

**Campus Relationship Statement
Between Alfred State College and Recognized Greek Organizations**

June 27, 2008

I. Philosophy

Greek lettered organizations at Alfred State College have a long history of fostering student involvement and development. Greek organizations are founded under the principles of scholarship, community service, leadership and friendship. The College acknowledges that fraternities and sororities can have a positive impact on the educational and social experiences of members and others in the campus community. For this to happen, there must be congruence between College goals and those of individual chapters. The College has a tradition of encouraging individual development through self-government by student groups. In this respect, the Greek Senate plays an integral role assisting the College in the administration of Greek Life through the Office of the Vice President for Student Affairs, the Office of Student Life and the Office of Student Activities. Fraternities and sororities recognized by the College are expected to maintain an active and responsible Greek governance system, which fosters individual and group growth, accountability and responsibility.

By virtue of its function in granting recognition, Alfred State College through the Office of the Vice President for Student Affairs reserves the right to review the extent to which each is acting in accordance with the expressed goals and objectives of the organization and the mission and strategic plan of the College.

This relationship statement includes the College's expectations of fraternities and sororities, the services provided by the College to these organizations, the rules for participating in the Greek system, and the process for obtaining and maintaining recognition for each recognized Greek-lettered organization. This document establishes a clear relationship between the College, Greek Senate and individual groups and it focuses on the education and development of the fraternities and sororities and helps them reach their full potential as positive and productive members of the academic community.

The following standards are required for Greek-lettered organizations desiring to maintain recognition with Alfred State College. Thus, for the purpose of this relationship statement, a fraternity/sorority is defined as a recognized student group whose primary concern is the bond of friendship among its student members. The group possesses an academic, social and community/College service function, is selective in its membership recruitment, and whose membership is not limited to specific majors, academic or professional pursuits.

These standards articulate the four principles outlined above and address issues important to the success of Greek life at Alfred State College. The College chooses to associate with Greek-lettered organizations because they purport the values of scholarship, leadership, community service and friendship and because these organizations choose to seek and maintain recognition under the terms outlined in this relationship statement. Groups who choose not to abide by these standards cannot seek to associate with the College or with Greek Senate, nor obtain College recognition.

II. College Recognition

Recognition is the formal process by which the College agrees that a fraternity or sorority chapter may function on campus, enroll members, and identify with Alfred State College. As is the case with College affiliation with any externally incorporated organization, chapters are expected to maintain congruence between their goals and standards and those of the College, disclose principles of the organization, and provide mechanisms for accountability. The College reserves the right to deny requests to start new chapters based upon any concern that may reflect jeopardizing the future of the Greek life system at Alfred State College (such as a moratorium on new chapters when current membership in the Greek system is level or decreasing, or a concern by the College that there is a lack of adequate support services and staffing to support expansion).

Withdrawal of recognition or other changes in recognition status may result should standards decline as measured by failure to meet criteria for recognition, hazing conduct, or violation of federal, state, or local law. Commitments made by the College and the collective responsibilities assumed by each chapter are defined in this Recognition section. As in other instances, the College will provide support services for fraternities and sororities as they enhance the educational experience of students. Primary support is provided by the Assistant Director of Student Activities, the Associate Vice President for Student Life and by any other member of the Division of Student Affairs designated by the Vice President for Student Affairs.

This recognition policy applies to all fraternities and sororities with or without national affiliation. Membership is to be determined locally within the College's nondiscrimination and affirmative action policies, although chapters may be single sex under Title IX.

A. Recognition Privileges

Recognition is of three types: full, provisional, or probationary. Full recognition accords all rights, privileges, obligations, and College resources available under the recognition process and to be an official part of the College community. These are as follows:

- Use of the College name along with but not in place of, identification of the sponsoring body in accordance with College policy and with policies of intellectual properties.
- Acknowledgement by the College that fraternity and sorority life can provide a positive experience for students and that the chapter is meeting its obligations to the College and the community.
- Participation in the fraternity/sorority governance system at the College.
- Participation in rush and pledging as articulated and monitored by the College.
- Participation in the programs and activities of the College that are provided for fraternities and sororities.
- Access to and use of College facilities for official governance or chapter functions as approved by the appropriate College offices under whose jurisdiction facilities are regulated.
- Greek-lettered organizations will receive assistance from the College in monitoring the academic achievements of chapter members. The procedures established for such monitoring must ensure confidentiality of student records and follow standard college practice for the release of student records.
- The Vice President for Student Affairs will designate a member of the College faculty and staff to serve as Campus Advisor to each organization and a Greek Life

Advisor to the Greek Senate. All Greek-letter organizations will have the support of a Campus Advisor and a Greek Life Advisor who will implement programs, advise Greek governance bodies, provide leadership training, and handle administrative policy matters with student input. The Greek Life Advisor shall oversee the Greek Senate, attend governance meetings, meet with executive councils periodically and insure that the constitutions of governance groups are maintained in accordance of the College's expectations and reflect a representative voice of the constituency.

- Participation in College's sanctioned social, recreational, and intramural programs with opportunities to work with other student organizations in sponsoring campus events and programs such as Homecoming and Hot Dog Day.
- Leadership training programs and special educational workshops designed specifically for Greek organizations.

Provisional recognition provides approval for a specified period of time no shorter than one year after fulfillment of the criteria for recognition described below. Provisional recognition is applied during establishment of a new fraternity/sorority chapter. New groups must declare their intent to organize at the College and begin the process as a Provisionally Recognized organization within 12 months of their declaration of their intent to organize. No group seeking provisional recognition can pledge or conduct intake education programs prior to College approval for provisional recognition. Provisional recognition may not be granted during a period the College has imposed a moratorium on the recognition of new organizations. Provisional organizations have a maximum of 18 months to secure a recommendation from the Greek Senate to support full recognition from the College. Full recognition will not be extended until new organizations/colonies have been granted chapter status by their sponsoring organization. During the period of provisional recognition, all rights, privileges, obligations, and College resources are available as described under full recognition with exception to vote in Greek Senate or hold an elected office in Greek Senate. Although no minimum number to organize is required, it is unlikely a group can meet the requirements of becoming a Greek organization if their membership at the organizing period is less than 10 students.

Probationary recognition entails conditional withdrawal of certain College services or benefits and/or application of specific sanctions by the College towards the individual organization for a specific period of time. Any chapter suspended for disciplinary action and when granted a return of privileges by the College, shall do so under a minimum probationary recognition period of one year. Probationary recognition may also be granted by the Vice President for Student Affairs for the re-establishment of a formerly active fraternity/sorority chapter and when there has been consultation with the Greek Senate. Probationary recognition may not be granted for organizations who wish to re-establish at the College during a period the College has imposed a moratorium on the recognition of new organizations.

Groups with provisional and probationary recognition do not have voting rights nor can they hold office or committee chairpersonship in Greek governance groups, but must attend all governance activities and have speaking rights.

Timeline Process for Probationary and Provisionally Recognized Groups: In accordance with the steps noted above for provisional and probationary groups, the first step in the process is for the College to grant provisional or probationary recognition to a petitioning group. The second step is the Greek Senate's review of the organization and then to make a decision to recommend/not recommend to the College that a probationary or provisionally recognized group receive full recognition (see Greek Senate's bylaws for specific information regarding recognition). The third step is the College's decision to grant full recognition or not to a provisional or probationary

group. The College will not make a final decision on a request for full recognition to any group unless it has received a recommendation (with a supporting rationale) for (or against) full recognition from the Greek Senate. The College will not grant full recognition to a probationary group until the petitioning group has satisfactorily met all terms set forth in any prior written agreements. That determination is made by the Vice President for Student Affairs.

B. Applying for College Recognition in the Greek Community

Each chapter must maintain and pursue goals, which are consistent with the mission of the College and all campus policies and procedures. These goals must be reflected in the following chapter documents, which shall be submitted as part of the application for recognition:

- The chapter chartering document including the chapter constitution, bylaws, statement of purpose, and goals.
- The statement of policies and standards for the recruitment, selection, education, and initiation of new members, including a detailed anti-hazing statement and a detailed pledging/intake education program (date, time, length, actual activity, what is permitted, what is prohibited by members, pledges and alums). Campus staff will be assigned to attend all pledging and induction programs.
- Each chapter is required to provide written acknowledgement of its responsibilities within the College community. This includes a statement of adherence to the principles and guidelines outlined in this recognition document.
- Membership roster (minimum of 8 students in good academic standing is required to start a chapter/colony).
- A detailed risk management program related to social events where alcohol is not present, social events where alcohol is present, house rules/organizational governing individual conduct related to alcohol use/abuse and illegal drug use, and insuring local and state fire and safety regulations in house management activities and programs.
- Projected programs including social, leadership training, and academic intervention for members.
- Plans for educational, social, charitable, scholarship, community, and other services related to pledging and officers' education.
- Fraternities and sororities will provide a complete description of the organization's governance structure. This information should indicate how the fraternity/sorority assigns responsibility for the following functions:
 - Fraternity/sorority organizational financial activities
 - Program planning
 - Compliance with College disciplinary standards for individual students and with other College regulations
 - Organizational conduct board procedures and regulations for member conduct (and alumni if applicable).
 - Communication with the College's administration and to alumni
 - Participation within the fraternity/sorority governance system
 - Interactions with campus designated organizational advisor
- **For non-locals:** The constitution, bylaws, and description of the governance structure for the sponsoring group (if a regional, national, or international organization).

- **For non-locals:** Sponsoring group’s contact information (headquarters, officer, colony advisor, phone, and address) (if applicable).
- **For non-locals:** Outline of support to be provided for campus chapter/colony (to include local alumni available to assist chapter, frequency of chapter consultant visits and other support resources available).
- **For non-locals:** A statement from the sponsoring organization stating it will fully comply with all College policies, procedures and decisions related to Greek Life and regarding individual groups, including a written agreement to close the chapter if the College decides to expel the organization. Chapter closure must occur within 30 days of the date the decision is rendered (and following any written College appeal process related to campus disciplinary procedures). Any violation of this agreement by the sponsoring organization can result in legal action by the College.

C. Obligations for Maintaining College Recognition

Fraternalities and sororities are expected to comply with the provisions of this Relationship Statement. They are expected to practice sound financial management and risk management strategies and to fully and actively participate in the Greek governance system.

Student groups are expected to abide by College policies and procedures and exercise integrity for their own financial, legal, and contractual obligations. Groups with activities funded by the student activity fee are expected to follow all student government policies and procedures regarding financial management. Alfred State College does not oversee any of the financial operations of recognized fraternities and sororities.

To maintain recognition, chapters must abide by all College rules and regulations and by all local, state, and federal laws and statutes. Each chapter must affirm annually its commitment to the College community and its intentions to abide by the regulations in this document. In particular, it must meet the expectations and standards described in the four tenets of Greek Life.

The College agrees to provide those benefits outlined earlier under “Full Recognition.” The College will communicate with alumni and housing boards (and national and local sponsoring boards where applicable) and provide guidance to officers of the chapters as they fulfill their leadership roles.

Organization’s Annual Report

To maintain recognition, a chapter must submit an annual report with appropriate revisions of documents required for recognition (as listed in “Criteria for Recognition”), as well as a reaffirmation of adherence to the Relationship Statement.

The annual report (June–May) must describe the following:

- Community service projects completed (dates, brief description of event)
- Leadership training programs (dates, coordinated/presented/participated)
- A self-evaluation of:
 - Rush activities
 - Pledging activities
 - Risk management programs conducted
 - Leadership training programs
 - Academic intervention with the membership

- Description and evaluation of interactions with chapter advisor
 - Assessment of goal achievement of year in review
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- Thereafter, the Greek Advisor, the Associate Vice President and the Vice President for Student Affairs, and the Greek Senate leadership will review the report and a new goals plan will be forwarded to the organization by August 20. The organization will then have to submit a final annual plan of action for the upcoming year by September 5th.

Other Requirements

All officers of any fraternity or sorority, or the Greek Senate must maintain a 2.0 cumulative grade point average and be full-time (12 credits) students at Alfred State College.

Fraternities and sororities are required to have a faculty/staff advisor who may serve as a contact person for and liaison between the fraternity or sorority and the College. However, groups are strongly encouraged to have both an alumni advisor, and an on-campus faculty/staff advisor.

The Associate Vice President for Student Life will conduct an annual review during the summer of each academic year to include compliance with College goals and standards, issues related to appropriate communication (keeping forms and information related to recognition, constitution, bylaws, membership rosters current, compliance with pledging procedures, demonstration of integrity in communication with the College community and local agencies), projected planning and programming needs, and specific advisory services by the College. A fraternity or sorority is assumed to be in good standing as long as the organization meets the expectations articulated in this recognition policy.

D. Changes in Recognition Status

A chapter will move from provisional to full recognition status if it continues to meet the criteria for recognition, and then it is approved for full recognition by the Greek Senate and thereafter, upon final review and recommendation by the Associate Vice President for Student Life to the Vice President for Student Affairs.

When it is determined that a chapter has failed to meet expectations, then alterations in the chapter's recognition status will be implemented through the procedures that follow.

Procedures for Change in Recognition Status

Following the annual review in accordance with the Procedures for the Maintenance of Recognition, or at any other time when it appears that a chapter has failed to meet criteria for recognition status and has violated College policies and procedures, the Associate Vice President for Student Life will issue a charge letter regarding alleged deviation from Recognition Criteria. The letter will be presented to the chapter president. If the report is incomplete, the Associate Vice President for Student Life may take administrative action, including but not limited to invoking probationary status, loss of privileges (including rush, pledging or use of College facilities) and loss of College recognition.

III. Greek Governance

The College has a tradition of encouraging individual development through self-government by student groups. Fraternities and sororities recognized by the College will be expected to create and maintain a governance system, which fosters individual and group growth, integrity and responsibility. The Greek system exists at Alfred State College only when a self-governance system is functioning and serving as a representative group of Greek-lettered organizations.

It is incumbent upon individual Greek organizations to insure they send representatives to Greek Senate meetings, actively serve on committees and are fully knowledgeable of all bylaws and constitutional obligations (including the procedures outlined in the Greek Judicial Board). The Greek Senate exists to serve its needs yet function within the educational mission of the College if they wish to maintain a Greek life program at Alfred State College. Individual Greek-lettered organizations (known as “exclusionary” groups for their non-open membership status) are required to participate fully in Greek governance.

All organizations that practice pledging (or intake-education) under selective membership and serve a primary function that is social or community service in nature are required to actively participate in Greek Senate activities. They must attend and contribute at governance meetings, committee meetings, and Greek Senate sponsored events.

Thus, individual Greek organizations must send representatives to Greek Senate who are prepared to serve as a “voice” for their organization and are committed to representing a “Greek voice” in student life.

IV. Standards for Individual Greek-Lettered Organizations

There are four major tenets that serve as core values for individual Greek organizations. They are scholarship, philanthropy, leadership and sister/brotherhood. This relationship statement outlines the principles associated with each tenet, the standards required for each tenet, the obligation the College and/or the Greek Senate has for each standard, and the criteria for determining if an individual organization has not met, met or exceeded the standard. These tenets and standards are fully delineated in the following subsections titled Scholarship, Philanthropy, Leadership and Sister/Brotherhood. There are 12 standards established for individual Greek organizations and they are listed below.

Scholarship

Because academics and scholarship are ideals upon which most Greek organizations are founded, a student’s academic responsibility should unquestionably receive the highest priority. Greek-lettered organizations encourage members to embrace a lifelong desire for learning and thus they demonstrate this value in how they inculcate the value of scholarship in their actions and daily practices.

To this end, fraternities and sororities must continue to promote scholarship by providing opportunities for students to develop important study habits such as study groups; workshops on time management, note taking, study skills and test anxiety; as well as build informal and formal advising sessions with members. The College will provide a list of resources to organizations so that they can help those individuals who are struggling academically. The ADSA will coordinate training sessions with organizational academic chairs on campus resources, tracking members’ academic performance, and in launching successful academic competitions that results in fostering productive and exciting learning cultures in these organizations. Resources available to Greek members provide the student with opportunities to balance high scholastic achievement

with co-curricular activities. Greek Senate expects each organization to excel in academics and will provide support by promoting “academic competitions” with Greek-lettered organizations.

Standard: Each organization shall maintain a minimum of a 2.00 grade point average.			
Note: Greek community (academic chair) and ADSA must define inactive status of members in terms of GPA only for consistency. Other definitions of inactive are at the discretion of the organization.			
Below 2.00 GPA	Meet 2.00 GPA	Exceed the 2.00 GPA	Exceed the all-male/ female GPA
No pledging permitted. Group must develop academic intervention program to improve house GPA and can pledge when membership GPA meets or surpasses 2.0	Develop academic intervention program to improve house GPA	Maintain or improve current academic intervention program	Exceed the All-Greek GPA
Standard: There will be an academic chair in every house.			
No evidence that the house is attempting to curb GPA decline	No evidence of academic progress	Meeting with all members to develop an academic success program	Demonstrated progressive increase in house GPA
			Achieve goal set by house at the start of the semester
Intervention: Strategy meeting to occur with ADSA & organization	Intervention: Strategy meeting to occur with ADSA & organization		
Note: Greek Senate should also establish an executive-level academic coordinator to implement house chair training, execute trend analysis, and provide support to house academic chairs for and among individual organizations (academic competitions and skill seminars, etc.).			

Each Greek organization must establish a student leadership role dedicated to academic intervention for its members. This role will not only track individual (member and pledge) academic performance, but guide members in seeking out those academic resources on campus (such as direction and counseling from academic advisors, faculty, of staff from Learning Assistance, the Office of the Vice President for Student Affairs, Student Life, Residence Life and/or Counseling Services). A report on the organization’s success and challenges related to academic intervention with its members will be filed annually with the Office of Student Life and the Office of the Vice President for Student Affairs.

Philanthropy & Community Service

Greek organizations provide members with the opportunity to become involved in giving back to the community through service (organization participates in activity to directly help others) and philanthropies (organizations raise money for charitable groups) because Greek organizations care about others and are willing to do something to show that care to others. Some of Alfred State College’s individual Greek organizations may actually participate in more community service and fundraising activities than any other student organization. They may also provide

hundreds of hours of community service each year. Examples include tutoring, chopping wood, walk-a-thons, fundraising for the prevention of domestic violence and volunteering hours at the animal shelter.

Each Greek organization will at a minimum report annually to the College a list of the community service activities it participated in and the approximate number of hours volunteered and dollars fundraised. Since philanthropic activities are one of the four central themes of being Greek, each pledge class will also develop/and or participate in a community service project as a part of the pledging period.

Standard: Each organization will develop a community service project for each pledge class.			
Not Met	Partially Met	Met	Exceeds Standard
No request or no evidence of community service in pledge program	Partial or incomplete community service report that related to pledging activities	Community service program is established for pledges and complete report submitted	Significant commitment and completion of new or innovative programming related to community service (campus or elsewhere) by pledges
Standard: Each house establishes a community service standard.			
Not setting a community service standard or attempting to complete it	Partially completing the goal set by the organization	Community service standard established and met by house	Communication with public on project(s) completed. Demonstrated evidence that the organization exceeded the standard set.

It is also advised that Greek organizations designate a leadership role with the responsibility of informing the College’s Communications Office with information regarding upcoming fundraisers, so that local media could be well-informed of Greek organizations’ accomplishments in this area. In addition, the Office of Student Life and the Office of Student Activities will oversee the production of quality Greek publications such as a rush booklet, web page development for Greek Life and periodic newsletters on current events in Greek Life.

Leadership (Development)

The Greek community at Alfred State College provides opportunities for students to develop their leadership skills. Greek members can cultivate their leadership skills through their participation in organizational activities or through their involvement in Greek Senate activities. In order for individual organizations to meet their obligation as an exclusionary group, they are required to fully participate in Greek Senate activities, meetings and initiatives, as this participation insures that the standards set forth will not only be met but will be completed at a level of quality that will allow the whole Greek community to thrive at the College.

Standard: Individual organizations must actively participate (more than attendance) in Greek governance, decisions & activities.			
Not Met	Partially Met	Met	Exceed
Failure to attend/participate in GS events	Attendance, but inactive participation in Greek	Active membership in Exec Board	High percentage of membership attends

	Senate		most Greek Senate events
	Ran for office, made no additional contribution thereafter	Run for position and made contribution thereafter	
		Coordinate Greek Senate activities	
Intervention: Greek Senate and/or College can consider suspension of privileges/ loss of recognition for organization.	Intervention: Greek Senate Exec Board intervenes with organizational President	Active participation in Greek Senate events	

Within each organization, student may assume numerous leadership positions. Graduates of Alfred State College develop skills in group dynamics, conflict resolution, awareness of peoples and cultures different that one's own, teamwork, leadership styles, and moral reasoning. Some of these skills are cultivated informally in individual organization's and Greek Senate's activities. The Greek community is strongly committed to growing its own leaders to sustain vibrant Greek-lettered organizations. The College will provide training, seminars and other leadership opportunities that meet the specific needs of the current Greek population. Data collected from annual individual needs assessment will help the ADSA and the Associate Vice President for Student Life determine what programs are offered annually.

Standard: Greeks are responsible for growing their own leaders to sustain their organizations.			
Not Met	Partially Met	Met	Exceed
		No vacancy in officer's positions	Evidence that there are new faces stepping into leadership roles
Self-assessment forms incomplete	Self-assessment forms completed, no action	Each organization has members complete a simplified self-assessment annually and file these documents with the Office of Greek Life.	50% of members attend 50% of LAP programs
No evidence of any leadership development	Haphazard participation with no evidence of any plan.	Members exhibiting initiative and self-motivated behaviors regarding advancing and promoting Greek Life	Leadership present at LAP workshop
		Evidence of preparation to assume key positions (president, pledge master) with APM, VP	Evidence that the alumni board is promoting leadership development
		* Demonstrated effort to mentor individuals into leadership positions	

Each Greek organization will at a minimum report annually to the College a list of leadership training programs coordinated or sponsored by the organization as well as a list of leadership seminars members attended. The organization must also identify leadership programs and skill areas it needs to develop in officers and members for the upcoming year.

Sister/Brotherhood (Friendship)

Greek organizations can serve as one of many means for students to make friends with peers. When choosing an organization, students may look for a comfortable fit where they feel they can share values and interests with members. A chapter can serve as a place where friends become family, and the friendships can last a lifetime. Greek organizations also give members the opportunity to network with alumni/ae and interact with members who have made a successful transition from the College to the work force. Fraternities and sororities also provide a wide variety of events which help bring members of different organizations together, whether through intramurals, dances, educational workshops and speakers, social events, retreats or philanthropies. All activities are important in developing and maintaining friendships, but some events, especially where alcohol is present pose substantial risks to individuals who attend and potential liability to the sponsoring organization. As such, each organization must have clear, functional risk management programs.

Greek Life fosters lifelong friendships in a framework of expecting individuals to better themselves. Improving oneself in a Greek-lettered organization may mean learning to care about others, enhance social skills, solve problems, network with others, promote tolerance, support each other yet promote personal accountability for one’s actions, expect support between groups, and expect individual involvement in the organization past pledging. Collectively, these examples of “bettering oneself” are a commitment to personal development as a central tenet to being Greek.

Inter Greek Relationships: Greeks value their relationships with other members of the Greek community and value maintaining good relationships between groups. As differences can sometimes lead to conflict, members are committed to finding constructive approaches to resolving conflict and will not support ill-willed behaviors, destructive tendencies or acts of violence if and when interpersonal/inter-group conflict ensues.

<u>Standard: Maintaining good relationships with others.</u>			
Not Met	Partially Met	Met	Exceeds Standard
Evidence of consistently speaking poorly of others	Evidence of speaking poorly of others	Speak well of other Greeks	
		Involvement in other collegiate activities, not including Greek Senate or individual organizations.	
		Promoting support between groups	
Discouraging attendance at other group’s events	Little evidence group fosters interactions with other groups	Engage in activities with other organizations	Promoting other group’s events

Risk Management: Each Greek organization must have established a comprehensive risk management plan related to alcohol use, alcohol abuse and illegal drug use for any sponsored program and for any premises owned or rented by the chapter. This plan must be on file at the Office of Student Affairs. The plan must be evaluated on an annual basis and an assessment of the evaluation must be filed with the Office of Student Affairs.

Comprehensive risk management plans articulate safe procedures for running social events where alcohol is present. They must address the organization's procedures for managing BYOB events, non-BYOB events, closed-house activities, events with other groups, including alumni as well as conduct expected of individual members residing on the organization's property. The annual report/evaluation must be included with the College's Guidelines for a Comprehensive Risk Management Plan Checklist.

<u>Standard: Establish and maintain risk management policies & procedures (RMPP).</u>			
Not Met	Partially Met	Met	Exceeds Standard
No RMPP	Outdated RMPP in need of review	RMPP in place and followed	
RMPP repeatedly not followed	RMPP in place and not followed once		
0% of the Top 5 are RMPP & TIPS trained	<60% of the Top 5 are RMPP & TIPS trained	Top 5 must be RMPP & TIPS trained	Additional (all) members are RMPP & TIPS trained
<u>Standard: Recruitment -- Meet recruitment policies.</u>			
Not Met	Partially Met	Met	Exceeds Standard
Repeated or major offense Intervention: Organizational leaders meet with ADSA and Associate Vice President for Student Life to develop plan, multiple violations can lead to loss of recognition.	One time and minor offense Intervention: Organizational leaders meet with ADSA to develop plan	No examples of exploitation, alcohol, or drugs in rush materials	
<u>Standard: Rush – Meet rush policies & procedures.</u>			
		Each house must actively participate in all Greek Senate sponsored rush activities.	
<u>Standard: Only pledge students authorized by the College.</u>			
Not Met	Partially Met	Met	Exceeds Standard
Underground pledging Intervention: Organization charged disciplinarily by Judicial Board, more than one offense can lead to loss of recognition.			
<u>Standard: Demonstration of promoting/teaching the four pillars during the pledging process.</u>			
Not Met	Partially Met	Met	Exceeds Standard
0 pillars Intervention: Organizational leaders	Missing pillars Intervention: Organizational leaders	Adherence	Innovative approach to one or more of the four pillars

meet with ADSA and Associate Vice President for Student Life to develop plan, continual violations can lead to loss of recognition.	meet with ADSA to develop plan		
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Recruitment, rush and pledging (and intake/education programs) are part of the rights afforded Greek organizations when they are appropriately “exclusionary.” Organizations must respect the rights of individuals who participate in these activities and must insure their safety as well as uphold all tenets of Greek Life.

Individual organizations agree to adhere to all recruitment, rush and pledging rules (as noted elsewhere in this document) and agree to post rush events only one week before, promote safe and productive recruitment activities, adhere to rush qualifiers, not engage in supporting underground pledging, respect the pledges, promote leadership, philanthropy and academic success in all recruitment activities, adhere to the four pillars and require pledges to demonstrate respect to each other, other houses and all members of the campus and local community.

It is also important to note that one of the unfortunate aspects of social life is that it can get carried away in Greek organizations and to a point that someone gets hurts, a law is broken or the lives of others are seriously disrupted. These unfortunate aspects compromise friendship, can be tragic and interfere with the primary mission of the College. Greek organizations, as all other student groups, must abide by community standards described in the student code of conduct document titled *Students’ Rights and Responsibilities in the College Community* (http://web.alfredstate.edu/campuslife/forms/SCCode_2006-2007_FINAL_10-1-06.pdf). Disciplinary charges can be imposed by the College based upon complaints lodged or reports received from campus members or the local community (including law enforcement agencies). When the student code of conduct is violated, Greek organizations can choose (in most cases) to have the complaint lodged against them heard by the Greek Judicial Board. This disciplinary structure is outlined in the Greek Senate constitution and bylaws (as authorized by the Vice President for Student Affairs).

V. Membership & Recruitment

Membership & recruitment (rushing and pledging) is a place in Greek life where fraternities and sororities clearly differ from other student groups. It is a process that can be fun, exciting, and a tremendous learning experience for students. Limiting membership numbers and establishing high standards in selection within appropriate guidelines is in itself not necessarily a problem. However, rushing and pledging have also been activities where abuses have traditionally and repeatedly occurred throughout the nation.

A. Policies & Procedures

Therefore, in order to establish a rush and pledge process that is sensitive to the traditions of current chapters; and that:

- ◆ does not interfere with the scholastic pursuits of students;
- ◆ does not interfere with the lives of students not wishing to affiliate with fraternities and sororities;
- ◆ does not interfere with the normal day to day operation of the College;

- ◆ allows students to make educational choices;
- ◆ promotes objective, non-discriminatory selection;
- ◆ promotes inter-fraternity/sorority cooperation and a positive fraternity/sorority image; and
- ◆ is a positive experience for the rushee and pledge;

The following policies and procedures must be adhered to:

1. All students pledging must be regularly enrolled students and **have at least a 2.0 cumulative grade point average**. In addition, a list of prospective pledges must be submitted to the Office of Student Life and meet all College requirements for pledging prior to the beginning of a pledge period.
2. All rush programs, pre-rush activities and post-rush activities must be alcohol-free and no rush or pledge program may promote the exploitation of the opposite gender or be demeaning to any student's race, gender, sexual orientation, religious preferences or color. All programs must be in compliance with the campus pledging policies that describes permissible and prohibited pledging, rush and induction activities.
3. No pledge processes or activities can begin until the beginning of the third week of the term, and only when authorized by the Office of Student Affairs, and must end one (1) week prior to the beginning of final examinations.
4. The purpose of all rushes and pledge programs shall be to develop leadership, character, and knowledge of the group's activities. Alcohol and drugs should not be in any way a part of the rush or pledge process.
5. Rushees must be informed of financial and other obligations of membership prior to pledging/intake education.
6. Pledges may withdraw from pledging at any time.
7. Students may only pledge one fraternity or sorority at a time.
8. Pledge activities shall not interfere with classes, academic activities or requirements, and/or pledge work schedules. Those pledges whose class and work schedules conflict with scheduled pledge activities must be excused from those activities and/or those activities must be rescheduled for such a time when they do not interfere with a pledge's work and/or class schedule.
9. Each pledge activity must be purposeful in keeping with the College's mission of education and human development.
10. The College recognizes the following as legitimate purposes of pledging:
 - To inculcate the pledges with the ideology, history and ceremonies of the fraternity or sorority.
 - To instruct pledges on their purpose and responsibility to the fraternity or sorority, to the College, and to the community.

- To broaden the understanding between fraternity brothers/sorority sisters and the pledges and to promote a sense of unity between members and pledges.
- To carry our activities of campus and civic value.
- To continue the tradition of fraternity and sorority membership as a matter of special pride and achievement as long as these traditions do not violate these or other College policies or place the perspective member in physical/emotional jeopardy.
- Meaningful activities include activities that teach leadership, teamwork, conflict resolution, communication, fundraising, community service, academic success, career preparedness and do not involve physically dangerous, harassing, or mentally abusive or harassing activities.

B. Auxiliary Groups Prohibited

Fraternities and sororities are expected to refrain from affiliation with any type of auxiliary organization. An auxiliary organization is defined as one that does not have an independent existence and for which the primary purpose is to promote and support another dominant organization. Thus, “little brother” groups of sororities and “little sister” groups of fraternities are prohibited.

C. Anti-Hazing Regulations

Hazing and/or harassment of pledges and members is strictly prohibited as stipulated by the New York State Law and the College’s Student Conduct Code which states:

Examples of violations for hazing include any activity that causes physical hardship, physical exposure or abuse, forced or required consumption of any substance, psychological abuse or humiliation, forced servitude, required activities prohibited under state law, and/or activities that interfere with normal sleep or study schedules. A more descriptive set of examples can be found in the following section titled “Hazing Examples.” Violators may also be subject to arrest, incarceration, prosecution, and/or fines under state law.

D. Hazing Examples

Alfred State College specifically prohibits any recognized student organization from engaging collectively or individually in the following practices in connection with initiation into or affiliation with any organization. The following are provided as specific examples of hazing activities, but these are not considered to be all-inclusive of activities that may be considered hazing since it is impossible to anticipate every situation that may involve reckless or intentional endangering of a person’s mental or physical health.

- Forced or required participation in physical activities such as calisthenics, exercises, games, servitude, or “make work” activity.
- Forced, required, or condoned application of foreign substances to the body resulting in lewdness or a potential for ridicule or bodily harm (such as tattooing or branding).
- Participation in activities that involve illegal acts, such as ditching pledges and kidnappings.
- Creation of excessive fatigue and stress through deprivation of privacy or sufficient sleep (defined as a minimum of six consecutive hours per day) or decent and edible meals.

- Deprivation of access to means of maintaining a normal schedule of bodily cleanliness (including a minimum of one shower per day).
- Forced or required consumption of any food, liquor, drug, or any other substance (including raw meat, onions, salt water, etc.)
- Forced or required conduct that would embarrass or negatively affect the dignity of the individual, such as forced nudity or partial nudity, including coercing or allowing an individual to dress in a degrading manner as part of initiation or affiliation with a group.
- Forced, coerced, or permitted consumption of excessive amounts of alcohol.
- Forced or required used of drugs or illegal/controlled substances.
- Use of physical brutality (including paddling; striking with fists, open hands, or objects; and branding)
- Participation in or creation of situations which cause psychological harm or substantial emotional strain, such as causing a member or pledge to be the object of malicious amusement or ridicule or other verbal abuse, causing embarrassment or shame to a member or pledge, or compromising the dignity of a member or pledge.
- ♦ In addition, if any organization sends rushees or pledges to another organization to participate in any activity as described above, both organizations are responsible for hazing. Past examples include abandoning pledges at another house to do whatever one wants to do with the pledges.

Hazing conduct may result in charges under College regulations (titled Hazing and Maintenance of Public Order, Disorderly Conduct), withdrawal of chapter recognition as described in this document, campus judicial charges against individual students, and/or the arrest of individuals.

* These policies and procedures are the result of a collection of campus policies on Greek life that include the U. of Massachusetts, U. of Georgia, Penn State, Cornell University, M.I.T, Baylor University, Howard University, Grambling, Indiana U., Hofstra University, S.U.N.Y. Binghamton, University of Maryland at College Park, S.U.N.Y. Stony Brook, Georgia Tech, Baylor University, SUNY New Paltz and SUNY Oneonta.

Annual Pledge to College and Local Community

The (insert name of organization) acknowledges the responsibility the organization has to conduct its affairs in a manner that will be a credit to the local community, the College, and individual members of the chapter. The organization pledges the following:

- *To comply with local, state, and federal laws*
- *To abide by all College policies and regulations*
- *To develop membership practices that encourage participation by students irrespective of race, creed, national origin, age, disability, or sexual orientation*
- *To adopt, maintain, and conduct business in accordance with a constitution or set of by-laws to promote intellectual and social development of chapter members*
- *To engage in College and community service projects*
- *To participate in the fraternity and sorority governance system at the College*
- *To develop opportunities for leadership and service for chapter members*
- *To establish and follow an educational and constructive pledge program consistent with Alfred State’s Anti-Hazing Regulations and Procedures*
- *To exercise sound fiscal management and record keeping*
- *To respect the rights of others both on and off campus*
- *To refrain from affiliation with any type of auxiliary*
- *Maintain an organizational grade point average of 2.0 each semester.*
- *Promote academic excellence and intellectual activities related to the academic mission of the college.*
- *Promote and practice high standards of ethics.*
- *Observe state, federal, county, town, and village laws and regulations and community standards.*
- *Participate in college educational training programs for Greek leaders.*

On behalf of (insert name of organization)

President

Date

(other officers)

(date)

The following individuals have signed this relationship statement as a commitment between the College and Greek Senate to uphold the standards and practices contained herein referred to as the Campus Relationship Statement Between Alfred State College and Recognized Greek Organizations

Dr. Steve Tyrell
Vice President for Student Affairs

Mr. Patrick Whelehan
President, Greek Senate

Mr. Neil Benedict
Associate Vice President for Student Life

Mr. Tom Kalcalski
Vice President, Greek Senate

_____, 2008