

## Revision History and Notes

Revision	Revision Date	Description of Changes	Author / Modifier	Publish Date
Prior	28May1994	Original signed constitution	JLouie	28May1994
Released	14Mar2016	Release of new constitution	WTan	14Mar2016
Released	22Aug2017	Grammatical Changes and Change to Eliminate the Use of the Word "Colony"	JGaffney	22Aug2017
Released	20Feb2018	Change to implement Referendum 01-2018, to change the delegate selection procedure.	JGaffney	20Feb2018
Released	7June2018	Change to implement Referendum 03-2018, to alter non-discrimination clause to allow for transgender inclusion.	JGaffney	7June2018

### Notes

This Constitution supersedes and terminates all prior Constitutions between the members of Lambda Phi Epsilon International Fraternity, Inc. Any invalidity or unenforceability of any provision of this Constitution will not affect the validity or enforceability of the other provisions of this Constitution, which provisions will remain in full force and effect.

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**ARTICLE I- DEFINING LAMBDA PHI EPSILON**

Section 1: Title

The name of this organization shall be Lambda Phi Epsilon International Fraternity, Inc. hereafter referred to as "the Fraternity."

Section 2: Mission Statement

To guide men on a lifelong discovery of authenticity and personal growth.

Section 3: Vision Statement

A world where Lambda men live authentic, fulfilling lives and contribute through the pursuit of their noble purpose.

Section 4: Core Values

Subsection A: Authenticity

Authenticity is the willingness to show our true selves to the world, despite the pressures and expectations that are placed on us by society.

Subsection B: Courageous Leadership

Courageous leadership is leading with integrity, especially in times of adversity, in the pursuit of a more humane and just world.

Subsection C: Cultural Heritage

Cultural heritage refers to the ever changing values, ideas, and experiences of a people, passed down and passed on over generations.

Subsection D: Love

Love is care and respect for ourselves, our brothers, and our world.

Subsection E: Wisdom

Wisdom is the pursuit of understanding and its positive application towards our lives and the world.

**ARTICLE II- CHAPTER MEMBERSHIP**

Section 1: Collegiate Chapters

Under the established terms of Fraternity law, the Fraternity may offer collegiate recognition to any group of men at a four-year college or university ("Collegiate Charter").



**Subsection A: Associate Collegiate Chapters**

Upon chartering, a chapter will be designated as an Associate Collegiate Chapter.

**Subsection B: Active Collegiate Chapters**

Upon completion of the requirements as defined by fraternal policies and procedures, an Associate Collegiate Chapter will be promoted to the designated status of Active Collegiate Chapter. Active Collegiate Chapters will also be awarded a Greek letter designation.

**Subsection C: Disbanded Collegiate Chapters**

A chapter that has been disbanded may be reorganized under its original name under the approval of the Fraternity and collegiate institution. The rechartering process must follow the collegiate expansion approval process discussed in Article II, Section 6 below.

**Section 2: Graduate Chapters**

Under the established terms of Fraternity law, the Fraternity may offer alumni recognition to a group of alumni members residing within a common city or state or region ("Graduate Charter").

**Section 3: Chapter Recognition**

In order to accept and maintain a charter, those men shall agree to comply with the expectations and responsibilities of maintaining good-standing as defined in the Fraternity laws, including the payment of membership dues, submission of reports and waivers, and compliance with the Lambda Phi Epsilon Code of Conduct and approved Fraternity policies and procedures.

**Subsection A: Non-Discrimination Clause**

Membership in the Fraternity shall be open to men regardless of race, color, ethnicity, religion, national origin, age, sexual orientation, gender identity/expression, marital status, veteran status or disability. Gender identity/expression shall be defined as the gender with which an individual identifies at the time of induction, not their sex as assigned at birth. These elements shall not factor into member selection or bidding criteria.

**Subsection B: Prohibited Groups**

Auxiliary collegiate women's groups, commonly referred to as Little Sisters, are prohibited by the Fraternity.

**Section 4: Chapter Rights**

Chapters are granted the right to fix and collect their own dues and elect their own officers. Chapters do not have authority to approve any binding agreements on behalf of the Fraternity. Any and all agreements must be reviewed and accepted by the International Board.

**Section 5: Constitutional Authority**

Each collegiate chapter is required to maintain its own Constitution which will serve as the primary governing document for the chapter. Chapter constitutions will defer to the Fraternity Constitution and laws, in addition to any local, state or federal laws.

## Section 6: Expansion

The establishment of a collegiate interest group ("Charter Group") represents a mutual responsibility on the part of the institution, the Fraternity, the alumni, and the Charter Group's members, but does not represent a guarantee, expressed or implied, that a Collegiate Charter will be granted.

### Subsection A: Expansion Approval

A majority vote equal to three-fifths ( $\frac{3}{5}$ ) of the Board of Directors is required to approve the expansion of new chapters.

## **ARTICLE III- INTERNATIONAL OFFICERS**

### Section 1: International Board

The International Board shall consist of the Board of Directors and Fraternity Staff (each member, an "International Officer").

#### Subsection A: Board of Directors

The Board of Directors shall consist of the President, Vice President of Internal Affairs, Vice President of External Affairs, Treasurer and Secretary.

#### Subsection B: Fraternity Staff

The Fraternity Staff shall consist of the Executive Director and other International Officers appointed by the Board of Directors.

### Section 2: Presidential Duties

The President is the chief executive officer of the Fraternity. He shall:

1. Preside over all sessions of the Fraternity Convention (defined in Article IV below) and all meetings of the Board of Directors.
2. Confirm and remove International Officers, agents and employees of the Fraternity with the consent of the Board of Directors and advice of the Executive Director.
3. Prescribe powers and duties and fix compensation, if any, for International Officers, agents and employees of the Fraternity.
4. Interpret, construe, and enforce the Fraternity Laws and the orders of the House of Delegates (defined in Article IV below) and of the Board of Directors.
5. Write and pass fraternal law and policies with the approval of a two-thirds ( $\frac{2}{3}$ ) majority of the House of Delegates.
6. Execute such deeds, mortgages, bonds, contracts, checks, or other instruments on behalf of the Fraternity.
7. Whenever he deems it necessary, inspect and examine, or cause to be inspected and examined, all of the books, records, securities and investments of the funds of the Fraternity.

8. Whenever he or the Board of Directors may deem it in the best interests of the Fraternity, visit and inspect, or cause to be visited and inspected, any active Collegiate Chapter or Graduate Chapter of the Fraternity.

### Section 3: Internal and External Vice Presidential Duties

The Vice Presidents shall:

1. Assist the President in his responsibilities and duties.
2. In the absence of the President, or in the event of his inability to act, the Vice President of internal Affairs shall perform all the duties of the President, and when so acting shall have all the powers of, and be subject to all the restrictions on, the President.
3. In the absence of both the President and Vice President of Internal Affairs, or in the event that both are unable to act, the Vice President of External Affairs shall perform all the duties of the President, and when so acting shall have all the powers of, and be subject to all the restrictions on, the President.

### Section 4: Treasurer Duties

The Treasurer shall:

1. Submit annually, for the information and approval of the Board of Directors, a budget of the probable income and expenditures for the following fiscal year.
2. Submit for the approval of the Board of Directors each proposed purchase in excess of five thousand United States Dollars (\$5,000 USD).
3. Audit financial accounts and counter-sign the checks as so delegated by the President.
4. Oversee all cash and investment accounts and provide a statement of cash flow semi-annually.
5. Have custody of the seal of the Fraternity and of the Fraternity's deeds, leases, insurance policies, and other papers incident to the Fraternity's business.
6. To communicate the financial condition of the Fraternity to all members, publish at least semi-annually, on a secure website, a report of the financial operations and condition of each unit of the Fraternity. The financial reports shall include data for the current fiscal year and at least two previous fiscal years. At a minimum, data in the reports shall include: performance to operating budgets; fundraising results; capital expenditures; and billings and receivables of membership, insurance, and other fees.

### Section 5: Secretary Duties

The Secretary shall:

1. Keep a record of the proceedings of the House of Delegates (defined in Article IV below) and of the Board of Directors.
2. Conduct the official correspondence of the Fraternity.
3. Enforce the Fraternity Laws and carry out the orders of the House of Delegates and the Board of Directors
4. Preserve the reports, records, correspondence, historical items and similar property of the Fraternity and provide suitable protection therefore against casualty, fire, and theft.
5. Prepare and provide for the use of the proper officers the necessary forms for reports required by the Fraternity laws or other constituted authority.
6. Maintain the Fraternity roster and process reports of closures, expulsions and reinstatements.

## Section 6: Vacancies

International Officers shall assume their duties upon the completion of their formal training. International Officers shall continue in office until their successors are appointed. Vacancies occurring shall be filled by interim appointment by the acting President.

### Subsection A: Impeachment

The Board of Directors may by a majority vote remove from office any Fraternity officer for neglect of duty or other offense against the laws or interest of the Fraternity. Interim International Officers may be appointed by the President (Interim Appointee”).

## Section 7: Terms

Members of the Board of Directors will each be elected for two-year terms. Board of Directors positions are elected by the House of Delegates at the Fraternity Convention and enter formal service at the ensuing International Officer training retreat (“Leadership Summit”). The President, Vice President of External Affairs and Secretary shall be nominated and elected into even-year terms. The Vice President of Internal Affairs and Treasurer shall be nominated and elected into odd-year terms. In the case of a vacancy or Interim Appointee, an official vote to fill the position will be conducted at the next Fraternity Convention.

### Subsection A: Term Limits

International Officers may not serve on the Board of Directors for more than three consecutive terms.

## Section 8: Compensation and Expenses

The members of the Board of Directors shall serve without compensation, but may be reimbursed for expenses necessarily incurred in the performance of their duties. Reimbursement amounts are to be determined by the Board of Directors on the annual budget.

## **ARTICLE IV- MEETINGS**

### Section 1: Fraternity Convention

The Fraternity shall meet annually at a certain time and place as selected by the Board of Directors for an annual meeting with its members and the International Board (“Fraternity Convention”). The Board of Directors shall appoint ad hoc committees as it deems necessary to conduct the business of the Fraternity Convention.

### Section 2: Special Sessions

Special Sessions may be called by the President with the advice and consent of the Board of Directors. No other business than that specified in the call shall be transacted at such a session.

### Section 3: House of Delegates

#### Subsection A: Collegiate Delegates

Each Collegiate Chapter will be allotted a voting representative (“Delegate”) for every 10 recognized members of their chapter, rounded down to the nearest multiple of 10. The number of members

accounted for each Collegiate Chapter delegation will be averaged between the Spring and Fall registration periods of the previous calendar year. Collegiate Delegates must be either currently be an Active Member or have been an Active Member during the previous Spring or Fall registration periods. Active Collegiate Chapters will each receive a minimum of two Delegates, while Associate Collegiate Chapters will each receive a minimum of one Delegate.

#### Subsection B: Graduate Delegates

Each Graduate Chapter will be allotted a Delegate for every 20 recognized members of their chapter, rounded down to the nearest multiple of 20. A minimum of one Delegate will be allotted for each Graduate Chapter.

#### Subsection C: Ex-officio Delegates

The Board of Directors will serve as ex-officio, non-voting delegates. Ex-officio delegates will also be allotted for representatives of the Lambda Phi Epsilon Foundation and other entities as approved by the Board of Directors.

#### Subsection D: Delegate Appointment

Chapters may elect or otherwise select members to act as Delegates on the Chapters behalf. Those delegates must present themselves on the opening day of Convention to be credentialed for the House of Delegates Meeting, unless other arrangements are made with the Board of Directors. Delegates may not be switched once the Convention has begun without the special permission of the Board of Directors.

#### Subsection E: Voting Rights and Procedures

Delegates will be allotted voting rights on elections, and constitutional and policy decisions. Delegates are allowed to vote independently of each other, including from other Delegates of the same chapter. Voting ballots are considered final and unchangeable after collected by the International Board.

#### Section 4: Delegate Cap

Chapters may not have more than 10% of the total Delegate count; recognized members in excess are not counted towards their chapter delegation.

#### Section 5: Quorum

A representative majority of Delegates registered for Fraternity Convention attendance or Special Session attendance (50%+1), shall constitute a quorum.

#### Section 6: Single Vote

No individual shall have more than one vote on any matter. Proxy votes are not allowed; in order to vote, Delegates must be physically present in the room during the vote.

#### Section 7: Voting Between Conventions

The President, with the advice and consent of the Board of Directors, may submit to a direct vote of the Fraternity for such measures as may benefit from resolution before the next Fraternity Convention. Such a direct vote shall be submitted by an e-mail/internet ballot to each individual and Chapter entitled to representation in the previous Fraternity Convention at the latest address of record. If any group or individual fails to vote within fifteen (15) days after the date the vote is solicited, an affirmative vote will be implied, and the ballot shall make clear this stipulation.

#### Section 8: Candidacy

Candidates must submit their written notice and application to the International Board no later than the first day of the month preceding the Fraternity Convention. Additional applications may be accepted by candidates upon the reasonable discretion of the International Board.

#### Section 9: Elections

At the Fraternity Convention, candidates will each be allowed an equal amount of time for speech and questions. Questions will be restricted to members of the House of Delegates and International Board. Afterwards, the House of Delegates will indicate their candidate of choice by ballot. To be elected, candidates must obtain a majority vote. Upon a tie, the current President will cast the tiebreaking vote.

### **Article V- AMENDMENTS**

#### Section 1: Constitutional Amendments

Any proposition to alter or amend this Constitution shall be submitted in writing by a member of the House of Delegates or International Board to the Secretary. The Board of Directors must give majority approval before the proposition is submitted to the House of Delegates for voting during a Special Session at the Fraternity Convention. Proposed amendments require a three-fourths ( $\frac{3}{4}$ ) majority of votes cast in the House of Delegates for approval. Up to 30 minutes of questioning will be allowed during each Special Session. Questions will be restricted to members of the House of Delegates and the International Board. The House of Delegates will indicate their vote by ballot. Results will be verified by the Board of Directors.

#### Section 2: Policy and Procedure Amendments

Any proposition to alter or amend a Fraternity policy or procedure shall be submitted in writing by a member of the House of Delegates or International Board to the Secretary. A member of the Board of Directors must sponsor the proposition before it is submitted to the House of Delegates for voting. Proposed amendments require a two-thirds ( $\frac{2}{3}$ ) majority of votes cast in the House of Delegates for approval.

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