruitment. In addition to the one mandatory first-years outreach event, sororities are encouraged to host at least one additional event in the Fall or Winter that is open to all of campus in which first-years have the opportunity to enter their physical Chapter. Note: these events are in addition to any "pre-Recruitment" events that sororities are hosting and should be marketed as opportunities for older members to get to know first-years outside of the usual Recruitment/pre-Recruitment process. At least ten sisters/members from every co-sponsoring sorority must be in attendance for the duration of each outreach event, and at least one executive from

each Chapter should be present to oversee the event. The events may be planned by a chapter's Programming Chair. However, Inter-Sorority Council recommends that each chapter chooses to elect a First-Year Outreach Chair to handle the planning of these specific events each term.

Section 11. Alumni Assistance Guidelines

- a. The chapters are responsible for informing and educating alumni members of the recruitment rules if they chose to help the Chapter during recruitment.
- b. Alumni are permitted to assist their college Chapter at recruitment events provided that they do not make contributions of any sort (decorations, money, etc.) which are not included in the recruitment budget. Exceptions can be made with approval from the ISC Recruitment Team.
- c. Collegiate members from schools other than Dartmouth College are permitted to assist during recruitment provided their presence is made known and approved by the ISC Recruitment Team. Their respective schools must be clearly indicated on their nametag.
 - i. If a chapter is planning to have collegiate members from other schools assist at recruitment, the Inter-Sorority Council needs to receive a list of all names providing assistance and their school affiliation no later than September 1st (Fall Term) or January 1st (Winter Term).

ARTICLE IX. RECRUITMENT RULES AND REGULATIONS

Section 1. Scheduling and Preparation for Recruitment

Formal Recruitment will take place in the Fall and the Winter of each academic year. Sororities should hold pre-Recruitment events in the Spring, and are encouraged to host open to campus events whenever possible throughout the year, while abiding by GLC, OGL, and ISC guidelines.

Formal Recruitment parties shall begin and end at designated times set by the Inter-Sorority Council and Chapter Recruitment Chairs. All PNMs and sororities must abide by these dates and times. If a PNM does not attend an event at one of the Chapters without prior notification of and/or approval by the Inter-Sorority Council, the Inter-Sorority Council reserves the rights to investigate and to determine any penalties.

Each Chapter must submit two documents (one on dues/scholarship, one on sisterhood) to the ISC to be compiled into a booklet to be given to PNMs before Round 1.

Section 2. Primary Recruitment Invitational Rounds

1) Round 1

- a) No food, snacks and alcohol are permitted at sororities during Round 1 of Formal Recruitment.
- b) Each Chapter must have 6-8 hours of parties for Fall Recruitment and 4-6 hours for Winter Recruitment. PNMs will be required to go to every Chapter participating in Formal recruitment, unless an exception above is met, per Article VIII Section 5.
- c) Room-to-Room style should be in place for Round 1 of Recruitment. Multiple rooms throughout the sorority Chapter should be used for conversations so that conversations are not concentrated in one or two rooms.
- d) **Purchased decorations are not permitted for Round 1 of Formal Recruitment.** Costumes/flair may be worn during Round 1.

2) Round 2

- a) No food, snacks, or alcohol are permitted at sororities during Round 2 of Formal Recruitment.
- b) Room-to-room style is optional for Round 2. Conversation configuration can be arranged in whatever way the Chapter prefers.
- c) Purchased decorations are not permitted for Round 2 of Formal Recruitment.
- d) The Inter-Sorority Recruitment team reserves the right to request "call-backs" for PNMs that are only invited back to no sororities during Round 2.
- e) If a PNM elects to withdraw from Formal Recruitment after signing the MRABA at the end of Preference Night, she/they will not be permitted to participate in Formal Recruitment until the next primary recruitment cycle (Fall).

3) Preference Night

- a) Alcohol is not permitted during this round.
- b) Potential New Members may gently and reasonably express an interest in one chapter over another to give the chapter a sense of who is interested in becoming a member. This can be accomplished via statements such as "I've really enjoyed the time I've spent in your Chapter during Recruitment, but at this point I feel like I might be a better fit for another chapter."

4) Bid Day/Night

- a) Bid cards must be brought to the Office of Greek Life no later than the pre-announced time determined by the ISC after bids are released. If this is not adhered to, your Chapter may be subject to a fine determined by the ISC. The ISC typically releases this time during the chapter leadership training which occurs Week 1 or 2 of the Fall term.

Section 3. Mandated Procedures and Behavior during Recruitment

A name-exchange system will occur at the beginning of every conversation in order to create a zero-tolerance environment for forgetting the name of any PNM spoken to throughout the parties. In addition, every PNM and sorority sister/member should be wearing name tags. Meetings or gatherings that involve discussions regarding ISC Chapters, held between Chapter members and PNMs that met during recruitment, may only occur after Formal Recruitment has ended. In the event that these gatherings occur, the Inter-Sorority Council is permitted to investigate the engagement further, determining who initiated the conversation and the penalties resulting from this.

Section 4. Sorority Recruitment Budgets

No money may be spent for Round 1 or Round 2 of Recruitment. During Recruitment a maximum of \$15 can be spent on printing and/or making name tags for members. The uniform Formal Recruitment budget for all sororities is \$3.25 per PNM in attendance on Preference Night, not to exceed \$500.

Sorority expenditures may exceed the uniform budget only when such expenses are directly incurred due to a lack of physical plant (FO&M room rental charges). Requests for these exemptions must be submitted to ISC for review and approval prior to the commencement of the Formal Recruitment period.

To promote transparency, all organizations are expected to honestly report and adhere to the budget amount which the Inter-Sorority Council has set. If a sorority exceeds the uniform recruitment budget, they will be subject to sanctions imposed by ISC.

ARTICLE X. RECRUITMENT VIOLATIONS AND INFRACTIONS

Section 1. Social Media and Photo Guidelines

- a. Social Media and Photo Guidelines are in effect from the day prior to the start of the Fall and Winter term until the bid day of those respective terms.
- b. No pictures of Rho Gammas or Inter-Sorority Council members may appear on the chapter website or social media, and physical pictures must be covered or taken down.
- c. Recruitment counselors are recommended to avoid sending or accepting new friends or follow requests from PNMS until bid cards are distributed.

Section 2. Appropriate Behavior for Chapter Members

All chapters and chapter members are expected to uphold the following guidelines:

- a. Sorority members may not speak negatively of other sorority members, chapter or member organizations to a Potential New Member.
- b. Sorority members are expected to be polite and respectful to all Potential New Members who attend their chapter's recruitment events.
- c. Sorority members may not inquire if a PNM is a legacy of another member organization.
- d. Sorority members may never suggest intentional single-preferences or to list a preference of any sorority over another.
- e. No form of bidding may occur outside the prescribed Inter-Sorority Council procedure. No bids, oral, or otherwise, may be directly or indirectly issued during the events at any time. Polite greetings and salutations are acceptable.
- f. Recruitment Counselors and the Inter-Sorority Council may not release any information concerning a PNM to members of any sorority unless directed to do so by the Greek Life Office.
- g. Chapters may not discuss rankings or preferences of Potential New Members with other sororities to ensure all PNMs receive equal opportunities. Any sorority seeking information about a PNM should direct questions and concerns to the Greek Life Office.
- h. The deliberations process must be fair and unbiased, and chapters are strictly prohibited from discriminating against PNMs based on race, color, sexual activity, sexual partner(s), sexual orientation, non-cisgender identity, religion, political affiliation, ability, age, genetic information, veteran status, ancestry, marital status, socioeconomic status, pregnancy or motherhood, or national or ethnic origin.
- i. Chapter members and recruitment chairs must treat the ISC and the Office of Greek Life with respect throughout the recruitment process. Failure to do so will be viewed as a behavioral violation.
- j. The participation of men in Primary Recruitment is prohibited.

If these guidelines are not followed, then the ISC reserves the right to examine these cases and implement consequences. The Inter-Sorority Council reserves the right to add to the above guidelines as they see fit. **Reporting of any violation stated in the above behavioral guidelines must occur within 24 hours of when the violation took place.**

Section 3. Bid Promising

The definition of a bid promise is a verbal or written statement made by a sorority member to a PNM leading the PNM to believe that she/they is guaranteed a bid from a particular sorority. Bid promising includes, but is not limited to

- Telling a PNM that she/they is wanted as a member of a particular Chapter.
- Indicating that if a potential member chooses to return to a particular Chapter's party that she/they will receive a bid.
- Making any reference to the next day of recruitment
- Giving gifts or handouts not given to every PNM.

The Inter-Sorority Council reserves the right to add to this list, as well as the right to examine individual cases and determine punishment thereof.

If a chapter is found guilty of bid promising, the appropriate punishment will be negotiated by the ISC President, Vice President, Recruitment Chairs, Sorority Chapter President, and Office of Greek Life advisor. At a minimum, the consequence includes a fine of \$150. Other consequences could include, but are not limited to:

- A formal letter of apology to the PNM in question.
- Presence of the ISC during recruitment rounds, including Preference Night, to monitor for bid promising.
- Restrictions on the chapter during the next recruitment period.
- Removal of the member and/or recruitment chair in question for the duration of the recruitment process and/or the following recruitment period, including the deliberations process.

Section 4. Appropriate Behavior for Potential New Members

PNMs are required to attend and fully participate in every event. Failure to fully participate includes but is not limited to:

- Spending excessive time not interacting with members of a chapter.
- Checking a phone at any point during the conversation.
- Acting disrespectfully or being intentionally rude (i.e. rolling eyes, acting disinterested, answering questions inappropriately, intentionally avoiding eye contact, etc.).
- Being disrespectful towards Rho Gammas.
- Leaving an event early unless given explicit permission by her Rho Gamma to do so.
- Exhibiting behavior that makes members of a chapter feel uncomfortable.
- Attending an event intoxicated or under the influence.
- Receiving any gifts from active Chapter members.

Every PNM is required to sign a binding contract that states they will follow guidelines laid out by the Inter-Sorority Council before they are allowed to participate in Formal Recruitment. Failure to comply with any of the above statements will result in an inquiry. The Inter-Sorority Council reserves the right to add to this list, as well as the right to examine individual cases and determine punishment thereof.

PNM consumption of alcohol is prohibited during Formal Recruitment.

Section 5. PNM Recruitment Violations and Infractions

Violations committed by a PNM will result in an inquiry by the ISC Council. This inquiry will involve written accounts of the violation and a report from the Rho Gamma monitoring the party (if

applicable). Additionally, they will ask the PNM in question for her/their account of the situation and consult her/their Rho Gamma about her/their behavior. The ISC will then evaluate the situation.

When a violation is reported against a PNM...

- There is a two-strike system to standardize addressing recruitment violations.
 - First strike (see Article X, Section 4): the PNM will receive an email from the ISC to inform them of this warning.
 - Second strike: the PNM will receive an email from the ISC to inform them that this is the second violation and therefore will be released from Recruitment and may not participate for a full calendar year.
- The ISC reserves the right to immediately release a PNM from Recruitment if deemed necessary.
- All notices of potential PNM violations will be followed by a conversation with the PNM to gain better understanding of the situation and determine whether sanctioning is appropriate.
- Additional violations are listed in the Recruitment Violations and Consequences document and protects the rights of the ISC and OGL members to be treated respectfully (this also constitutes a behavioral violation).

A three-tier system is used to determine the severity of the PNM violation:

- **Tier 1:** Behavioral violations which affect the chapter at large. Includes:
 - Arriving less than 10 minutes late to an assigned event.
 - Leaving an event early without previously discussing with the ISC.
 - Using a phone during an event and between conversations with chapter members.
 - Giving or accepting any gift to or from active members during the recruitment process.
 - Talking about other chapters while at an event.
- **Tier 2:** Behavioral violations which affect a specific Rho Gamma or member of a chapter. Includes:
 - Disrespecting a Rho Gamma (i.e. failure to stand in line while Rho Gamma is taking attendance at an event)
 - Acting in a way so as to make a chapter member feel uncomfortable (i.e. not responding to questions, rolling eyes or avoiding eye contact, intentional disengaging, behavior intended to be purposefully rude or awkward, using phone while in a conversation with a chapter member, making rude gestures).
- **Tier 3:** Egregious behavioral violations. Includes:
 - Consuming alcohol at or during an event.
 - Failing to attend every chapter's event for Round 1 and every chapter's event that you have been called back to for Round 2 and preference night.
 - Physically harming someone.

Depending on the Tier the PNM violation is classified as, the following two-strike system is implemented:

- The **first strike** will result in either non-distributive or distributive action.
 - **Non-distributive action** is when the PNM name and violation will remain confidential.
 - **Distributive action** is when every chapter will be informed that the PNM has committed a behavioral violation against a chapter member. The specific chapter

will not be named. The details of the behavioral violation will not be shared. Other chapters may not question PNM regarding the violation.

- Upon receiving a **second strike**, the PNM is removed from the Recruitment process.
- Tier 1 violations will likely result in a non-distributive first strike.
- Tier 2 violations will likely result in a distributive first strike.
- Tier 3 violations warrant immediate removal from the Recruitment process.

Each infraction will be determined on a case by case basis. ISC reserves the right to consider repercussions other than those mentioned above. All violations must be reported within 24 hours of the event.

Some examples of past infractions and consequences are as follows:

- Non-distributive Strike 1 Example:
 - During a Round 1 event, this PNM arrived about 5 minutes late. They did not have an explanation for their lateness (ex. fell on the way over to that Chapter's event) and seemed to be distracted throughout the rest of the event. Between conversations with chapter members, this PNM would look at and use their phone.
- Strike 2, Release from Recruitment Example:
 - During a Round 1 event, this PNM was accounted for being outwardly rude to various Chapter members and was reported to have participated in intentional cell phone usage throughout the entirety of the event. Upon returning for a Round 2 event, this PNM made disparaging remarks to a Chapter member. This repeated inexcusable behavior warrants a removal from Recruitment.

If a PNM is removed from the recruitment process due to a violation, she/they will not be permitted to participate in Formal Recruitment until she/they undergoes a facilitation with the Office of Greek Life regarding her/their behavior. If the PNM is deemed not to have a violation, the PNM will be eligible to participate in the next available Formal Recruitment term. Again, further recruitment punishments are listed separately in the Recruitment Violations and Consequences documents, such as violations by harassment from family members.

Section 6: Statement of Membership Recruitment Acceptance Binding Agreement (MRABA)

The Dartmouth College Inter-Sorority Council will uphold and use the Membership Recruitment Acceptance Binding Agreement (MRABA) for each PNM interested in joining a Chapter, whether during primary recruitment or continuous open bidding.

The MRABA is a one-year binding agreement signed by a PNM when ranking Chapters after the Preference Round. A PNM agrees to accept a bid from any Chapter she/they lists on her/their MRABA. If a PNM receives a bid to a chapter she/they lists and declines it, she/they is bound to it for one year meaning she/they cannot accept a bid to another organization. If a PNM signs an MRABA and does not receive a bid, she/they is eligible for continuous open bidding or snap bidding. Please see Section 7 below for further information on scenario dependent PNM eligibility.

Section 7: Viewing Pref Night Houses

The following outlines varying scenarios for how PNM eligibility may be altered:

- If the PNM submits only one preference and declines a bid from that chapter, the PNM is **ineligible to participate** in Recruitment OR continuous opening bidding (COB) until the next primary Formal Recruitment period.

- If the PNM submits only one preference and is not matched with that chapter, the PNM is **eligible to participate** in continuous opening bidding (COB) but is **ineligible to participate** in Recruitment until the next primary Formal Recruitment period.
- If a PNM elects to withdraw from Formal Recruitment after signing the MRABA at the end of Preference Night, they will be **ineligible to participate** in Recruitment OR continuous opening bidding (COB) until the next primary Formal Recruitment period.
- If a PNM elects to withdraw from Formal Recruitment and DID NOT sign the MRABA at the end of Preference Night, they will be **eligible to participate** in continuous opening bidding (COB) AND Winter Recruitment.

Section 8: Alternative Processes

If a sorority is abstaining from the Formal Recruitment Process, they must abide by all applicable Recruitment Rules and Regulations (ex: no exchanging of gifts, recruitment budget, submission of receipts, bid-promising, etc.).

Each chapter must submit a comprehensive proposal each term they wish to abstain from Formal Recruitment. This must include information on timing, policies, points of contact, description of format, and a justification of the benefits of this alternative process. This will be submitted to the Recruitment Chairs a minimum of three months before that Formal Recruitment period. The Recruitment Chairs may reject or accept the proposal, or conditionally approve it so long as a set of specified changes are made. This proposal must also be approved by the Director of Greek Life.

ARTICLE XI. RISK MANAGEMENT AND SEXUAL ASSAULT PROCEDURE

Section 1. ISC Sexual Assault Procedure

Fundamentally, we expect that members of the Dartmouth community demonstrate respect, sensitivity, courtesy, and goodwill in their interactions with each other. If sexual misconduct occurs involving Greek members or within the confines of a Greek Chapter, it will be investigated and adjudicated by Dartmouth College in accordance with current college policy. All chapter leadership councils, as well as individual members, must act in compliance with the College policy, and refrain from any individual investigations or immediate adjudications, so as to not interfere with an institutional or legal investigation.

Section 2. Individual Concerns

If any member of an ISC Chapter feels uncomfortable with a person at an event held by an ISC Chapter, this member may approach the organizer of the event and share concerns about this person with the organizer. If the organizer chooses, the organizer can ask this person to leave. Every ISC sorority has the right to control those allowed to attend their events and has the right, at any point, to ask someone to leave their event should a serious concern be raised.

Section 3. Risk Management Efforts

Each chapter must designate or appoint an executive to assume the responsibilities of risk management. Whichever position holds the responsibility of Risk Manager will undergo MAV, SAPA, or DBI training.

Section 4. Safety Sheet

Each chapter should maintain a “safety sheet” in the following public locations: by each main entrance/exit, in each bathroom, and by the door leading out of the basement. It should be as clear as possible and printed in an easy to read font and text size. The chapters should also designate a member of the chapter's Executive Committee to update the list each term. The sheet should have the telephone numbers of:

1. Chapter Executive Committee (for immediate help):
 - 1.1. The President of the chapter
 - 1.2. The Vice President or Risk Manager of the chapter
 - 1.3. Chapter members with CPR, EMT, and/or First Aid training
2. Campus Resources:
 - 2.1. DoSS
3. Dick's House:
 - 3.1. Main line
 - 3.2. Urgent care
 - 3.3. Counselor on Call
4. DHMC
5. Hanover Police
6. Address of current location

ARTICLE XII. COUNCIL PAYMENT

Section 1. Background

Members of the Inter-Sorority Council are eligible to receive payments from funds acquired by the ISC during the Formal Recruitment period.

Section 2. Payment Eligibility Guidelines

A member of the Inter-Sorority Council is eligible *if and only if* the following is satisfied by the member:

1. All job responsibilities pertaining to their specific role must be adhered to and successfully satisfied.

2. During both the Fall and Winter Formal recruitment periods, this member exceeds the responsibilities pertaining to their job description, thus participating beyond their specific duties on the ISC.

Section 3. Voting on Payment

The ability to receive payments must be voted on by the entire Inter-Sorority Council, with the majority vote passing.

Section 3. Payment Logistics

The total amount of money that can be allocated towards council member payment will be determined by the Administrative & Finance Chair of the ISC, and this money will be drawn from the sum of money acquired from the primary Fall and Winter Recruitment periods.

Depending on the money available for allocation during the payment period, a set stipend will be determined for each eligible member. This stipend will be voted on by the President, Vice President, and Recruitment Chairs of the ISC. Their decision will then be reviewed by the Administrative & Finance Chair to determine the feasibility of the amounts allocated.

Set payments for each eligible member is determined at the end of the Winter Recruitment period (end of the Formal Recruitment period), and payments will be distributed to respective members by the end of the Winter term.