



FRATERNITY & SORORITY LIFE COMMUNITY STANDARDS AGREEMENT

An agreement between each Greek Chapter/Colony, Councils, Chapter/Colony Advisors, Fraternity & Sorority Advisors, Alumni/ae, and Florida International University.

Expectations of the University and the Fraternity & Sorority Life Staff

Fraternities and sororities can benefit from and should take advantage the many resources and services provided at Florida International University (FIU). At FIU, recognized sororities and fraternities can expect the following of by the University.

- Each chapter/colony will receive support and advisement regarding normal business activities and chapter/colony operations by the following staff in Fraternity and Sorority Life:
 - Associate Director for Fraternity & Sorority Life (FSL);
 - Assistant Director for FSL,
 - A Coordinator for FSL; and
 - A minimum of one Graduate Assistant.
- Each council will receive support from and be advised by a designated FSL Staff member;
- Each chapter/colony will be eligible to apply to receive awards and honors for accomplishments through the STAR Program process of accreditation;
- Each chapter/colony can request educational workshops and trainings with FSL and other University departments to provide supplemental education and skills training for new and returning members;
- Student Conduct and Conflict Resolution will provide support and training in the self-governance process to each chapter, colony and councils.
- Student Conduct and Conflict Resolution and FSL will provide support and training for the Community Standards Board;
- FSL will maintain resources for purposeful and balanced membership education programming available by request to each chapter/colony;
- FSL will provide annual trainings to chapter/colonies regarding policies and community expectations. This includes high-risk management training on Hazing Prevention, Alcohol Awareness, Sexual Assault Awareness and Prevention. The FIU Greeks 101: New Member Workshops will also be offered each fall and spring semester;
- FSL will plan and execute an annual Greek Leadership Retreat for the educational benefit of all chapter/colony presidents and executive board members;
- FSL will host monthly chapter/colony president meetings with members from each council;
- FSL advisors will meet monthly with their respective advisee organizations to ensure the progressive development of the chapter/colony;
- FSL will provide opportunities for community unity and relationship building through educational and/or fellowship programming;
- FSL will provide open communication to chapter/colony leadership and membership about issues involving and affecting the Greek community in a timely manner following University protocol;

- FSL will provide a timely community and chapter/colony grade report at the end of every fall and spring semester;
- FSL will provide new advisor training, continuing advisor training, and semester advisor meetings. FSL will ensure that advisors are included in all pertinent chapter/colony communications.
- FSL will provide chapter/colony academic and conduct standings on the Fraternity & Sorority Life website; and
- FSL will work in collaboration with the Office of Student Conduct and Conflict Resolution on the creation, selection, and advisement of the Greek Community Standards.

Expectations of Advisors

The following expectations are required of our advisors that work with a fraternity and/or sorority chapter/colony/colony at FIU:

- Each chapter/colony will use an alumni-advising structure in accordance with the requirements of the chapter/colony headquarters. If a chapter/colony does not have a national structure, it will implement an alumni-advising structure under the guidance of FSL.
 - The alumni advisor shall:
 - Assist in the overall guidance of the chapter/colony to ensure abidance of all local chapter/colony and national policies.
 - Serve as a liaison between the chapter/colony, the university, and the national organization.
 - Assist with the planning and programming of events.
 - Communicate openly and effectively with the faculty advisor.
- Each chapter/colony should designate one faculty/staff advisor (must be a full-time employee of Florida International University).
 - The faculty advisor shall:
 - Serve as a liaison between the chapter/colony and the university to ensure proper interpretation of university policies.
 - Assist in monitoring chapter/colony academic performance standards.
 - Communicate monthly with chapter/colony officers and alumni advisors.
- Faculty/Staff and Alumni advisors are expected to:
 - Complete annual trainings provided by the FSL office to ensure knowledge of protocols, policies, and procedures.
 - Attend monthly advisor meetings and additional meetings with FSL staff if necessary depending on the needs of the Greek community.
 - Attend a minimum of one chapter/colony meeting and meet with respective designated advisees monthly.
 - Proactively provide the FSL staff with critical feedback on events or issues within their respective chapter/colony, colony, and/or community.

Expectations of Each Chapter/Colony

The following expectations are required of each recognized fraternity and sorority at FIU:

ACADEMIC PERFORMANCE/SCHOLARSHIP:

- Each chapter/colony will designate a Scholarship Chair to direct academic programming.
- Each chapter/colony will designate a Faculty Advisor to assist with academic programming within the chapter/colony.

- Each chapter/colony will have a minimum GPA requirement of 2.7 every fall and spring semester. Any chapter/colony that falls below this will be placed on academic probation.
 - A chapter/colony on academic probation will submit their academic plan to FSL
- Each chapter/colony will adopt a comprehensive academic plan to improve active member, new member, and all-chapter/colony semester grade point averages.
 - Members that fall below a 2.5 will be placed on academic probation by the chapter/colony.

CHAPTER/COLONY OPERATIONS AND ADMINISTRATION

- Each chapter/colony will abide by the Fraternity and Sorority Life policies and procedures.
- Each chapter/colony will follow the guidelines set forth by their Inter/National Organization.
- Each chapter/colony will abide by the bylaws and constitution of their respective organization.
- Each chapter/colony will abide by the bylaws and constitution of their respective council.
- Each chapter/colony member must be enrolled in a minimum of 9 credit hours during the fall and spring semesters at Florida International University.

FINANCIAL

- Each chapter/colony will pay all council dues to their respective council on time.
- Each chapter/colony that is assessed fines by FSL will pay these fines within one week of the fine. Checks will be made out to the FIU Foundation.

PAPERWORK (INCLUDING PANTHERCONNECT FORMS)

- Each chapter/colony will submit all paperwork on time. This paperwork includes all required FSL documents, such as STAR Program reports, PantherConnect Forms, and Prospective Membership Forms. The University, specifically FSL, has the right to postpone any events, activities, etc. if the chapter/colony has outstanding paperwork or fails to meet any deadlines.
- Each chapter/colony will update member rosters on PantherConnect at the beginning of each semester. Dates of submission will be communicated each semester by FSL.
- Each chapter/colony will update PantherConnect each time a new officer is elected/appointed.
- Each chapter/colony will register events via PantherConnect in accordance with the social event policies.
- Each chapter/colony will use PantherConnect to manage all member service hours. FSL will pull service hour reports from PantherConnect through the End of Semester STAR Program Report.

CHAPTER/COLONY LEADERSHIP

- Each chapter/colony will send the required number of delegates to their respective council meetings.
- Each chapter/colony will provide opportunities for members to become involved in student leadership positions outside of their chapter/colony.
- Each chapter/colony will encourage and promote sending an executive member to a national or regional leadership program each year.

LEADERSHIP EDUCATION

- Each chapter/colony will send the chapter/colony president/vice-president (if president not available) and an executive delegate to attend the Annual Greek Leadership Retreat.
- Each chapter/colony will send all new members to participate in FIU Greeks 101: New Member Workshops.
- Each chapter/colony will collaborate with University departments for programming initiatives as needed.

- Each chapter/colony will send forty percent (40%) of its members to educational programs approved by its respective council or the University.
- Each chapter/colony will send newly-initiated members to the Greek Academy of Leaders (AOL) Retreat and emerging leaders (sophomore or higher) to the FIU Undergraduate Interfraternity Institute (FIU UIFI) or designated leadership retreat sponsored by FSL.
- Chapter/colony Presidents or appointed delegates will attend monthly Presidents' Roundtable meetings to discuss the issues affecting or involving the community.
- Respective executive board officers will attend designated Roundtable meetings hosted by their respective Council leadership to ensure proper communication, program planning and protocol training.
- Each chapter/colony will send their new members to their respective Council "University" (IFC U/ PC U, etc.) training.

NEW MEMBER RECRUITMENT/INTAKE

- Each chapter/colony will establish a minimum GPA for potential new members seeking to participate in recruitment and initiation. The minimum GPA must not be lower than the minimum set forth in the FSL policies.
- Each chapter/colony will submit a Notification of Conducting/Abstaining from Intake form to FSL by the deadline set by the Council advisor.
- Each chapter/colony should register planned recruitment events on PantherConnect according to the guidelines set forth in the recruitment packets for each chapter/colony prior to the event.
- Each chapter/colony will submit signed Prospective Membership Forms to FSL within the deadlines set by the Council advisor.
- Each chapter/colony will abide by the intake/recruitment rules set forth by the University, their respective council, national policies, and FIG.
- Each chapter/colony is absolutely prohibited from providing, offering, or selling alcohol at recruitment activities.
- All new member presentations must be registered as a social event on PantherConnect at least two weeks prior to the show.
 - New member presentations will be scheduled prior to the beginning of Finals Week each semester.

NEW MEMBER EDUCATION

- Each chapter/colony will establish a maximum process time for new member education. A chapter/colony without a time limit must not exceed the eight-week time limit set forth by the university.
- Each chapter/colony must abide by the new member education time limits set by their inter/national organization. If this new member education time limit exceeds eight weeks, each chapter/colony should work with their nationals to stay within an eight-week program.
- Each chapter/colony will submit a copy of their new member education plan at minimum one week before the program begins.
- Each chapter/colony will educate new members regarding this Community Standards Agreement.
- Each chapter/colony will educate new members on general information for all the members of the FIU Greek Community, which includes the Interfraternity Council, Multicultural Greek Council, National Pan-Hellenic Council, and the Panhellenic Council.
- Each chapter/colony will educate their new members on the member expectations set forth in their respective Council's constitution, if any.
- Interest Groups of potential new members for any chapter/colony are not recognized by FIU, unless they have been approved by FSL during a chapter/colony's expansion/extension process.

NONDISCRIMINATION/HAZING

- Each chapter/colony will abide by the University policy on hazing.
- No chapter/colony will haze any member of the fraternity and sorority community, regardless of active, new, or potential status.
- Each chapter/colony will foster an environment for learning and protect the safety, rights, and dignity of every new and current member.
- Each chapter/colony should promote inclusivity within its membership and across the Greek community at FIU.

CONDUCT/JUDICIAL

- Each chapter/colony will abide by its Inter/National Organization's policy on alcohol and drug use.
- Each chapter/colony will follow Federal, State and County, and City laws on alcohol and drug consumption.
- Each chapter/colony will follow FIU Student Code of Conduct as it applies to student organizations.
- Office for Student Conduct and Conflict Resolution will partner with inter/national headquarters, as appropriate, when dealing with organizational conduct cases.

COMMUNITY RELATIONS

- Each chapter/colony will sponsor at least one alumni/ae program each year.
- Each chapter/colony will recognize that every action by an individual member of the fraternity and sorority community, whether it be verbal or non-verbal, deliberate or unintentional, shapes the external perception of FIU and the national fraternity and sorority community.
- Each chapter/colony will seek opportunities to strengthen partnerships across campus and the community.
- Each chapter/colony will establish and maintain trusting relationships with all constituents, including, but not limited to: members, prospective members, parents, alumni, volunteers, other members of the Greek Community, chapter/colony house directors, university faculty, staff and administrators, local and campus community, and vendors.
- Each chapter/colony will encourage members to experience and exercise citizenship.
- Each chapter/colony will identify and communicate community needs that may be served by sororities and fraternities.
- Each chapter/colony should establish a communication protocol to address peer-to-peer issues to ensure civil and positive communal discourse.
 - Peer-to-peer communication protocol can include:
 - An initial peer-to-peer conversation should be scheduled to resolve the issue. If this conversation does not yield positive results, then,
 - A peer-to-peer mediated conversation with an executive officer of each organization. If this does not yield positive results, then,
 - A peer-to-peer mediated conversation with an alumni or faculty/staff advisor of each organization, if this does not yield positive results, then,
 - As a last resource, a peer-to-peer mediated conversation with an FSL staff advisor should be scheduled.
 - In the cases that involve high-risk behavior, a meeting must be scheduled with the FSL staff advisor, immediately, forgoing aforementioned protocol.
- Each chapter/colony will participate and partner with other members of the Greek Community on an event outside of their usual Council partners at least once a year.
- Each chapter/colony and their members are to treat all members of the Greek community with human dignity.
 - Chapter/colony members should not:

- Host events that degrade, mock, or trivialize race, culture, ethnic/religious/political group, etc.
- Support means of communications that may cause pain or suffering (physical or emotional) to internal or external members that group.
- Each chapter/colony will have policies that outline behavioral expectations of their chapter/colony and respective members on social media platforms and should hold their members accountable for those who violate those expectations.

MISCELLANEOUS

- Each chapter/colony is responsible for awareness of and adherence to university policies that govern student organizations.
- Each Chapter/colony should expect to be held accountable if their actions do not live up to the values and standards set forth for student organizations at FIU.
- Each chapter/colony not governed by national trade or governing that exist at FIU shall continue to exist unless disciplinary action removes them from campus. Once removed grandfathered reinstatement will depend on Council vote.
- Each chapter/colony that is not governed by an inter/national organization will not be allowed to operate on campus.
- If a chapter/colony is found not adhering to this agreement, FSL can implement non-conduct sanctions for their chapter/colony and may revoke student organization privileges until the chapter/colony fulfills this agreement.
- Each chapter/colony will submit a copy of liability insurance coverage annually in the spring end of year report.

Expectations for all FIU Fraternity and Sorority Alumni/ae

The following expectations are required of our alumni/ae that are part of or have been a part of a recognized fraternity and/or sorority chapter/colony at FIU (regardless of the chapter/colony's current on campus status):

- Alumni/ae are expected to:
 - Serve as mentors and guides to current undergraduate members of the Greek community, within and outside of their respective chapter/colony.
 - Provide professional development and life opportunities.
 - Behave accordingly to not endanger or jeopardize the current undergraduate chapter/colony's standing. All inappropriate behavior by alums directly influences and reflects on the undergraduate chapter/colony.
 - Engage the parents of current undergraduate members.
 - Be active in their respective alumni boards and/or council alumni boards, if applicable.
 - Connect chapter/colony with non-FIU Alumni in the area to ensure maximum networking potential for undergraduates.