The Greek Handbook provides an overview of the policies and practices governing Greek Organizations at the institution. The Office of Greek Affairs expects chapter members to access and review this information in order to remain informed of the rules, regulations, policies and practices related to being part of the Greek community. Due to publishing deadlines this document is not the complete handbook. An addendum containing date specific information and the updated version of the Greek Achievement Program (GAP) will be provided to representatives of each chapter and will be available on the Greek Life webpage.

STATEMENT OF RELATIONSHIP BETWEEN ROWAN UNIVERSITY AND THE GREEK COMMUNITY
Rowan University recognizes the Greek Community as an integral part of the institutions educational mission. The fraternities and sororities share responsibility with Rowan University in facilitating the learning process for students and cultivating an environment that enriches the educational experience.

MISSION OF GREEK ORGANIZATIONS
The mission of the Greek Community at Rowan University is to encourage and promote intellectual curiosity through academic achievement and to develop the personal and social skills of students by providing leadership opportunities through self-governance. In addition, the Greek Community strives to promote service through the University’s co-curricular programs and through community involvement. The co-curriculum, established by Rowan University’s Mission Statement on student development, promotes growth toward attitudinal and ethical development; and, responsibility to self and others through active participation in the betterment of the campus and larger community. The Greek Community is expected to plan its activities with academic and co-curricular mission of the University in mind.

DEFINTION OF THE GREEK COMMUNITY
The Greek Community at Rowan University is defined as, national or international Social Greek voluntary associations, which meet all the following criteria:

1. The sponsoring bodies are legal corporations.

2. They have organizational goals that are social/service/fraternal rather than honorary, professional, religious or political. The emphasis of these groups is the personal development of members. Membership in more than one such fraternal organization at once is not permitted.

3. They may select members according to subjective criteria consistent with the nondiscriminatory policies of the University. They may be entitled to single sex membership if they meet the provision of Section 86.14 of the regulations promulgated under title IX of the U.S. Education Act Amendment of 1972.

PROPERTY RECOGNITION
Rowan University DOES NOT recognize the dwellings of members of Greek Organizations as official “Fraternity/Sorority Houses”.

SUPPORT FOR GREEK LIFE
The Greek Community is an integral part of the co-curricular experience at Rowan University; it is thereby afforded certain privileges. These privileges are given to those recognized Greek Organizations in good standing with Rowan, the Inter-Greek Council (IGC), the National Panhellenic Conference (NPC), Inter-Fraternity Council (IFC), National Pan-Hellenic Council (NPHC), or Greek Cultural Organizations Council (GCOC) and include opportunity for:

1. Participation as a group in various campus activities and programs.
2. Use University facilities, equipment and services according to prescribed policies and procedures.
3. Inclusion in certain University/student publications according to University policies and procedures.
4. Sponsorship of fund-raising events and solicitation of funds according to University policies and procedures.
5. Use the University name and logos according to University policy.
6. Eligibility for awards and honors presented to student organizations and its members according to University and Greek Organization policies and procedures.
7. Access to grade information for members and prospective members according to the University policies and procedures.
8. Securing an organization mailbox in the SGA office and utilize services provided by this office.
9. Displaying flyers, posters and banners in approved areas around campus in accordance with the University policies and procedures.
10. Conducting “recruitment” (formal and informal) and choosing members in accordance with state and federal regulations and respective National/International fraternity and sorority policies.
11. Self-governance in accordance with established University policy, state and federal regulations and National/International fraternity policies.
12. Sponsorship of events as a recognized student organization.
13. Utilization of Greek Affairs Staff advisory support and assistance.

INDEMNIFICATION CLAUSE
The Social Greek Letter organization will defend, indemnify and hold the University, its officers, employees and agents harmless from and against any and all liability, loss, expense, including reasonable attorney fees, or claims for injury or damages arising out of the performance of any obligation or responsibility referenced in this Statement of Relationship, but only in proportion to and to the extent such liability, loss, expense, attorney’s fees, or claims for injury or damages are caused by or as a result of the negligent or intentional acts or omissions of the organization, its officers, agents employees or members.

NEW MEMBERSHIP IN GREEK SOCIAL ORGANIZATIONS
Joining a Greek social organization without fully complying with all University requirements’ regarding eligibility is strictly prohibited. Both the individual student and the organization will be subject to disciplinary action for new membership violations. The following requirements pertain to students joining either recognized or unrecognized Greek social organizations. Full-time matriculated students are eligible for new membership when they have:
- Attained a minimum cumulative GPA of 2.5 and have earned at least 12 credits towards graduation.
- Completed all Basic Skills classes (if applicable).
- Filled out and submitted the “New Member Registration Form” to the Office of Greek Affairs.
- Filled out and submitted the “Information on Indemnification and Hazing for all Greek New Members Form” to the Office of Greek Affairs.
- Completion of the “New Member Workshop” presented by the Office of Greek Affairs.

Please Note: First semester transfer students will be required to submit an official transcript from their previous institution to verify cumulative GPA eligibility. Students matriculating through the Educational Opportunity Fund/Maximizing Academic Potential program must complete 24 college level credits and seek the approval of their counselor prior to joining a Greek-letter organization.

GREEK CODE OF CONDUCT
The Greek disciplinary process at Rowan University is established to advance the general interests of the Greek community in connection with the welfare of the student body and the University as a whole, and to exercise such control as might be necessary to accomplish such ends. The ultimate goal of the Greek disciplinary process is to promote compliance with the standing rules of the Greek community. This document and supporting materials have been developed to guarantee procedural fairness to Greek organizations when there has been an alleged failure to abide by policies and regulations. Procedures may vary in formality given the gravity and nature of the offense and the sanctions that may be applied.

A. Disciplinary Authority
The Office of Greek Affairs is responsible for the enforcement of all Greek codes, regulations and guidelines as provided by the IGC, IFC, NPHC, NPC, and GCOC Constitutions.

B. Jurisdiction
Complaints against Greek Organizations:
Members of recognized student organizations may be charged as an organization and/or individually with violation(s) of the Student Code of Conduct. The organization will be represented by the President or identifiable spokesperson in any disciplinary hearing.
Guidelines for Charging Student Organizations:

- One or more officers/authorized representatives acting in the scope of their capacities, commit the violation.
- One or more members commit the violation after the action that constituted the violation, was approved by a vote of the organization or was part of a committee assignment of the organization.
- The violation is committed at an activity funded by the organization.
- The violation occurs as a result of an event sponsored by the organization.
- One or more members of an organization or its officers/authorized representatives permit, encourage, aid or assist in committing a violation.
- A reasonable person would construe the violation as being associated with the organization.
- Members of an organization fail to report to appropriate University authorities, knowledge or information about a violation.

Discipline may be imposed on student organizations for conduct which occurs on University premises, in or out of the classroom setting, while using University technology, at off-campus instructional sites, during off-campus University-sponsored events and for off-campus conduct which materially and substantially interferes with the University’s operational and educational programs or the safety and welfare of the university and/or Greek community.

C. Conduct Rules and Regulations
Greek organizations are expected to abide by the conduct rules that are outlined in the Student Code of Conduct. Additional rules and regulations that are specific to Greek organizations are listed below.

1. Additional Information concerning compliance with the Alcohol and Other Drugs Policy
   Greek Organizations must also abide by their international and/or national risk management policies. The University's policy will supersede in the event that a conflict between policies arises.
2. Violation of Rowan University’s Greek Statement of Relationship.
3. Conduct that may be considered to be harmful to the Greek Community.
4. Violation of the Hazing policy.

D. Administrative Procedures
For any disciplinary action for which sanctions may be imposed, the accused organization will have the case heard before one of the following adjudicators:

Administrative Hearing Officer/Greek Hearing Board: If the alleged violation is one for which the organization could not be suspended or lose recognition from the University, the complaint will likely be heard in an Administrative Hearing normally conducted by the Assistant Vice President for Civic Involvement, the Greek Hearing Board, or a staff member in the Division of Student Life.

The Greek Hearing Board is chaired by the IGC Vice President (non-voting except in cases of tie), at least one member of each IGC umbrella group but not more than four, and a Greek Hearing Board advisor (non-voting) who will be a member of the Greek Affairs Staff or designee. The Greek Hearing Board may be convened by a quorum of three members, provided that the Chair and Advisor are present.

Campus Hearing Board: If the alleged violation is one for which the organization could likely be suspended or lose recognition from the University, the complaint will be heard by the Campus Hearing Board. Please refer to the Student Code of Conduct for a complete description of the Campus hearing board.

E. Hearing Procedures
In addition to the procedures outlined in the Student Code of Conduct disciplinary hearings involving Greek organizations will also include the following:

- The Chair will make all determinations on questions of procedure and admissibility of information presented and will not be excluded from hearings or Board deliberations. The Chair will exercise control over the manner in which the hearing is conducted to avoid unnecessarily lengthy hearings and to prevent the harassment or
intimidation of witnesses. Anyone who disrupts a hearing or who fails to adhere to hearing procedures may be excluded from the proceeding.

- The Board will review all materials and hear all information pertinent to the case from the complainant, the accused organization and all witnesses. Members of the Board, including the Chair and the Advisor, will be free to ask relevant questions in order to clarify information or resulting issues.

- For cases before the Campus Hearing Board, the Coordinator for Greek Life will attend the hearing to serve as a resource for all questions related to the Greek System.

- After hearing all the information, the Board will deliberate privately until the decision is reached by a majority vote. Abstentions are not permitted and the Chair will vote in the event of a tie.

- If the organization is found “in violation” the Board will determine the appropriate sanction to be imposed by a majority vote. Abstentions are not permitted and the Chair will vote in the event of a tie. The past disciplinary record of the accused organization will not be supplied to the Board by the Chair prior to this point. Other information from either party to the hearing, including a written victim impact statement if appropriate, or from the Chair which is relevant to the choice of sanction(s) may also be introduced at this point, including information concerning sanctions imposed against other students/organizations for similar offenses. No information directly related to the case in question may be introduced for the first time unless the accused organization has been informed and allowed to review and comment on the information.

F. Sanctions
Sanctions which may be imposed upon any organization found to have violated Conduct rules and regulations include the following:

1. Official Warning: A written statement indicating a violation of Conduct rules has occurred and warning that a subsequent violation will likely be treated more severely.

2. Monetary Fine: A fine, as determined by the Board, to be paid within a period of time to the IGC. This is not withstanding any additional costs for property damage or physical injury.

3. Loss of Voting Privileges: The chapter may not represent the organization in official matters of the IGC for a designated period of time.

4. Social Probation: Chapters subject to social probation may not be permitted to attend or host events as a chapter, or any other social event, formal or informal for a defined period of time, or may be prohibited from participating in some or all-Greek events such as Greek Week, or in any activity whereby the individuals are representing the organization, i.e., intramurals.

5. Individual Greek Social Suspension: An individual or individuals of a chapter may be restricted from attending any IGC sponsored events or meetings, from participating in any activity whereby the individual is representing the organization, i.e., intramurals or from holding an IGC office for a specified period of time.

6. IGC Membership Probation: An organization loses all privileges of IGC membership including but not limited to -- the right to vote, the right to participate in fraternity or sorority recruitment, and the privilege of participation in Greek sponsored events. An organization on probation must continue to fulfill all other obligations of membership, including paying dues and attending meetings, including IGC meetings.

7. Loss of Recognition: Beginning on the date the loss takes effect, the organization may not:
   - Participate in University Activities such as Greek Week, Homecoming, or Intramurals or in events managed by the IGC, IFC, NPC, NPHC or GCOC.
   - Have representation on a student run governing body (such as IGC or SGA).
   - Conduct new member activities or promotion of their organization on the campus.
   - Receive University funds
Other sanctions: Other sanctions may be imposed in addition to, or instead of, those described in #1-#7 above. For example, reduction in Greek Achievement Program (GAP) status may be imposed, monetary fines may be levied, and participation in campus service or educational programs may be required with a predetermined percentage of attendance.

Please note that every organization’s national representatives may be notified of all disciplinary infractions, regardless of severity. The national representatives may be informed at the outset of the disciplinary process and at the conclusion.

A Hearing Officer, Greek Hearing Board, Campus Hearing Board or Special Interim Hearing Board may impose a single or multiple sanctions for violations of the Code of Conduct. Factors to be considered in deciding sanctions will include present demeanor and past disciplinary record of the organization, the nature of the violation, and severity of any damage, injury, or harm resulting from it as perceived by the victim and/or appropriate University officials.

Organizations found responsible for conduct violations which involve alcohol/drug (ab)use, or which otherwise engage in behavior associated with alcohol/drug (ab)use, may be required to attend educational programs intended to inform them about alcohol/drug use and abuse.

Bias motivated offenses may result in more severe sanctions. Such offenses are defined as any offense wherein the alleged victim was selected based on his/her race, disability, color, religion, national origin, gender, age, marital status, sexual orientation, or inclusion in any group or class protected by state or federal law.

Any sanction may be put on hold or “stayed” (i.e. not put into effect) for a predetermined period of time by the Assistant Vice President for Civic Involvement or designee. The original sanction(s) may be re-imposed immediately upon a further finding of responsibility in a subsequent campus judicial proceeding at any level.

**Please Note: Any chapter with ANY major violation, as determined through the discipline process, will automatically be considered ineligible for gold or silver level status through the GAP program.**

G. Recommended Sanctions
For the purpose of facilitating fair practices and consistency, recommended sanctions have been established for some specific violations. These sanctions may be utilized in Administrative Agreements and recommended to the Board if an organization has been found responsible for a violation.

**Violation of Alcohol and Other Drugs Policy**

**1st Offense** – Deduction of 40 points according to Standard G – Policy Compliance of the GAP.

**2nd Offense** – Deduction of 40 points according to Standard G – Policy Compliance of the GAP.

**3rd Offense** – Loss of recognition

**Subtle Hazing**

**1st Offense** – Deduction of 10 points according to Standard G – Policy Compliance of the GAP.

**2nd Offense** – 1 month social probation and Deduction of 40 points according to Standard G – Policy Compliance of the GAP.

**3rd Offense** – 1 Semester of Social Probation, Loss of next semester’s new member class, Deduction of 40 points according to Standard G – Policy Compliance of the GAP.

**Harassment Hazing**

**1st Offense** – 1 Semester of social probation, Loss of next semester’s new member class, Deduction of 40 points according to Standard G – Policy Compliance of the GAP.

**2nd Offense** – Loss of recognition

**Violent Hazing**

Any confirmed incident of violent hazing will result in a loss of recognition.
Violation of New Member Duration (Going beyond the established date set by the University)
1st Offense – Semester of social probation. Loss of next semester’s new member class
2nd Offense – Loss of recognition

Violation of New Member Form Policy (Violating the agreement established in the new member form) 1st Offense – Deduction of 10 points according to Standard G – Policy Compliance of the GAP
2nd Offense – 1 Month of Social Probation and Deduction of 40 points according to Standard G – Policy Compliance of the GAP.
3rd Offense – Loss of next semester’s new member class

Violation of New Member Policy (undergrounding new members)
1st Offense – Loss of next semester’s new member class
2nd Offense – Loss of recognition

Conduct Detrimental to the Greek Community
1st offense – 1 month Social Probation and Deduction of 10 points according to Standard G – Policy Compliance of the GAP.
2nd offense – Deduction of 40 points according to Standard G – Policy Compliance of the GAP. 1 semester social probation
3rd offense – 1 academic year social probation, Loss of a new member class, Immediate “Loss of Recognition.”

H. Appeals
Upon receiving notification of the outcome of a case, the accused organization or victim (in cases of “sex offenses” or “crimes of violence) may file an appeal for the following reasons:
   a. The specified procedural error(s) or error(s) in the interpretation of University regulations is so substantial as to effectively deny the participant a fair hearing.
   b. New and significant information has become available which could not have been discovered by a properly diligent person before or during the hearing.
   c. The sanction is substantially disproportionate to the violation.
   d. The facts of the case were insufficient to establish that a violation occurred.

All appeals must be made within five (5) business days of the date on the letter informing the parties of the decision. Appeals must be submitted in writing to the Office of Community Standards and should explain in detail the basis of the request, including any supporting documentation.

Upon receipt of the written appeal, the Assistant Vice President for Civic Involvement may defer the imposition of the sanction(s) pending the decision on the appeal. Note: Interim Suspension restrictions will remain in effect during the appeal process.

All cases will be forwarded to the Vice President for Student Life/Dean of Students (or designee) for review. A request for appeal will be responded to in a timely manner.

The Appeal officer will review the written appeal and all documentation contained in the case file in a closed meeting. If an appeal is upheld based on procedural error or new information (reasons a or b above), the case will be remanded to the original Hearing body for re-opening of the hearing. If an appeal is upheld based on disproportionate sanction or lack of sufficient information (reasons c or d above), the Appeal Officer will render the appropriate determination and/or sanction.

Normally, all decisions on appeals are final and will be forwarded to the Greek Affairs Office for immediate implementation. For cases involving the permanent loss of recognition for a student organization, the accused organization or the victim (in cases of “sex offenses” or “crimes of violence) may request the Executive Vice President of the University to review the Appeal decision.
A request for review by the Executive Vice President of the University must be made within two (2) business days of the date on the letter informing the parties of the Appeal decision. The request must be submitted in writing to the Office of Community Standards and must include clear and convincing reasons to change the appeal decision. The Executive Vice President of the University may or may not elect to review a decision. The request for review will be responded to in a timely manner. If the Executive Vice President elects to review the determination, the Executive Vice President shall only overturn the decision if the facts presented demonstrate that the appeal decision was arbitrary and capricious. This means that the decision will be overturned only if the decision was invalid because it was made on unreasonable grounds or without consideration of the circumstances. The appeals process described will be the final step in the discipline process and constitutes final agency action.

I. Affirmative Responsibility
Members of the Greek community are responsible to one another to uphold the ideals of brotherhood and sisterhood. When an individual observes another member experiencing problems with compliance or having issues that will cause them or other members of the community potential harm, it is that individual's duty to seek out the correct professional assistance.

J. Procedures for Interim Suspension
1. An organization may be suspended from the campus as a whole or from residence areas for an interim period pending disciplinary proceedings; the interim suspension is effective immediately without prior notice whenever there is evidence that the organization may pose a substantial threat to others in the University, or to the stability and/or continuance of normal University functions.

2. The Assistant Vice President for Civic Involvement and designee are generally authorized to impose Interim Suspensions.

3. If the organization wishes to return to active status on campus, the President or identifiable spokesperson is required to make an appointment to appear personally before the Assistant Vice President for Civic Involvement or designee within five (5) business days from the effective date of the suspension. The purpose of this Interim Suspension appointment is to determine the following:
   a. The reliability of the information concerning the organization's conduct.
   b. Whether the conduct and surrounding circumstances reasonably indicate that the continued presence of the organization on the campus likely poses a substantial threat to others, or to the stability and/or continuance of normal University functions.

4. A disciplinary hearing will be scheduled at another time to hear the substantive issues involved. This follows the Interim Suspension appointment with the Assistant Vice President for Civic Involvement or designee and employs the procedures outlined earlier. An Interim Suspension, in and of itself, does not become part of the organization's permanent disciplinary record.

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