



# CENTER FOR FRATERNITY & SORORITY ENRICHMENT FLORIDA INTERNATIONAL UNIVERSITY

## General Policies and Procedures

Updated: August 2024

TO COMPLY WITH THE CIVIL RIGHTS ACTS OF 1964 (AMENDED), STUDENT ORGANIZATIONS THAT ILLEGALLY DISCRIMINATE IN THEIR MEMBERSHIP AS TO RACE, CREED, \*SEX, NATIONAL ORIGIN, OR HANDICAP WILL BE DENIED THE USE OF UNIVERSITY FACILITIES, SUPPORT, AND SERVICES.

\*An exemption to Title IX of the 1972 Educational Amendments permits social fraternities and sororities to maintain single-gender memberships.

### **I. General Policies**

To remain in good standing with the Center for Fraternity & Sorority Enrichment (CFSE), fraternal organizations must be compliant with the following:

1. Any social fraternal organization at Florida International University (FIU) must be registered with CFSE and must be a member in good standing of one of the six (6) national inter-fraternal partner trade associations or governing councils (NALFO, NAPA, NIC, NMGC, NPC, NPHC, & PFA) to be considered eligible for local Council membership. CFSE must approve interest groups. They must follow CFSE policies and guidelines and abide by their respective council's guidelines in their constitutions. The governing councils recognized at FIU are the Independent Greek Council (IGC), Interfraternity Council (IFC), Multicultural Greek Council (MGC), National Pan-Hellenic Council (NPHC), and Panhellenic Council (CPH).
2. The purpose and activities of these recognized fraternal organizations must not conflict with the mission and regulations of the Center for Fraternity & Sorority Enrichment, Florida International University, or with state and federal laws.
3. All chapters/colonies at FIU must follow their council constitution and bylaws, CFSE policies/procedures, the FIU Student Code of Conduct, policies set forth by the University, and their respective organizations' national/international policies.

4. Fraternity and sorority Life policies and the governing documents of all chapters/colonies and governing councils at FIU must clearly prohibit hazing and provide rationale and resources.
5. Each chapter/colony must have at least one faculty/staff advisor and one chapter advisor unless the organization's headquarters has stricter requirements or qualifications. *Faculty, staff, and chapter advisors cannot be enrolled FIU students who are also active members of the undergraduate chapter/colony.*
6. All FIU chapters/colonies' Executive Board members must be enrolled in at least 6 in-person credit hours.
7. All organizations must comply with the RoadMap, the chapter accountability program, by the specified dates each semester. Each chapter must provide the following to the Center for Fraternity & Sorority Enrichment:
  - a. Letter of good standing from the inter/national organization during the spring semester via the RoadMap.
  - b. Proof of liability insurance from the inter/national organization annually. The proof is due once a calendar year by the end of the spring semester.
  - c. Copy of the chapter's constitution/bylaws to be submitted at the end of each fall semester, or when amended, and a copy of the inter/national copy of the constitution/bylaws as amended through the RoadMap.
  - d. A current and active organization member must submit all RoadMap submissions. An active member is an enrolled FIU student listed on the chapter's official roster filed with the Center for Fraternity & Sorority Enrichment.
  - e. All organizations must file their 501 (c) (7) status documentation with the Center for Fraternity & Sorority Enrichment. This status must be active and submitted annually in the spring semester as part of their RoadMap submission.
  - f. Each semester, the chapter/colony will participate in all Greek educational activities sponsored by the Center for Fraternity & Sorority Enrichment with a minimum attendance.

## II. Academic Expectations

1. Chapter Academic Requirements: All chapters/colonies must maintain a 2.7-semester grade point average (for fall/spring) to retain privileges on campus.
2. Community Grade Reports will be compiled and shared with each chapter/colony president, advisor, and headquarters during the fall and spring semesters.
  - a. CFSE **does not** compile and report Summer Semester grades due to the variation in enrollment numbers of chapter members and because chapters are not considered active during the summer.
  - b. Active is defined by dues collection processes of individual councils.
3. If a chapter or colony falls below a 2.7-semester grade point average, it will be placed on **academic warning**. Chapter headquarters will be notified of the current academic chapter status.
  - a. Chapters/colonies placed on academic warning will be limited to three social, philanthropic, or educational events to refocus on academic improvement.
  - b. Approved recruitment/intake events are exempt while a chapter is on academic warning.
4. Chapters/colonies placed on **academic probation** after two consecutive semesters of failing to meet the standard GPA requirements and will be limited to two events that fall under the following categories: social, philanthropic, or educational events to refocus on academic improvement.
  - a. Approved recruitment/intake events are exempt while a chapter is on academic warning.
  - b. When on academic probation, the chapter/colony must present and implement an academic plan and meet with their council advisor (or designee) and their respective council's scholarship or academic chair at least once a month during the probation period.
5. Chapters/colonies are placed on **academic suspension** after three consecutive semesters of failure to meet the standard GPA requirements. They will lose all event privileges until the minimum GPA is acquired.
  - a. An CFSE review of the chapter's standing on campus will be held with a Chapter Headquarters representative to determine continued council and campus

- recognition.
  - b. It is up to the chapter coach and council advisor to determine the final action items and timeline for improvement to ensure recognition after three consecutive semester academic probations.
  - c. Lack of communication and improvement of the chapter following this review can result in full loss of chapter recognition.
6. All council executive board and chapter/colony presidents must have a GPA equal to or higher than a cumulative 2.7 grade point average. They must be registered for at least nine credits (undergraduate) or at least six credits (graduate). Officers not meeting this standard must resign from their positions.

### **III. Membership Expectations - Recruitment, Intake, and New Members**

1. Minimum Membership Requirement: Each fraternity and sorority chapter/colony will always maintain a minimum of 10 active members on the chapter's roster.
2. If the chapter/colony roster falls below 10 members, the chapter/colony will immediately be placed on a probationary status for one (excluding summer) semester.
  - a. Chapters with probationary status are warned to conduct a healthy recruitment/intake period to meet the minimum number of members.
  - b. Failure to meet the minimum number of members can result in loss of recognition on campus.
    - i. If a chapter/colony has been on probation for two consecutive semesters and has failed to meet the minimum membership requirement, a CFSE review of the chapter's recognition at FIU will be held.
  - c. The chapter review for membership totals will include:
    - i. Review of recruitment plans for the past three consecutive recruitment semesters
    - ii. Marketing attempts to recruit
    - iii. Number of informational sessions held
    - iv. Nationals' involvement in recruitment workshops and tactics
    - v. Council involvement in helping the chapter recruit

- vi. Number of times the chapter president and/or recruitment chair has met with the council/staff advisor to discuss recruitment.
  - vii. Review of chapter grades
3. All organizations must complete the Grade Release and Hazing Compliance Form, including the anti-hazing form, by the requested deadline.
4. Fraternity and Sorority Life requires that students looking to join a chapter/colony must have the following minimum GPA/credits (Please note: Some chapters/colonies may have higher GPA requirements):
- a. **IGC** - A cumulative unweighted 2.7 high school GPA or a 2.5 cumulative GPA if they have earned twelve or more FIU or transfer credits.
  - b. **IFC** - A cumulative unweighted 2.7 high school GPA or a 2.5 cumulative GPA if they have earned twelve or more FIU or transfer credits.
  - c. **MGC** - A cumulative unweighted 2.7 high school GPA or a 2.5 cumulative GPA if they have earned twelve or more FIU or transfer credits.
  - d. **NPHC** - A 2.5 cumulative GPA if they have earned twelve or more FIU or transfer credits.
  - e. **CPH** - A cumulative 3.0 high school GPA or a 2.5 cumulative GPA if they have earned twelve or more FIU or transfer credits.
  - f. Students must be enrolled in at least twelve credits at FIU, fully matriculated at FIU, and in good academic and conduct standing with the university.
  - g. Students joining in fall/spring must be registered for twelve credit hours at the university.
  - h. Students joining in the summer must be registered in at least one summer class.
    - i. Individual councils and organizations may have additional requirements.
    - ii. MGC and NPHC organizations requesting a summer intake process must formally submit their request in writing to the Center for Fraternity & Sorority Enrichment.
    - iii. Documentation must include a letter of approval from their national office.

- iv. Each request will be reviewed on a case-by-case basis.
5. Panhellenic fully structured recruitment events will be single-gender events. Please see the individual council constitution and policies for additional information regarding recruitment guidelines. CFSE reserves the right to determine locations and sites for Panhellenic Recruitment events that will foster a safe environment for all participants. This includes setting attendance or participation limits per chapter to meet facility or venue capacity requirements.
6. All organizations must follow local, national, and/or international recruitment/intake policies.
7. All recruitment or intake activities must be non-alcoholic. Additionally, alcohol cannot be present at any associate member, new member, or novice program activity, ritual, or meeting.
8. Social events such as parties, mixers, or alcohol-related events will not be permitted the weekend immediately before or the weekend immediately after recruitment week.
9. All new member education processes/programs must be completed before finals week each semester in the same semester they begin.
10. All new members must attend an online New Member Education Orientation by the Center for Fraternity & Sorority Enrichment.
11. Any organization presenting new members must complete all revelations within five days of initiation, pinning, or crossing.
12. Any organization that fails to meet these expectations will be further reviewed by the Center for Fraternity & Sorority Enrichment and the council or umbrella organization under which it operates.

#### **IV. Grades/Academic Process/Membership Rosters**

1. Aspirants must complete a grade verification form to ensure they are eligible to join their fraternity or sorority of choice.
2. Once they start a new member process, they must complete a compliance form - [go.fiu.edu/complianceform](http://go.fiu.edu/complianceform) within 48 hours of joining an organization.
3. Once the compliance form is completed, the chapter president or designee should add the new member to the chapter roster on Panther Connect. **Rosters should always be**

**current.**

4. **Chapter rosters will be checked on the following dates: 7/15, 10/15, 11/15, 3/15, and 4/15.**
5. **Chapter rosters must be updated for grade reports by 12/1 and 5/1. No changes will be allowed after these dates each semester.**

#### **V. Fraternity & Sorority Activities/Programs Expectations**

1. The Center for Fraternity & Sorority Enrichment programming precedes major council and chapter programming events. Overall community events include, but are not limited to:
  - a. Week of Welcome events
  - b. Hazing Prevention programming
  - c. Alcohol Awareness programming
  - d. Sexual Assault Education and Prevention programming
  - e. Greek Unity Week
  - f. Leadership Development and Training Programs; and
  - g. Greek Service Day(s)

CFSE reserves the right to create new overall community programs when deemed necessary.

2. Organizations must have all flyers and t-shirts approved by the Center for Fraternity & Sorority Enrichment before printing or posting within 21 days of the event. All materials to be posted or printed, including t-shirts for an event and approved before printing or use. Materials, including alcohol, illegal substances, disparaging, lewd, and/or inappropriate materials, and those inconsistent with University Policy, will be denied.
3. Organizations are not allowed to host fundraising or social events that involve the auctioning or selling of other human beings (e.g., date auctions) or any form of gambling.
4. All functions must adhere to local, state, and federal laws and uphold their national organization's risk management policies.
5. A gathering of six (6) or more individuals of the same fraternity or sorority could be considered an event. Any gathering of a chapter/colony with a membership size below

six (6) could also be considered an event.

6. FIU's Wellness and Recreation Center oversees Intramural Sports.

- a. Individual councils will send the list of active members per organization to FIU's Wellness and Recreation Center once a semester.
- b. Individual councils also reserve the right to have additional requirements regarding intramural sports.

7. Social Events

- a. Any events with alcohol must follow the risk management policy of the corresponding inter/national headquarters.
- b. The sale, intent to sell, and use of illegal drugs are prohibited, on or off campus, including official or "unofficial" chapter houses, and at any fraternity and/or sorority events.
- c. All social events scheduled for the semester should occur by the Friday of the last week of classes. Social events will not be approved for the Saturday or Sunday preceding finals week or during finals week.
- d. The sponsoring organization and the co-sponsoring organization(s) are held liable for the operation and conduct of the event, whether on or off campus.
- e. It is expected that any organization's role in planning, hosting, funding, and/or advertising an event is considered a co-sponsorship.

**8. Prohibited Events**

- a. Pageants not connected to (Inter)National Scholarship Programming
- b. Stroll/Shimmy/Walk like a ...

**9. Social Events with Alcohol**

- a. Any event, including alcohol hosted by a sorority or fraternity, on or off campus, must be either BYOB or use a licensed and insured Third-Party Vendor (3PV), as outlined by the Student Code of Conduct. Additionally, any alcohol-related events must follow the risk management policy of the corresponding inter/national headquarters.
  - i. The presence of alcohol will constitute a social event.
  - ii. Organizations who are permitted to host events with alcohol, per their



national policies, may host a maximum of 4 events with alcohol per semester. This does not include formal or semi-formal events.

- b. Any event must adhere to local, state, and federal laws concerning alcohol consumption within the chapter's house and at third-party establishments.
- c. Alcohol cannot be purchased using chapter funds or a common source (i.e., donations, pass the hat, member(s) pays, or alumni members pay).
- d. No member(s) can purchase or give alcohol to anyone under the age of 21.
- e. No chapter event with alcohol can be co-sponsored with a third-party establishment.
- f. No event can be planned with other chapters/organizations that purchase alcohol for the event.
- g. Common-source containers are not permitted. This includes but is not limited to kegs, trash cans, recycling bins, kiddie pools, cases of beer, and coolers.
- h. No drinking games, including tailgates, will be played in fraternity houses or at fraternity or sorority events. This includes, but is not limited to, flip cup, beer pong, beer Olympics, shotgunning, etc.
- i. Possession and use of paraphernalia designed or used to deliver a high volume of alcohol or to facilitate rapid alcohol intake is prohibited. This includes but is not limited to, ice luges, funnels, shot skis, etc.
- j. Nonalcoholic beverages and non-salty foods must be provided for events that have alcohol.
- k. Alcohol service must stop at least one hour before the end of the event.

#### **10. Bring Your Own Beverage (BYOB) (Adapted from the Student Code of Conduct)**

- a. **BYOB Definition:** An event where chapter members and guests are required to provide their own alcoholic beverages
- b. **Guest List:** A list of those in attendance must be kept. Each sponsoring/co-sponsoring organization must provide a copy as requested by university or organization officials. All guests must be personally invited to the event by a chapter member, and their attendance must be confirmed.

- c. **Alcohol Limits:** Each person is limited to six 12-ounce cans of beer, four 10-ounce wine coolers, or one bottle of wine (25.4oz).
- d. **Monitors:** Sober Monitors checking in guests/participants or dispersing alcohol must be over the legal drinking age and not consume or be under the influence of alcohol. The same monitor cannot do check-in and alcohol dispersal.
- e. **Identification:** The host organization(s) is/are responsible for identifying participants of legal drinking age (stamping, banding, I.D. checks, etc.) and ensuring that no individuals under the legal drinking age consume alcohol.
- f. **Timing:** Events can last no longer than 5 hours and end no later than 3:00 a.m. Alcohol will be served at least one hour before the event/function ends.
- g. **Serving Area:** There is to be only one serving area, monitored by sober monitors of legal drinking age. Servers will not serve persons who are visibly intoxicated. Chapters must have a system to track guests' alcohol consumption (e.g., a ticket system).
- h. **Leaving:** Individuals choosing to leave the function and wishing to claim their remaining alcohol may do so by turning in all remaining tickets and exiting the premises. All remaining alcohol must be poured out in the presence of a Public Safety Officer.
- i. **Containers:** All beverages packaged in glass must be poured into and served in a plastic cup.

#### **11. Third-Party Vendor (Adapted from the Student Code of Conduct)**

- a. **License:** A licensed/insured company caters to and controls the identification of legal-aged consumers and alcohol dispersion. The company must be licensed and insured as state and local ordinances require.
- b. **Responsibilities:**
  - i. Each sponsoring/co-sponsoring organization is prohibited from entering arrangements with the catering company to provide them with a set amount of alcohol. This is the same as purchasing alcohol with chapter funds. The catering company must be paid for services only, not the

- purchase of alcohol in any manner. Only cash bars are permitted.
- ii. Each sponsoring/co-sponsoring organization must provide a copy of the third-party vendor's insurance permit as requested.
  - iii. Each sponsoring/co-sponsoring organization must monitor the location's entrances and exits.
  - iv. Each sponsoring/co-sponsoring organization must provide necessary security to ensure the proper safety of all guests.
  - v. Each sponsoring/co-sponsoring organization must check the identification of each member and guest to ensure they are of legal age to do so if they choose to drink.
  - vi. Each sponsoring/co-sponsoring organization must provide food and non-alcoholic beverages.

## **12. Philanthropic Programming:**

- a. Alcohol is strictly prohibited at all philanthropic events.
- b. The Center of Fraternity & Sorority Enrichment will review and approve detailed packets for all philanthropy events.
- c. Organizations are only able to host one signature philanthropic event per semester.
  - i. Signature events include participant-based events, team-based events, and sporting events that require pre-event fundraising or participation. Pageants are no longer an acceptable form of philanthropic programming.
  - ii. The term "signature event" will be applied at the discretion of the Center for Fraternity & Sorority Enrichment with information and input from chapter and council leadership.
  - iii. Chapters will receive designated dates for each semester's signature philanthropic events before the start of the academic year. Designated dates will be assigned, and the overall calendar will be created and organized at the discretion of the Center for Fraternity & Sorority

Enrichment.

- iv. The selling or bartering of reserved dates is not allowed.
- d. Tabling is not subject to restrictions if the chapter does the tabling, not (the pageant) participants.
- e. Student organizations that are planning to do a fundraiser for Philanthropic purposes must first do the following:
  - i. All student organizations must create an event page on Panther Connect
  - ii. All student organizations must have a sign at the/during the event noting what type of Philanthropic event
  - iii. All student organizations must create a GivePulse account for all philanthropic/service events.
- f. Certain fundraising activities, such as Pie in the Face or any other activity that involves a physical encounter with another student, are not allowed due to risk/liability.
- g. The following activities are allowed:
  - i. Water Bucket (must be done by the individual getting wet)
  - ii. Silly String a student
  - iii. Penny Wars
  - iv. Pay to Cycle
  - v. Rock a Thon

For questions about your upcoming philanthropic event, contact the Center for Fraternity & Sorority Enrichment for assistance.

- h. Philanthropic events held during summer sessions are not subject to restrictions but must be approved by the Council advisor.
- i. If a chapter needs additional philanthropic dates, it can contact the office with its requested dates and event information for events not deemed signature. This approval ensures that additional events do not conflict with another chapter's reserved dates.
- j. All philanthropic programming is done at the discretion of the Center for Fraternity & Sorority Enrichment--meaning, any chapter whose philanthropic programming is found to be inappropriate, not aligned with our fraternal values,

or who violates the spirit of this policy may be subject to disciplinary consequences and/or event cancellation.

## **VI. Conduct & the Center for Fraternity & Sorority Enrichment Authority**

1. All judicial matters will be handled through Student Conduct and Conflict Resolution, the respective council's judicial board (if applicable), the Center for Fraternity & Sorority Enrichment, or the Community Standards Board, depending on the type of infraction by the chapter or individual.
  - a. Infractions involving:
    - i. The Office of Student Conduct and Conflict Resolution will hear a violation of the Student Code of Conduct.
    - ii. The respective council judicial board will hear violations of the Council constitution and recruitment violations.
    - iii. CFSE Staff will hear the CFSE General Policies and Procedures violations.
  - b. Sanctions
    - i. Will be determined by the level of severity of the infraction deemed by the corresponding body of adjudication.
  - c. Chapter Standings
    - i. The Center for Fraternity & Sorority Enrichment will make all organizational standings available online and through formal requests.
2. Authority of the Center for Fraternity & Sorority Enrichment includes, but is not limited to:
  - a. Removal of event privileges
  - b. Removal of reservation privileges
  - c. Fines, when applicable; and
  - d. Removal of chapter/colony recognition.
3. The Center for Fraternity & Sorority Enrichment advisors and/or staff will review all chapters/colonies and governing councils up to three times a year to ensure compliance with the following:
  - a. Review the rosters of the Executive Board and/or leadership of the chapters/colonies and governing councils that are updated correctly in Panther Connect.

- b. Review that chapters/colonies and governing councils have 100% compliance with hazing prevention modules and/or education.
- c. Review that governing documents of chapters/colonies and governing councils reflect FIU's anti-hazing statement and resources.
- d. Review that chapters/colonies and governing council members have submitted their grade release and hazing compliance form through Panther Connect.
- e. Review that an accurate roster of each chapter/colony and governing council is uploaded in Panther Connect.

## **VII. Reporting Emergencies, Acts of Bias, Student Code of Conduct Violations, and Students in Distress**

### 1. Reporting Emergencies

- a. If you need to report an emergency, call University Police at (305) 348-2626 or dial 911.

### 2. Reporting Acts of Bias

- a. Incidents of bias can be reported via the [Discrimination, Harassment, and Retaliation Reporting Form](#)
- b. Incidents of bias are defined as bigotry, harassment, intimidation, coercion, violence, or damage to property by known or unknown perpetrators that may occur on the Florida International University campus or within an area that impacts the FIU community (addressed by the Bias Education & Response Team).

### 3. Reporting Student Code of Conduct Violations

- a. Any Student Code of Conduct violation can be reported via the [Incident Reporting Form](#).

### 4. Reporting Students in Distress

- a. If you are concerned about a friend or a fellow student, let us know so we can help. It is common for peers to be the first to recognize when a student is distressed. If you see dramatic changes in a friend's behavior or are concerned about a fellow student, share your concern with someone who can intervene and assist. The Dean of Students can assist in this situation. Students can report their concerns via the [Student of Concern Referral Form](#).

## **VII. Process for Unrecognized and Suspended Chapters**

1. Any chapter that is suspended or unrecognized by Student Conduct & Academic Integrity, the Center for Fraternity & Sorority Enrichment, and/or their Inter/National Headquarters will immediately lose the rights and privileges of a recognized group with the Center for Fraternity & Sorority Enrichment and FIU.
2. Any chapter that is suspended or unrecognized is:
  - a. Banned from convening as an organization and participating in any events at Florida International University
  - b. Separated from the University and automatically loses University recognition with all rights and privileges associated with recognition
  - c. Prohibited from participating in all intramural and University activities and the free use of university facilities at all FIU campuses; and
  - d. Prohibited using FIU or Florida International University from all your promotional items and social media accounts. The latter is a violation of the FIU brand.
  - e. Prohibited to conduct official business in person or via any online medium at Florida International University.
  - f. Prohibited from wearing all paraphernalia, including but not limited to shirts, jerseys, lanyards, wristbands, or flags as they pertain to any university and/or organized student activity/function.
3. New and former chapters who wish to be considered for community recognition will be required to follow the desired governing council's expansion/extension policies/guidelines:
  - a. Independent Greek Council (IGC)
  - b. Interfraternity Council (IFC)
  - c. Multicultural Greek Council (MGC)
  - d. National Pan-Hellenic Council (NPHC)
  - e. Panhellenic Council (CPH)
4. Chapters selected for recognition by FIU, the Center for Fraternity & Sorority Enrichment, and a governing council will receive a written invitation from the Director of the Center for Fraternity &

Sorority Enrichment or designee. The FIU, the Center for Fraternity & Sorority Enrichment staff, and the respective council will determine specific timelines for recognition.

5. If a chapter loses recognition as an outcome of the Student Conduct & Academic Integrity process, a chapter may submit a letter of interest to the Director for consideration for the Center of Fraternity & Sorority Enrichment. The organization will schedule a follow-up meeting to discuss the plan to return to the institution with an agreed-upon timeline following the completion of sanctions. Chapters may contact the Center for Fraternity & Sorority Enrichment 6 months before the completion of the sanction to discuss the plan.
6. Organizations that lose campus recognition for failing to meet the 10-member minimum for recognition must submit a chapter sustainability plan to the Center for Fraternity & Sorority Enrichment and set up a meeting with the Center to include Headquarters staff, alumni(ae)/grad chapter advisors, and undergraduate chapter members.

If you have any questions about the policies/guidelines form, don't hesitate to contact the Center for Fraternity & Sorority Enrichment at (305) 348-5300.

