



## Revision History and Notes

Revision	Version	Revision Date	Description of Changes	Author / Modifier	Publish Date
Prior	v1.0	28May1994	Original signed constitution	JLouie	28May1994
Released	v2.0	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
Released		11Feb2019	Change to implement Referendum 03-2019 and 04-2019, to revise the way BOD elections are conducted and to add qualifications for candidates for the BOD respectively	JGaffney	12Feb2019
Released	v2.8	4June2019	Change to implement Referendum 01-2019 and 05-2019, to add the LPhiE Code and the Flag of the Fraternity to the Constitution	JGaffney	5June2019
Released	v3.0	3Aug2020	Change to implement Referendum 05-2020, to add the Chapter Recognition policy, to update Code of Conduct with language surrounding Sexual Misconduct	ZAntonius	4Aug2020
Released	V3.1	09Sept2020	Change to implement position statements and standard operating procedures passed since the last update.	ZAntonius	16Sept2020
Drafting	V3.2	5Sept2023	Change to implement the alteration to the Inactive Member policy. Including Position Statements and Standard Operating Procedures in an appendix. Grammatical changes.	ZAntonius	



**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.

**Section 5: Flag of the Fraternity**

The official Flag of the Fraternity consists of a royal blue field with a white horizontal band across the center. The band measures 20% of the height of the flag. At the center of the flag is the crest of the fraternity. To the left of the crest inside of the white band are the Greek letters "Lambda Phi Epsilon," and to the right inside the band is "1981."

**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**

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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 the 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 (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 laws 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

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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 Chapter's 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**

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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 being 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% plus 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 email or 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.

In order to be considered qualified for service on the Board of Directors, an individual must, at the time of his swearing in, be a member, in good standing, of the Fraternity; have surpassed the age of 25 years old; and completed two years of service as an elected or appointed officer of the Fraternity.

Following a resignation or defaulted election, in extraordinary circumstances, an individual who does not meet the above qualifications may be appointed to office.

#### 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 tie breaking vote. A majority shall be defined as one half of the votes cast plus one vote, including all abstentions.

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**Subsection A: Elections for President**

Up to three ballots may be taken for the office of the President. If, after the first ballot, or the second ballot, no candidate obtains a majority, all candidates except those earning a total number of votes within 10% of the frontrunner will be eliminated. If there are only two candidates, no candidates will be eliminated.

If there is only one candidate and he fails to obtain a majority, nominations are to be taken from the floor after the first and second ballots.

If no candidate has obtained a majority after three ballots, the Board of Directors will, within 14 days, choose a President from among those who have served at least two years on the International Board.

**Subsection B: Elections for Officers Other than President**

If no candidate for Internal Vice President, External Vice President, Secretary or Treasurer obtains a majority after one ballot, all but the two highest vote-getting candidates shall be eliminated and a second ballot taken. If, after the second ballot, there is still no candidate with a majority of votes, the election will be declared to be in default and the position will be considered to be vacant and eligible for filling by the incoming Board of Directors.

**Article V - LAMBDA PHI EPSILON CODE**

The first appendix to this Constitution shall be the Lambda Phi Epsilon Code, or Fraternity Code. The Fraternity Code shall be the repository of all Fraternity Law, Policy, and Procedure. All Fraternity Law and Policy extant as of the ratification of this Article shall be added, without material change, to the Fraternity Code. The first version of the Fraternity Code will be presented to the House of Delegates for ratification at the next regular meeting thereof.

**Article VI - 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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LAMBDA PHI EPSILON CODE

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## **Title 1 Governance**

### **Section 1) Board of Directors**

The Board of Directors of Lambda Phi Epsilon, as defined by Article III of the Constitution of the

Fraternity, shall hold all powers and authorities not specifically delegated to the House of Delegates.

**Part a) Meetings**

The BOD shall meet periodically at such times and places as they shall deem appropriate to conduct the business of the Fraternity.

**Part b) Records**

The Executive Director shall be responsible for maintaining a record of all votes taken and business transacted by the BOD. The records of votes and business shall be published and made available to the membership each year at Convention.

**Section 2 Cabinet**

The Board of Directors may, at their sole discretion, create certain departments within the Fraternity to oversee the operations of various areas of Fraternity operation. These departments will be led by directors, and those directors will sit in a Cabinet. Cabinet officers are considered International Officers as outlined in Article III, Section 1 of the Constitution of the Fraternity.

Cabinet officers may, at any reasonable time, inspect the accounts, books, records, and rosters of a Chapter.

Cabinet Officers will be appointed by a written commission that outlines their duties, responsibilities, authorities, and the expiration of their appointment. All appointments made under this bylaw will automatically expire at the scheduled end of the term of the International President; the Board of Directors.

**Part a) Sub-Cabinet Officers**

All international officers serving in Cabinet departments, but who are not director-level, will be considered sub-cabinet members of the International Board. A cabinet officer may devolve some or all of her/his authority to a sub-cabinet officer with the permission of the Board of Directors.

**Section 3 Regions & Districts**

For the purposes of better administration, the BOD shall divide the Fraternity into geographic regions. Those regions will be further subdivided into districts.

**Part a) Governors**

Each district will have a governor, appointed by the BOD and serving at the pleasure of the President, for the term of the President's administration. Governors are the personal representative of the Board of Directors within their respective districts and have the following powers and authorities:

1. A governor may, at any reasonable time, inspect the accounts, books, records, and rosters of a chapter in their region.
2. A governor may remove from office any chapter treasurer if the governor determines that the chapter's finances are being improperly managed.



3. A governor may suspend any member residing in that governor's district, or a member of a chapter from his district, regardless of where that member may reside, for a period of 5 days. Such a suspension may only be ordered when the governor suspects that the member in question has violated or will violate the Constitution or Code of Lambda Phi Epsilon. The governor must immediately notify the member, the member's chapter if the member is an undergraduate, the Executive Director, and the Internal Vice President.

4. A governor may suspend any chapter in his district. Such a suspension may only be ordered when the governor suspects that the chapter or its members have violated or will violate the Constitution or Code of Lambda Phi Epsilon. The governor must immediately notify the chapter's officers, the Executive Director, and the Internal Vice President.

5. A governor may compel any member within his district, or any member of a chapter from his district, regardless of where that member may reside, to supply information on the operations of the chapter, or any other pertinent information that the governor may require. Failure of a member to comply will be considered a violation of this Code.

## **Section 4 Professional Staff**

The professional staff of the Fraternity will consist of the Executive Director and Chief of Staff as well as any other paid staff employed by the Board of Directors. The Executive Director, with the approval of the President of the Fraternity, may delegate some of the below-listed powers to other members of the professional staff.

### **Part a) Executive Director**

The Executive Director and Chief of Staff (ED) shall serve as the Chief Executive Officer of the Fraternity and will report to the Board of Directors. The ED will be responsible for the supervision and performance of the other members of the Professional Staff. The ED will have the following powers and authorities:

1. The ED may suspend any member, chapter, or non-elected officer of the Fraternity for a period of 30 days. The Executive Director must transmit notice of the suspension to the member, chapter, or officer in question, and to the Internal Vice President. If an International Officer is suspended, the Executive Director will notify the entire Board of Directors and Cabinet.
2. The ED may compel any member of the Fraternity to supply information or to cooperate with the Fraternity in any legitimate, lawful way. Failure of a member to comply with such a request for information or cooperation will be considered a violation of the Code.

## **Section 5 Other Officers of the Fraternity**

The Board of Directors may appoint or designate, at their sole discretion, other Special Officers of

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the Fraternity for whatever purpose the BOD may deem necessary. Those Special Officers will have whatever powers the Board of Directors may devolve to them.

Special Officers will be appointed by a written commission that outlines their duties, responsibilities, authorities, and the expiration of their appointment. All appointments made under this bylaw will automatically expire at the scheduled end of the term of the International President.

## **Title 2    Membership**

### **Section 1 Membership Statuses**

Each member of the Fraternity shall fit into one of the member statuses described in this title.

#### **Part a) Undergraduate Member**

An undergraduate member is one who is enrolled in an undergraduate institution and is in

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good standing with the Lambda Phi Epsilon Chapter on that same campus. In order to be an undergraduate member in good standing, the following requirements must be met:

1. Have completed the New Member Education process at a recognized Lambda Phi Epsilon chapter.
  - a. The chapter must have been in good standing during the length of the New Member Education period.
2. Be enrolled as a full-time undergraduate or graduate student at a university/college with a recognized Lambda Phi Epsilon chapter.
3. Have completed all forms and dues requirements of the Fraternity.

An undergraduate member who transfers to a campus where there is an active Lambda Phi Epsilon Chapter may affiliate with that chapter provided that 2/3 of the members of that chapter agree to accept him.

### **1) Rules for Chapter Affiliation**

1. The president of the chapter in which the undergraduate member is seeking membership must contact the member's chapter of initiation and determine if the member is in good standing. If the member owes money to his former chapter, he may not be affiliated until his debt is satisfied.
2. The chapter in which the undergraduate member is seeking membership must, after taking their vote and accepting the member, contact the fraternity headquarters, in writing, to have the member affiliated with the new chapter in the fraternity's records.

### **Part b) New Member**

A new member is one who is enrolled in an undergraduate institution and has accepted an invitation to join the chapter (a bid) and is currently undergoing new member education through the Lambda Phi Epsilon Chapter or Charter Group on that same campus. In order to be considered for membership, a potential New Member must meet the following requirements:

1. A minimum collegiate cumulative GPA of 2.5 or higher.
2. A minimum high school GPA of 2.5 or higher if a first-semester freshman.
3. Not a member of another social fraternal organization.

### **Part c) Inactive Member**

An inactive member is a member who is enrolled in classes and is physically present on campus but who has elected not to participate in chapter activities. Inactive members are not required to pay international dues. Inactive membership is subject to the following rules:

1. An undergraduate member may only be inactive for one semester or, two consecutive quarters, during his undergraduate career.
2. The member in question must receive the approval of his chapter before taking an inactive semester.
3. The member in question must fill out the Inactive Waiver Form, or whatever similar instrument is in use by the International Board. Failure to fill out the requisite paperwork by the prescribed deadline will result in the member being considered

active for the period in question and being responsible for dues.

4. Inactive members may not participate in any chapter activities including, but not limited to, social, educational, philanthropic, brotherhood, etc.

5. Beginning in the 2023-2024 academic year, no more than 20% of a chapter's total possible membership may be inactive at any given time. This percentage will decrease by 5% each academic year hereafter.

- a. Once this percentage reaches 0%, Title 2 Section 1 Part C 1 will be removed and replaced with "An undergraduate member may only be inactive for one semester during his undergraduate career *with express written permission of the chapter's Regional Governor as well as a member of the Board of Directors.*

#### **Part d) Abroad Member**

An abroad member is one who is physically away from campus for more than half of a semester/quarter. There shall be no limit on the number of abroad semesters that a member may take. If a member is away from campus for more than two consecutive semesters/four quarters, he will be considered an alumni member. Abroad members are not required to pay international dues.

#### **Part e) Associate Member**

An associate member is one who has been enrolled in school for more than four calendar years (a super-senior.) Associate members are not required to pay international dues. Associate membership is only available to members who crossed into the Fraternity before January 1, 2019.

#### **Part f) Alumni Member**

An alumni member is an individual who was initiated into the Fraternity as an undergraduate and has since graduated or withdrawn from the university at which he was initiated.

#### **Part g) Graduate Member**

A graduate member is an alumni member (see Part F above) who is a dues-paying member of a graduate chapter. Graduate members may serve as Graduate Chapter delegates at international meetings.

#### **Part h) Academically Suspended Member**

An academically suspended member is an undergraduate member whose GPA has fallen below a 2.5 (on a 4.0 scale), or who has failed to meet the chapter or campus' GPA requirements. Academically suspended members may not participate in chapter events and are not required to pay international dues.

#### **Part i) Judicially Suspended Member**

A judicially suspended member has been suspended by his chapter or by the international

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Fraternity through the judicial process. Judicially suspended members remain obligated to pay international dues.

**Part j) Expelled Member**

Any individual who was initiated into the Fraternity and was subsequently removed from the membership in a manner pursuant to Title 3 of this Code shall be an expelled member. Expelled members do not have any of the rights, privileges, or responsibilities of members of the Fraternity. They are not permitted to wear the letters or other marks or insignias of the Fraternity and may not publicly or privately represent themselves as members of the Fraternity.

If a member who has been expelled wishes to rejoin the fraternity, he must send a written request to the Executive Director, who will send it to the Board of Directors for their consideration. A four-fifths ( $\frac{4}{5}$ ) majority of the Board of Directors is required to reinstate an expelled member.

**Part k) Resigned Member**

Any individual who was initiated into the Fraternity and subsequently voluntarily gave up his membership shall be a resigned member. For more information, please refer to the Standard Operating Procedure on Membership Removal

## **Title 3 Code of Conduct**

### **Section 1 General Conduct**

This Code is not written with the specificity of a criminal statute, nor is it intended to cover every instance of potentially prohibited conduct. The Fraternity expects its members, wherever they are, to adhere to high standards of honor and good citizenship and to conduct themselves according to the teachings of the Ritual of the Fraternity in a responsible manner that brings credit to the Fraternity. Members may be charged with the following misconduct:

1. Breach of an obligation assumed upon initiation.
2. Violation of any provision of the Constitution, Code, Ritual of the Fraternity, and/or resolutions and policies of the Board of Directors.
3. Disclosure of information about any confidential Fraternity matter to anyone other than a member in good standing.

4. Refusal to comply with the authority of the Chapter Advisor, Executive Director, BOD, or any other officer of the Fraternity.
5. Conduct that reflects negatively upon another brother, a chapter, or the Fraternity.
6. Failure to pay financial obligations when due.
7. Violation of any provisions of chapter bylaws or house rules.
8. Hazing.
9. Sexual misconduct, including sexual harassment, sexual violence, domestic violence, dating violence, and sexual exploitation.
10. Violation of applicable policies and/or laws governing the use, sale, and/or possession of alcohol or other controlled substances.
11. Endangering the health or safety of any person.
12. Abuse or interference with the Fraternity's conduct process, including but not limited to:
  - i. Falsification, distortion, or misrepresentation of information;
  - ii. Failing to provide, destroying, or concealing information during an investigation into an alleged violation;
  - iii. Attempting to discourage an individual's participation in or use of the Fraternity's conduct process;
  - iv. Verbal or physical harassment and/or intimidation of a member of a hearing body prior to, during, or following conduct proceedings; and
  - v. Influencing or attempting to influence another person to commit an abuse of the Fraternity's conduct process.
  - vi. Violation of the terms of any sanction assigned in accordance with the Code.

A chapter may be charged with any of the following misconduct:

1. Violation of any provision of the Constitution, Code, Ritual of the Fraternity, and/or resolutions and policies of the Board of Directors.
2. Refusal to comply with the authority of the Chapter Advisor, Executive Director, BOD, or any other officer of the Fraternity.
3. Failure to pay financial obligations when due.
4. Hazing.
5. Sexual misconduct, including sexual harassment, sexual violence, domestic violence, dating violence, and sexual exploitation.
6. Violation of applicable policies and/or laws governing the use, sale, and/or possession of alcohol or other controlled substances.
7. Endangering the health or safety of any person.
8. Abuse or interference with the Fraternity's conduct process, including but not limited to:
  - I. Falsification, distortion, or misrepresentation of information;
  - II. Failing to provide, destroying, or concealing information during an investigation into an alleged violation;
  - III. Attempting to discourage an individual's participation in or use of the Fraternity's conduct process;

- IV. Verbal or physical harassment and/or intimidation of a member of a hearing body prior to, during, or following conduct proceedings; and
- V. Influencing or attempting to influence another person to commit an abuse of the Fraternity's conduct process.
- VI. Violation of the terms of any disciplinary sanction imposed in accordance with the Code.

## **Part a) Standards**

Members of Lambda Phi Epsilon are expected to conduct themselves in a way that reflects positively on the general Fraternity and, in so doing, to exemplify the values of Lambda Phi Epsilon.

1. Members are expected to operate within the bounds established by The Code and any pertinent institutional, local, state, provincial or federal laws.
2. Members are expected to uphold their oath of membership.
3. Members and chapters are expected to pay dues, fines and other assessments along the timeline established by the Board of Directors.
4. Members and chapters are required to comply with lawful directions and orders emanating from those in authority within the Fraternity or any other relevant authority, including but not limited to the host institution or law enforcement.

## **Section 2 Hazing**

Hazing or any conduct that could be construed as hazing is illegal in all jurisdictions in which Lambda Phi Epsilon operates, and any conduct or activity that constitutes or represents hazing is expressly forbidden by this Code of Conduct. Intent or conspiracy to commit acts of hazing will be treated as equally serious. Acts of hazing are not covered by our insurance, so by committing an act of hazing, a member is taking on personal liability for any injuries or other damages they may cause.

### **Part a) Definition and Standards**

Any action taken or situation created by any member—new, active, or alumnus—whether on or off fraternity premises, for the purpose of, or that which is likely to produce, mental or physical discomfort, embarrassment, harassment or ridicule, as either a requirement of or a prerequisite to a bid, membership or continued membership, in Lambda Phi Epsilon, or which is otherwise prohibited by any local, state, provincial or federal or host institution laws or policies.

Prohibited actions include but are not limited to the following in any way, shape, or form:

1. Paddling or physical abuse of any kind;
2. Forced or induced consumption of alcohol or other controlled substances;
3. Forced or induced physical activity such as calisthenics or physical exercise;
4. Creation of sleep deprivation;
5. Physical or psychological shocks;

6. The deprivation of food or water;
7. Kidnapping or quests;
8. Treasure hunts;
9. Personal servitude or acts of service;
10. Verbal abuse;
11. Required uniforms or costumes that would be considered by the average person to be in bad taste, in public or private;
12. Road trips or other excursions;
13. Degrading, humiliating or otherwise harassing games;
14. Activities that would disrupt the public order;
15. Other activities that are inconsistent with Lambda Phi Epsilon principles or otherwise not in accordance with local, state, provincial, federal, or host institution laws or policies.

### **Part b) Standards**

Any member or chapter whose conduct meets the above definition of hazing, or whose act of omission causes hazing to occur, or who meets any other reasonable definition of hazing shall be in violation of this policy. Anyone who is found guilty or responsible for an act of hazing by a relevant body (university judicial process, the courts) will also be considered in violation.

### **Part c) Procedure**

Any member of the Fraternity who received information regarding a potential violation of this policy must immediately:

1. Report the alleged violation and all available information to the Regional Governor, Board of Directors or Executive Director;
2. Cooperate fully with any investigation;
3. Ensure that, to the best of one's ability, all local, state, provincial, federal, and host institution laws and policies are followed.

## **Section 3 Social Events**

For the purposes of this policy, any party, event, or gathering of Lambda members that would reasonably be construed as a Lambda event where alcohol is present will be considered a "social event." Any functions where alcohol is not present are not subject to the social event guidelines.

### **Part a) Definition**

A social event is an event hosted, planned, arranged, or endorsed by Lambda Phi Epsilon or its members where alcohol is present.

### **Part b) Standards**

1. Social events shall comply with all host institution, local, state, provincial, and federal rules, laws, and procedures.
2. Alcohol will only be permitted when the social event is in keeping with the requirements of Title 3, Section 4.



3. Open parties—events where the public has unrestricted access to a Lambda social event—are prohibited. Attendance at Lambda Social Events should be limited to a set list of guests, i.e. the members of the Alpha Beta Gamma Sorority at UCLA, the members of the Women’s Swimming Team, etc, or a party with an actual guest list.
4. Attendance at social events should be limited to no more than two guests for each Lambda member in attendance. Alumni, members’ spouses, and parents of members do not count towards the number of guests.

Social events taking place with another Greek Letter organization are exempt from the rule listed in Section II, B, 4 if those in attendance are limited to members of the two organizations.

## **Section 4 Drugs and Alcohol**

The possession, sale, use, or consumption of alcoholic beverages while on chapter premises or during a fraternity event, in any situation sponsored or endorsed by the chapter, or in any event an observer would associate with the fraternity, must be in compliance with any and all applicable laws of the state, province, county, city, institution of higher education, and must comply with either the BYOB or Third Party Vendor Guidelines. The sale or use of controlled substances, except as prescribed by a doctor, is strictly prohibited.

### **Part a) Standards**

1. No alcohol may be purchased with Chapter funds.
2. The sale of alcohol, cups, or the charging of a door price for admission to a party is strictly prohibited, and against the law in the United States and Canada.
3. “Passing the hat,” taking up a collection, or otherwise coordinating the members of a chapter to purchase alcohol, shall be considered tantamount to using Chapter funds for the purchase of alcohol.
4. The purchase, use, consumption from, and/or presence at an LFE function of a common source of alcohol, including but not limited to kegs, cases, party balls, trash can punch, or jungle juice, is explicitly and expressly prohibited.
5. Per the Social Event guidelines (Section 3 of this policy,) open parties are prohibited.
6. The consumption of alcohol by those considered to be of minor age at the location of the event is strictly prohibited. No member of the chapter shall facilitate, allow or permit such behavior.
7. Chapters are required to take steps to ensure that guests are not overserved.
8. Chapters are required to take steps to ensure that guests can be safely transported home after the event.
9. The presence, use, or sale of illegal drugs or controlled substances at any Lambda function, or an event which a reasonable person would consider a Lambda function, is prohibited.
10. Where required by law, the Fraternity will turn over to the relevant authorities any person found to be selling or distributing illegal drugs or controlled substances.

11. All recruitment activities associated with Lambda Phi Epsilon will be dry; alcohol may not be present, sold, consumed, or used in any way.
12. No alcohol shall be present at any pledge/new member activity or ritual of the chapter.
13. No member will engage in activities that encourage or support binge drinking or the consumption of unsafe quantities of alcohol.

## **Section 5 Online Conduct**

The internet is a powerful and valuable tool for education, and communication that can be used to great effect in the furthering of our fraternal mission. When used irresponsibly or with ill will, however, the internet can do irreparable damage to individual members, chapters, or the Lambda Phi Epsilon Fraternity as a whole. Each member is responsible for ensuring that their online presence and communications are appropriate, in good taste, and would stand up to the scrutiny of the public eye should they be exposed. Chapters are, likewise, responsible for ensuring the compliance of their members.

### **Part a) Definition**

Any communication, site, page, or presence existing on the internet that represents either a member or a chapter of Lambda Phi Epsilon shall be subject to this policy.

### **Part b) Standards**

No chapter shall permit, nor any member engage, in online conduct that is inconsistent with the values of Lambda Phi Epsilon. The following represents a non-exclusive list of conduct inconsistent with those values:

1. Any explicit or implicit reference to or promotion of the illegal use or consumption of alcohol or controlled substances;
2. Any explicit or implicit references to hazing or other illegal behavior;
3. Discussion or disclosure of any of the secrets or proprietary knowledge of Lambda Phi Epsilon;
4. Content that would commonly be understood to be racist, sexist, demeaning to any minority or majority group, or generally in bad taste;
5. Content with the intent or consequence of belittling, harassing, abusing, or in any intended or unintended way harming any individual, group, or class of people.

## **Section 6 Sexual Violence**

Sexual violence is defined as any sexual act, or any attempt to obtain or participate in a sexual act, when affirmative consent is absent. A sexual act shall be defined by the pertinent statute in the jurisdiction where the act took place.

### **Part a) Standards**

1. It shall be a violation of this Title to perpetrate, participate in, or cover up an act of sexual violence.

2. It shall be a violation of this Title to cover up or prevent the prosecution of the perpetrator(s) of an act of sexual violence.
3. It shall be the policy of the Fraternity to encourage victims who approach the Fraternity to report any alleged crimes to law enforcement. Any member who attempts to convince or coerce any alleged victim to not report such a crime to the police will be considered in violation of this Title.
4. All allegations of sexual violence reported to any member of the Fraternity must immediately be reported to the International Board which will guide the chapter on the next steps. Under no circumstance is a chapter permitted to investigate or handle any allegations itself.

### **Section 7 Right to Revise and Non-Retroactivity**

The Board of Directors has the authority to revise this title at its discretion, but any changes will only apply to cases brought in the future and will not apply to any pending cases. Changes will not be retroactive—the version of this policy that was in place as of the date of the alleged violation will be enforced for that violation.

### **Section 8 Retaliation**

It is a violation of the Fraternity's Conduct Code to retaliate in any way against individuals, members, and non-members because they have raised allegations of misconduct. Person(s) against whom the complaint is filed also bear a responsibility to abstain from retaliatory behavior toward the Reporting Party(s) and/or any individual participating in the adjudication process.

## **Title 4 Judicial Process**

### **Section 1 Purpose**

The purpose of this conduct process is to provide a fair review of alleged violations of the Lambda Phi Epsilon Code, rather than a formal legal proceeding.

### **Section 2 Authority**

Per Article 3, Section 3 of the Lambda Phi Epsilon Constitution, the International President has the mandate to interpret, construe, and enforce Fraternity law. He has delegated that authority to the various officers named herein, with the oversight of the Board of Directors.

### **Section 3 Requirement to Comply**

Per Article 2, Section 3 of the Lambda Phi Epsilon Constitution, all members (active and alumnus) must comply with this Code of Conduct.

### **Section 4 Charging and Hearing Process**

Charges must be submitted to the body of original jurisdiction. If an undergraduate member is being charged, the Chapter of which he is a member is the body of original jurisdiction. If an alumni member or a Chapter is being charged, the International Standards Committee (ISC) has original Jurisdiction. The Executive Director may move a case up from the Chapter level at their discretion, at the direction of the Board of Directors or following an appeal from a party involved in a Chapter-level dispute.

All sexual misconduct allegations will be investigated by the Director of Fraternal Standards and be reviewed by the International Standards Committee (ISC). If the Director of Fraternal Standards is unable to conduct the investigation, the Board of Directors will appoint an alternate individual to conduct the investigation.

### **Section 5 Charging Document**

Any member may bring charges against any other member for violations of this Code of Conduct by submitting, in writing, a signed letter to the President of his Chapter, the District Governor, and the Executive Director detailing the charges. Charges may include a requested outcome. Upon review, the Executive Director may assign original jurisdiction to the ISC.

### **Section 6 Individual Discipline at the Chapter Level**

Upon receiving charges signed by any member, the President of a Chapter will bring Chapter-level cases to the Chapter's attention and consider them according to the Chapter's internal policies. A member may be suspended or expelled only with a majority vote of the Chapter, and after subscribing to the following procedure:

- The charges against a member must be presented to him, in writing, along with the date and time at which his case will be considered by the full Chapter. The date of that hearing may not be less than ten (10) business days from the date at which the Charges are presented to the accused.
- The accused must be allowed to present evidence, both written and verbal, in his defense.
- The accusing member or his designee must be allowed to present evidence along the same lines.

If a Chapter votes to suspend or expel a member, copies of the charges and the minutes from the meeting at which a member was suspended or expelled must be sent to the Executive Director within ten (10) business days of the meeting.

## **Section 7 Discipline at the International Level**

Upon notification of a violation of the Code of Conduct, the Executive Director or his delegate will investigate the allegations and render a report. In cases involving sexual misconduct allegations, the Director of Fraternal Standards will be responsible for investigating the allegations and rendering a report, findings, and recommendations to the ISC.

The ISC will review the report and, if the finding of fact indicates that a violation has occurred, determine appropriate outcomes.

### **Part a) Advisors**

1. As the judicial process is not modeled on formal legal proceedings, the participation of persons acting as legal counsel on behalf of chapters and individuals is not permitted.

### **Part b) Standards of Due Process and Evidence**

1. Formal rules and evidence will not be applied, nor will deviations from prescribed procedures necessarily invalidate a decision, unless significant prejudice to the Respondent or Complainant may result.
2. The complaint against the Respondent must be established by a preponderance of the evidence, meaning that a reasonable person would accept that “more likely than not” a fact is true, or an incident occurred.
3. In cases involving sexual misconduct allegations, the Reporting Party and Respondent will be given the opportunity to provide a statement, any supporting documentation, and witness statements within the investigative process. Once given notice of the allegations, the Responding Party will be given ten (10) business days to provide a statement, any witness statements, and supporting information. The Reporting Party will not be privy to the Respondent’s statement, supporting information, or any witness statements. After providing an initial statement and response to any follow-up questions and/or requests by the Director of Fraternal Standards, the Respondent will have the opportunity to review all information collected by the Director of Fraternal Standards from the Reporting Party, including any supporting documentation, and will be given 10 business days to provide a response to his review of all statements and supporting documents, which will be included in the final investigative report. The Director of Fraternal Standards will allow for input from the Reporting Party and Chapter on desired sanctioning, should the Respondent be found responsible for violating the Code; however, the final recommendation for sanctioning will be made by the Director of Fraternal Standards should the Respondent be found responsible for violations.
4. Conduct proceedings involving allegations of sexual misconduct concerning a member or chapter that are to be adjudicated by the ISC shall be instituted upon receipt of a written complaint, filed and determined to be substantiated by the Director of Fraternal Standards. The written complaint shall set forth the alleged conduct violations with sufficient facts or supporting documents to substantiate the allegation. The Director of

Fraternal Standards will render a finding on the charges of consideration, and provide a recommendation of sanctions for the resolution of the case.

### **Part c) Case Resolution by the ISC**

1. The Executive Director will refer the investigative report, findings, and recommendations to the standing ISC. The Executive Director will select three (3) members of the ISC to adjudicate the case. The members selected shall be empowered to adjudicate the alleged conduct violations, including the assignment of sanctions as described herein. Any conduct proceeding of the ISC will be adjudicated within a prompt and reasonable timeframe as determined by the Executive Director and ISC pending availability.
2. During ISC review for sexual misconduct, if the Respondent is found responsible, the body shall consider the assignment of sanctions as prescribed herein. The Respondent shall be promptly notified of the determination of responsibility and any sanctions assigned. In cases of sexual misconduct, the Reporting Party will be notified by the Director of Fraternal Standards of the findings (responsible/not responsible) but will not be privy to any sanctions assigned as a result of the finding.
3. If the Respondent fails to answer the complaint, the Respondent may be found responsible by default, at which time the hearing body will determine the appropriate sanction.

## **Section 8 Review by the International Standards Committee**

During ISC review, the fraternity's case will be presented to the panel by the investigating officer. Verbal, written, and/or documentary evidence will be presented to explain the Fraternity's case.

The ISC will deliberate in private and render a finding of "responsible" or "not responsible" and renders an appropriate outcome.

## **Section 9 Sanctions**

The ISC may render verdicts from the below lists or may, at their discretion, create other sanctions as they see fit, so long as those sanctions conform to Title 4, Section 6 of the Code. Upon further review, a concurrence of a majority of the Board of Directors shall have the authority to amend ISC sanction terms.

### **Part a) Individual Sanctions**

- Expulsion.
- Suspension for a definite period.
- Suspension until a set milestone (e.g., graduation).
- Suspension from certain privileges (e.g., social suspension).
- Removal from Office (for Chapter Officers).
- Probation: a designated period of time during which additional violations of the Fraternity's standards of conduct may result in more severe sanctions.

- Fine (not to exceed 50% of the semesterly dues at the time of outcome).
- Any other reasonable penalty.
- Warning: notice, oral or written, that continuation or repetition of prohibited conduct may be cause for additional conduct proceedings.
- Written apology to those wronged.
- Educational sanctions: the completion of educational programs or other discretionary sanctions necessary to develop the skills and/or knowledge necessary to prevent future violations.
- Exclusion from various fraternity activities.

### **Part b) Chapter Sanctions**

- Suspension for a definite period.
- Suspension until a set milestone (e.g., Convention).
- Suspension of certain privileges (e.g., alcohol-free, no intake).
- Probation: a designated period of time during which additional violations of the Fraternity's standards of conduct may result in more severe sanctions.
- Fine (not to exceed 50% of the semesterly dues, multiplied by the number of active members of the house).
- Educational programming.
- Any other reasonable penalty.
- The ISC may request that the Fraternity revoke a Chapter's charter, which requires the concurrence of a majority of the Board of Directors.

### **Part c) Sanctioning**

1. The ISC, after determination of responsibility in a conduct proceeding, may, by a majority vote, suspend or expel a brother of the Fraternity, and issue such other orders to the chapter as it deems in the best interest of the Fraternity.
2. The suspension of a member deprives him temporarily of all rights and privileges in the Fraternity. During his suspension, he may not hold office, attend meetings, or participate in any Fraternity activities, and his Fraternity pin shall be held in the custody of the Chapter Treasurer. He shall at all times be subject to the discipline and laws of the Fraternity and shall not be in good standing until the termination of the suspension. Failure to uphold the suspension on the part of the member or chapter may result in additional action taken as outlined within Section 1, General Conduct.
3. The expulsion of a member is the permanent dissolution of the fraternal relationship between the individual and the Fraternity. An expelled member loses all rights and privileges and forfeits all claims on the Fraternity. Membership reinstatement from expulsion requires the unanimous approval of the Board of Directors.

## **Section 10 Appeals**

Appeals must be submitted in writing to the Executive Director, with any accompanying supporting documentation.

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Any member has the right to appeal a judicial decision made against them within ten (10) business days of the outcomes being handed down. Any outcome being appealed will remain in effect until a final decision is reached.

In extraordinary circumstances, a concurrence of a majority of the Board of Directors may temporarily stay the effect of an outcome pending appeal, following a written petition sent to the Executive Director, which will be transmitted to the Board of Directors for immediate consideration.

### **Part a) Grounds for Appeal**

An appeal shall be based on one or more of the following grounds:

1. Procedural error that substantially affected the outcome of the case.
2. Bias or conflict of interest in the case.
3. New information that was not available at the time of adjudication that could substantially affect the finding of responsibility.
4. Sanctions that are disproportionately severe in light of the violation committed.
5. Determination of responsibility against the weight of the evidence.

The Board of Directors will consider the written appeal and determine if one of the five grounds for an appeal exists. If a concurrence of a majority of the Board of Directors finds that no grounds exist, it may deny the appeal out of hand. If grounds are determined to exist, the Board of Directors may accept the appeal and either reverse the original body's decision or opt to hear the case. If a hearing is decided upon, the Board of Directors will select three (3) members of the ISC to adjudicate the case on an appeals panel. The three (3) selected members of the appeals panel cannot have served in the original ISC review.

### **Part b) Appeal Procedure**

Appeals hearings may happen at an in-person, phone, or virtual meeting.

During an appeal, a member of the Board of Directors will preside. The Executive Director will present an opening statement, followed by an opening statement to be offered by the respondent. The Executive Director will then present their case, followed by the respondent presenting theirs. The Executive Director will then present their closing statement, followed by the respondent presenting theirs.

The appeals panel will render its verdict and inform all parties within five (5) business days.

#### **Subsection 1)**

Except as required to explain the basis of new information, an appeal shall be limited to a review of the decision letter issued in accordance with this Code, the minutes of the conduct proceedings as defined herein, the appellant's written statement, and any written response or memoranda prepared by the Director of Fraternal Standards, Executive Director, or ISC.



**Subsection 2)**

The appeals panel, with a majority vote, may affirm or reverse in whole or in part the findings of responsibility and sanction assigned, reduce the sanction assigned, and/or remand the case for Board of Directors review. Upon further review, a concurrence of a majority of the Board of Directors shall have the authority to amend ISC appeal terms.

## **Title 5    Fraternity Finances**

### **Section 1 Operations and Bookkeeping**

It shall be the responsibility of the Treasurer to ensure that proper bookkeeping and financial operations are being executed, but the day-to-day financial operations of the Fraternity will be undertaken by the professional staff.

### **Section 2 Dues**

Members of the fraternity are required to pay dues, subject to Title 2 Membership of the Code. Dues will be assessed to the chapters during each academic semester. The Fall semester will be from September through December and the Spring semester will be from January through May. The dollar amount of dues for the upcoming academic year will be set by the Board of Directors and

announced at the Convention preceding the academic year in question.

It shall be the responsibility of the professional staff to see to the timely and orderly collection of dues from the chapters, and the professional staff shall, with the approval of the Board of Directors, establish timelines and processes for collection, and the consequences for non-payment.

### **Section 3 Fines**

Fines may be assessed to chapters and individual members of the fraternity. Fines may be given in two categories:

#### **Part a) Fines for Failure to Report/Attend**

A chapter or individual member may be assessed a fine for failure to file a required report in a timely manner, for failure to attend (or tardiness at) an event where their attendance was required, or as directed by the Board of Directors. Fines may only be given in this way when the chapter or member being fined understood the timeline or requirement to which they were being held and was aware of the potential monetary consequence.

#### **Part b) Fines as Judicial Sanctions**

Fines as judicial sanctions may only be assessed after due process is afforded, as outlined in Title Five of this Code.

## **Title 6 International Event Attendance**

### **Section 1 International Convention**

Each Chapter will be required to send delegates to Convention which comprise 25% of its total Active count (rounded up). The total active count will be calculated each Spring based on the house size of the current and previous semesters (or equivalent for schools on a quarter system) for the current academic year.

Chapters that fail to send delegates may be charged the cost of registration and hotel lodging for missing delegates. Chapters that fail to meet the required delegates multiple years in a row may face additional sanctions such as loss of social privileges, additional fines, suspension, etc. Chapters that fail to send the required number of delegates will be fined \$500 per member that the Chapter is short of their required amount or the cost of registration, whichever is higher. Chapters that fail to meet the required delegates multiple years in a row may face additional sanctions such as loss of social privileges, additional fines, suspension, etc.

The Board of Directors may exempt up to three chapters from this requirement at their discretion based on hardship.

## **Section 2 Winter Orientation**

Chapters that fail to send a delegate to President's Orientation will be fined \$500. Chapters that fail to send a delegate to a second President's Orientation within a four-year period will receive a \$1000 fine and be placed on alcohol-free status for one year. Chapters that fail to send a delegate to three President's Orientations within a four-year period will be closed. To be considered in attendance, the delegate must be present each time roll is taken. Delegates who are late may be fined at the discretion of the Board of Directors.

## **Section 3 New Member Education Retreats**

Chapters that fail to send their new member educator to the twice-annual education retreats will be unable to take a class during the following semester. There will be an educational retreat at the International Convention in May and around Winter Orientation in January of every year. To be considered in attendance, the new member educator must be present each time roll is taken. New Member Educators who are late may be fined by the Board of Directors.

## **Title 7 Sexual Assault Prevention Education**

### **Section 1 Standard**

Each member will be required to undergo sexual assault prevention training at least once during each academic year. Training should be facilitated by a qualified professional. Failure to undergo this training will result in the chapter losing insurance coverage for the following semester or individual members facing additional sanctions.

## **Title 8 Branding and Apparel Guidelines**

The Lambda Phi Epsilon brand shall be defined as all those images, phrases, marks, or other signifiers that are associated exclusively with the Fraternity. These include but are not limited to; “Lambda Phi Epsilon,” “Lambda Phi Epsilon International Fraternity, Inc.,” “LFE,” “LPhiE,” “Leaders Among Men,” the image of the crest, our Greek Letters, the Kanji version of the Lambda Phi Epsilon Greek Letters, and the official Fraternity flag.

### **Section 1 Apparel Standards**

All apparel bearing the name and/or letters of Lambda Phi Epsilon must be in good taste (as defined by the Board of Directors and any pertinent host-institution guidelines).

Apparel bearing the Lambda Phi Epsilon Greek or Kanji letters may only be worn by members of the Fraternity. Apparel bearing the words “Lambda Phi Epsilon” may be worn by non-members but only when the apparel is for promotional purposes (for instance, “I <3 Lambda Phi Epsilon,” “My son is a Lambda,” etc.)

The Board of Directors may make exceptions to these standards at their discretion.

## **Section 2 Proper Disposal of Letters**

All letters that are no longer in presentable shape or are to be disposed of should be safely and respectfully burned. Retired letters should not be distributed away to donation centers.

## **Title 9 New Undergraduate Chapters**

It shall be the responsibility of the Board of Directors to devise a strategy for expansion and to approve new chapters for admission to the Fraternity. The process by which a new chapter is chartered will be as follows:

### **Section 1 Approval to Expand**

Upon the recommendation of the Director of Expansion, the Board of Directors may authorize the pursuit of expansion on a new campus and any funds that may be required for that project.

### **Section 2 Interest Group Phase**

Once expansion has been approved for a given campus, an Interest Group (IG) should be formed, or if one already exists, that group should be recognized. The Members of an Interest Group are not members of the fraternity and do not enjoy insurance coverage or any of the other benefits of membership, regardless of the level of support they may be receiving from officers or representatives of the fraternity.

## **Part a) Charter New Member Educator**

An IG will be led by a Charter New Member Educator (CNME,) also known as a Pledge Dad or PD. The CNME will be appointed by the Board of Directors and will be considered an Officer of the Fraternity under Title 1, Section 5 of the Code.

The CNME will be responsible for supporting the IG in its pursuit of Charter Group and, later, Chapter status. Once the IG is approved for Charter Group Status, the CNME will be responsible for conducting New Member Education under the guidance of the Director of Education.

## **Part b) Charter Group Phase**

Before an IG will be approved to move into the Charter Group Phase, and begin New Member Education, the IG must:

1. Have at least twelve members.
2. Have completed one philanthropy event.
3. Have undergone sexual assault prevention education training.
4. Have gained a good reputation on campus and within the community.
5. Have gained the support of the campus fraternity and sorority life office, if one exists.
6. Have identified a campus staffer or professor who will serve as the chapter's campus advisor.
7. Have raised the chartering fee.
8. Have the new member dues raised and ready to be paid to HQ.
9. Have gained the support of the governor of the district in which the eventual chapter will operate.
10. Have gained the support of the Director of Expansion.

The IG must compile a written petition which includes evidence that the above criteria have been met and send it to the Executive Director and the Director of Expansion. Once that petition has been certified to meet the above requirements, the Director of Expansion will ask for the approval of the Board of Directors to authorize the opening of a Charter Group. A 3/5 majority of the Board of Directors is required to authorize an IG to move into the Charter Group Phase and begin new member education.

As soon as can be conveniently arranged after the BOD has authorized the Charter Group, the members of the IG should be inducted as new members. Once the new members have been inducted, they should be registered into the membership database, their new member dues should be paid to HQ, and new member education should begin.

Members of a Charter Group are insured under the fraternity's insurance policy and are expected to operate within the bounds of the Constitution and Code of the Fraternity.

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Once New Member Education has been completed, and with the authorization of the Director of Education and the Executive Director, the new members should be initiated and the new chapter recognized and enrolled in the records of the Fraternity.

## **Title 10 Chapter Status Advancement**

All chapters of Lambda Phi Epsilon are divided into statuses as established by Article III, Section 1 of the Constitution of the Fraternity. Chapters wishing to be promoted in status must submit various paperwork, as listed below, and deliver a presentation at the international convention.

In order to respect the constraints of time, no more than three chapters may go up for status in any given year. The Board of Directors will select the three strongest chapters from among those who submit letters of intent to be allowed to present that year. The Board of Directors will use the Chapter Accreditation Scorecard to determine the strongest chapters.

### **Section 1 General Requirements**

In order to go up for promotion, a chapter must:

1. Be in good standing with the International Board, including being free from sanctions and late payments on fraternity invoices for the previous 12 months.
2. Chapters attempting to go up for promotion must achieve a minimum of four Bronze rankings or higher within the previous four years of Accreditation results.

## **Section 2 Letter of Intent**

No later than the start of Winter Orientation, the chapter must submit a written letter of intent to the Executive Director.

## **Section 3 Submission of Preliminary Materials**

No later than March 1, chapters that have been selected to proceed, must submit the following materials to the Executive Director. The materials should be submitted at the same time. The Board of Directors will review the Preliminary Materials and determine if a chapter may proceed to the final materials and presentation phase.

### **Part a) Letters of Recommendation**

Letters of recommendation should be procured from the following parties:

1. Regional Governor
2. Office of Fraternity and Sorority Life
3. Fraternity and Sorority Council Leadership
4. Fraternity and Sorority Partner Organization
5. Cultural Partner Organization
6. Philanthropic Partner Organization

### **Part b) Chapter Paperwork**

The chapter must submit all of the following paperwork:

1. A full chapter roster
2. Chapter constitution
3. Quarterly bank statements from the most recent January, April, July, and October months
4. Chapter budget from the previous and current year

## **Section 4 Submission of Final Materials**

No later than May 1, chapters must submit the following materials to the Executive Director. The materials should be submitted at the same time. Materials submitted in this phase should be considered final and will be provided to the House of Delegates in the form in which they are submitted.

1. Letter from the chapter president introducing the chapter and providing an overview of why, in the chapter's opinion, the chapter should be promoted.
2. Timeline of programming for the past two calendar years.
3. Overview of the new member classes that are currently represented in the chapter. Individual bios should not be submitted, each new member class that is currently represented in the chapter should be listed with a class photo and brief biographical information on each member should be included (name, nickname, line number, hometown, major, leadership positions within the chapter.)



## **Section 5 Presentation and Videos**

The presentation should last no more than 15 minutes and should include an entrance and a presentation that demonstrates what the chapter has done that merits promotion. A video may be included at the chapter's discretion but viewing the video will count towards the time limit.

Twenty minutes will be provided for questions from members of the full-fledged chapters.

## **Section 6 Scoring**

Chapters will be scored on the following metrics. The scoring metrics will be for informational purposes only. Chapters may vote how they wish, regardless of scores on these metrics. The Board of Directors will provide the fraternity average for the chapter accreditation scorecard for reference.

### **Part a) Demonstration of Sustainability**

1. Financial Sustainability
2. Alumni Network
3. Risk Management

### **Part b) Demonstration of Excellence**

1. Service
2. Community/Campus Networking and Relationships
3. Academics
4. Inter-Chapter Networking and Relationships (relationships with other LFE Chapters)

## **Section 7 Deliberation**

The chapters will be given 25 minutes to deliberate and then a vote will be taken by secret ballot. Each full-fledged chapter will be given one vote. A simple majority (50% plus 1) is required for promotion.

## **Title 11 Traditions and Marks of the Fraternity**

### **Section 1 Flag of the Fraternity**

The Flag of the Fraternity consists of a white horizontal bar across a royal blue field with the fraternity crest in the center. On the left of the seal, within the white bar are the Greek letters for Lambda Phi Epsilon, and to the right of the seal, is 1981, the year of the founding of the Fraternity.

#### Part a) Proper Use of the Fraternity Flag

The flag should never be:

- Carried upside down;
- Used in such a way that will allow it to be torn, dirtied, or damaged;
- Have anything placed on it, attached to it, or marked on it;
- Used to hold or carry anything;
- Printed with non-standard fraternity colors;
- Touching anything beneath it such as the ground, floor, or water.

No other flag should fly over the fraternity flag. The flag, when it is in such condition that it is no longer a fitting emblem for display, should be destroyed in a dignified way, preferably by burning.

## **Section 2 Official Fraternity Colors**

The colors of the Fraternity shall be royal blue (#002366) and white.

## **Section 3 Mascot of the Fraternity**

The mascot of the Fraternity shall be the dragon.

## **Section 4 Motto of the Fraternity**

The open motto of the Fraternity shall be “Leaders Among Men.”

## **Title 12 Chapter Recognition**

### **Section 1 Standards**

A Chapter is required to meet all standards set forth by their universities, their respective councils, and the International Board to remain in good standing

#### **Part a) Academics**

A chapter must remain in good academic standing with the Fraternity and University at all times. The chapter must meet the Fraternity academic standard average GPA of 2.5, or if higher, the university standard. Failure to meet these requirements may result in sanctions by the Fraternity.

#### **Part b) Active Membership**

A chapter must meet or exceed the minimum required active count set forth by their affiliated university. University sanctions resulting from a failure to meet the minimum requirements may result in sanctions by the Fraternity

#### **Part c) Reporting**

Chapters are required to submit all required documents and dues in a timely manner to the International Board and their respective universities. Failure to submit documents on time may result in sanctions by the Fraternity.

#### **Part d) Accreditation**

Chapters are expected to maintain an elevated standard on the Fraternity's annual Accreditation scorecard. Chapters that do not maintain expectations may result in sanctions by the Fraternity.

**Subsection 1) Active Lettered Chapters**

Active Lettered Chapters are required to maintain a bronze or higher achievement on the Fraternity's annual Accreditation in order to maintain their Active Lettered status. A Chapter may only achieve lower than a bronze rating once within a 4 year period. Chapters that fail to maintain bronze status may result in sanctions by the Fraternity including but not limited to the loss of a Chapter's Active Lettered Status.

**Subsection 2) Associate Chapters**

Associate Chapters are required to maintain a bronze or hither achievement on the Fraternity's annual Accreditation at least twice within a 4 year period. Chapters that fail to achieve this may result in sanctions by the Fraternity including but not limited to loss of privileges or the suspension of the Chapter.

## **Title 13 Standard Operating Procedures**

### **Section 1 Membership Removal**

A Chapter can move to expel the membership of an individual for violations of the Code of Conduct (Lambda Phi Epsilon Constitution and Code, Title III) in accordance with local Chapter policy.

- In the absence of local policy or procedures, the Chapter should defer to the International Board on how to proceed.
- Charges of sexual misconduct must be investigated and adjudicated by the International Board to meet Title IX standards.

**Part a) Letters**

The Chapter is to attempt to collect any fraternal paraphernalia with the Fraternity letters back from the individual (e.g. line jackets, hoodies, jerseys, shirts, etc.).

**Part b) Social Media**

The Chapter must remove the individual from any and all social media channels, including but not limited to:

- Relevant listservs, private groups, and chapter communications.
- Social media posts where the individual is wearing letters (i.e. Facebook, Instagram, Chapter website). Expelled members should be untagged from media, unmentioned in comments, or otherwise archived from a public-facing view where appropriate.

**Part c) Documentation**

The Chapter's Executive Board must sign, submit, and send a Membership Expulsion Form to their Governor and the Executive Director.

#### Part d) Appeals

Any member has the right to appeal any judicial decision made against them within ten (10) business days of the outcomes being handed down.

- Appeals must be submitted in writing and supporting documentation should accompany all appeal requests. Appeals of a Chapter decision are made to the Executive Director ([ed@lambdaphiepsilon.org](mailto:ed@lambdaphiepsilon.org)) with the Board of Directors being the final body of appeal.
- To submit an appeal, the appeal must be based on one or more of the following grounds for an appeal:
  - Procedural error that substantially affected the outcome of the case.
  - Bias or conflict of interest in the case.
  - New information that was not available at the time of adjudication that could substantially affect the finding of responsibility.
  - Sanctions that are disproportionately severe in light of the violation committed.
  - Determination of responsibility against the weight of the evidence.

A 4/5 majority affirmative vote from the Board of Directors is required to reinstate an expelled member.

#### Part e) Resignation

A member may voluntarily resign their membership with the Fraternity at any time as long as they are a member in good standing and do not owe the Fraternity any money. If a member wishes to resign, a Chapter must follow the following sections from above:

- Part a) Letters
- Part b) Social Media
- Part c) Documentation
  - In lieu of submitting a Membership Expulsion Form, a Chapter must submit a Membership Resignation Form

If a member who has resigned wishes to be reinstated into the Fraternity, they must send a written request to the Executive Director who will forward it to the Board of Directors for their consideration. A 4/5 majority of the Board of Directors is required to reinstate a resigned member.

## **Section 2 Sexual Misconduct**

When the Fraternity received notice of allegations of sexual misconduct, the Executive Director shall have the authority to impose an interim suspension on any Chapter or member alleged to be involved in a violation of any provisions of the Constitution or Code of Conduct or any official directive for a period not to exceed fifty (50) days. This interim suspension can be extended upon a majority vote by the Board of Directors.

Reports can be received by the International Board in the following channels:

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- A report is received via the online reporting option: [report@lambdaphiepsilon.org](mailto:report@lambdaphiepsilon.org).
- A report is received by the Executive Director, International Board of Directors, or any other Fraternity leadership.
- Notification is given from the host institution of allegations.
- Social media posts.
- Chapter leadership or members.

Upon receiving notice of the allegations, outreach to the alleged impacted party to outline reporting options is initiated. After ten (10) business days, if a statement has not been received, an additional outreach will be made. Three attempts will be made in total to the alleged party in an effort to collect a statement of allegations.

#### Part a) Respondent Rights and Responsibilities

- The respondent will be provided with Respondent Resources Related to Sexual Misconduct Allegations.
- The respondent will be requested to provide a statement, supporting information, and any witness statements within ten (10) business days.
- A preliminary investigative report will be compiled with all statements and supporting information and will then be shared with the respondent to review and to provide a response/defense to the allegations within ten (10) business days, which will then be incorporated.
- The final investigative report will be compiled including the respondent's response to the allegations, investigative findings, rationale, and any recommended sanctions for resolution, and to be provided to the International Standards Committee (ISC) for review and resolution.
- Following the review by the ISC, the respondent will be notified of the outcome and any sanctions. The reporting party will be notified whether the respondent was found responsible/not responsible.

### **Section 3 Crisis Media Response Guidelines**

When an individual or chapter is reached out to by a source and information or a statement is requested, it is crucial that these steps are followed so that assistance can be provided and the situation can be navigated carefully.

#### Part a) Media Requests

If a request is made from a media source, the following steps should be taken:

- Inform your governor immediately. Do not reply.
- Once the International Board has reached out to the chapter, the individual or social media representative who was contacted may reply with the following prepared statement:

“Please direct all media inquiries to our headquarters at [contact@lambdaphiepsilon.org](mailto:contact@lambdaphiepsilon.org).”

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- The International Board will handle all media inquiries from this point forward. No individual should speak on behalf of the organization or chapter under any circumstance.

#### Part b) Community Requests

If a request is coming from a community, the following steps should be taken:

- Inform your governor immediately. Do not reply and do not put out a public statement on social media.
- Once the International Board has reached out to the chapter, the individual or social media representative who was contacted may reply with the following prepared statement:
  - “Our chapter is aware of allegations made against (members of) our organization. We take these accusations very seriously. We have turned over all information to the University and the International Board. We will not be commenting further on any pending cases at this time.”
  - If accusations are against members, include the part in parentheses.
  - If accusations are against the chapter, exclude the part in parentheses.
- Under no circumstance should an individual be named in a public statement.
  - This opens up individuals, the chapter, and possibly the organization to lawsuits.
- Under no circumstance should an individual make a statement on their own.
  - This opens up individuals to possible lawsuits as well as an admittance of guilt

#### Part c) Further Action

The chapter may continue to face public pressure or ridicule over perceived inaction. It is crucial to make sure all members of the chapter are on the same page. This includes the following:

- Do not reply to comments on social media.
  - This includes places such as Instagram, Subtle Asian Greeks or Subtle Asian Traits, Facebook, Snapchat, etc.
  - Additional comments only serve to do damage to the organization.
- Do not put out any additional statements.
  - This potentially sends the wrong message and a lack of continuity in messaging from the organization or chapter.

## **Section 4 Reimbursement Policy**

When a party reaches out to the International Board for payment or reimbursement, it shall be standard to take care of all outstanding debts on specific dates of each month for consistency moving forward. Those dates are as follows:

- The 7th day of each month and
- The 21st day of each month

Disbursement of funds will occur on the nearest scheduled day of disbursement (ie. if submitted on the 6th, reimbursement would occur on the 7th. If submitted on the 8th, reimbursement would occur on the 21st). Special exceptions may be made for alternative dates for the disbursement of funds at the discretion of the Board of Directors.

## **Title 14 Position Statements**

### **Section 1 911 Amnesty**

No person should ever be afraid to call for help. No member of Lambda Phi Epsilon should ever leave a person to suffer because that brother is afraid of being sanctioned by the International Board.

As such, it is the position of the Board of Directors that no member who calls 911 to seek emergency medical assistance for an individual in medical distress will be subject to sanctions for creating whatever situation led to the medical distress. That individual may be required to undergo additional education, but his membership will not be suspended or revoked by the Fraternity. Similarly, his chapter will not be subject to sanctions above those that are educational or preventative in nature.

Preventative sanctions are those that seek to prevent a dangerous situation from existing - in the event that a chapter calls 911 for a guest who has alcohol poisoning or other emergencies, the Chapter may be barred from hosting or participating in events with alcohol until the Chapter undergoes educational training about how to host or attend such events in a safe way. A preventative sanction is not a fine or definite loss of privileges.

### **Section 2 Event Attendance**

International events are a critical opportunity for our undergraduate leaders to receive training in the running of their chapters. Much of the training is mandated by our contract with our insurance carrier. International Convention attendance is governed by a policy passed by the House of Delegates at Orientation 2018 and is not affected by this statement of position.

Part a) Winter Orientation



Moving forward, chapters that fail to send a delegate to President's Orientation will be fined \$500. Chapters that fail to send a delegate to a second President's Orientation within a four-year period will receive a \$1000 fine and be placed on alcohol-free status for one year. Chapters that fail to send a delegate to three President's Orientations within a four-year period will be closed. To be considered in attendance, the delegate must be present each time roll is taken.

#### Part b) Education Retreats

Beginning with the Educational Retreat at Convention 2019, chapters that fail to send their new member educator will be unable to take a class during the following semester. There will be an educational retreat at the International Convention in the summer and Winter Orientation in January of every year moving forward. To be considered in attendance, the New Member Educator must be present each time roll is taken.

### **Section 3 Membership Conduct**

Membership in Lambda Phi Epsilon Fraternity is a privilege that must be earned each and every day, beginning on the evening that one is inducted until the day that one dies. This privilege requires an initial and ongoing investment of personal time, talent, and money. This privilege also requires continuous membership conduct that matches the Fraternity's mission, vision, and core values.

The Fraternity is aware that this sets a high bar of expectations, but the Lambda Phi Epsilon experience is only for those dedicated and committed to the Fraternity's ideals. Lambda Phi Epsilon is not interested in individuals:

- Who are not interested in serving the communities in which they live.
- Who do not strive for academic achievement.
- Whose actions will put the Fraternity's reputation and well-being at risk.

Failure by the membership to meet these expectations will result in individual sanctions. In cases of acts of hazing, racism, and sexual assault, individuals responsible or complicit may be expelled from the Fraternity.

### **Section 4 Public Statements**

Chapter recognition in Lambda Phi Epsilon Fraternity is a privilege that must be earned each and every day. Our chapters are expected to uphold the values and beliefs of the Fraternity and continue to make decisions in the best interest of the Fraternity as a whole. Actions that are counterintuitive to this goal will not be tolerated.

Lambda Phi Epsilon is not interested in individuals or chapters whose actions will put the Fraternity's reputation and well-being at risk. Public statements made by chapters in response to any conduct allegations will not be tolerated as these statements are often self-serving and are detrimental to the organization and its accused members. In addition, these statements are often violations of a

member's rights outlined in Title 3 Section 1 Part 3, 5, and 11 of the Lambda Phi Epsilon Code of Conduct.

The Fraternity has a strict and unbiased conduct process which it adheres to in all cases of Code of Conduct violations. This process is followed each and every time without deviation. It is the responsibility of our chapters, their members, and the communities in which they serve to follow these steps in reporting any misconduct to the Fraternity.

Failure by the chapter to meet these expectations will result in sanctions. In cases of public statements made without the direct and express approval of the Board of Directors, individuals and chapters found responsible for the direct violation of this position statement have the potential to lose recognition and insurance coverage.

## **Section 5 Underreporting**

Chapters are required to report their new members, and when those new members cross, to the International Board in a timely manner. A timely manner shall be understood to be within 14 days of induction or initiation respectively. New members/initiations must be reported on any and all forms in addition to the membership database being used by the Fraternity at the time.

Any chapter found not to have reported a new member or an existing member of the chapter will be charged the dues for that member plus a \$100 fine per un-reported member. Should a chapter fail to report some or all their new members a second time within two calendar years, the chapter will be assessed a fine of not less than \$500, plus \$100 per un-reported member. A third offense within two calendar years will result in a chapter suspension of not less than two years.

## **Section 6 Scrolling**

Scrolling is when an older member of the organization forces a younger member of the organization to perform an act out of respect for the older member. This often manifests itself in the form of alcohol consumption, menial tasks, or other possibly demeaning actions the younger member may not want to participate in. Whether it's called a Lambda Phi or a Scroll, the action is the same across the organization.

Many universities interpret scrolling as a form of hazing. This can be attributed to the power dynamic of an older member coercing a younger member to do something. Even if the younger member is not a New Member (formerly referred to as a Pledge), many universities will still see this act as hazing. Hazing is not only a violation of the Lambda Phi Epsilon Code of Conduct; it is also illegal in 44 out of 50 states (all of which our organization currently operates).

Over the course of the history of our organization, scrolling has caused dangerous and sometimes fatal incidents to occur. In our continued effort to eradicate hazing from our organization, it is

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imperative that we take the step to also root out additional forms of hazing within the culture of our Fraternity outside of New Member Education as well.

The act of scrolling or any other coercive method of forcing another member of the organization to perform an act against their will is strictly prohibited. Any violations of this position statement will result in charges of hazing against the member or chapter in question which may result in sanctions or possible removal of membership. Scrolling has no place in our Fraternity.

## **Section 7 Hazing Outcomes**

When an active-lettered Chapter is suspended or removed from campus, it has been subjective whether or not its lettered status would still be in place upon a successful return to campus. Moving forward, any active-lettered chapter that is suspended for 2 years or longer or removed from campus will have its letter designation removed and demoted to the status of an Associate Chapter. At the discretion of the Board of Directors, a chapter may have its letter designation removed for lesser sanctions. In order for a chapter to restore its fully lettered status, a chapter will need to go through the promotion process and present at Convention in the future.

In addition, members of the Fraternity who have participated in hazing that has resulted in chapter suspensions or shutdowns may have faced no penalties for the choices they have made. Moving forward, any member who has been found to have participated in the hazing of New Members, undergraduate and alumni alike, will have their membership revoked and be expelled from the Fraternity at the discretion of the International Standards Committee (ISC) and the Board of Directors (BoD). This includes but is not limited to the following:

- Chapter Executive Board
- New Member Educator and any Assistant New Member Educators
- Big Brothers to a New Member
- Any members involved in the New Member Education process.

## **Section 8 Conduct Outcomes**

The International Board, International Standards Committee (ISC), and the Executive Staff have handled all non-sexual misconduct-related violations and infractions in a variety of ways, not always consistent with prior findings of responsibilities for other groups in similar situations. This has been due to changing members of the ISC/International Board and increased accountability in the last year.

Moving forward, the International Board will be referring to a matrix that will be shared with members of Lambda Phi Epsilon to provide transparency for possible outcomes from a variety of

violations. While it will not be all-encompassing, it will provide insight into some of the possible sanctions for specific violations.

## **Section 9 Inactive Policy**

Being a Brother of Lambda Phi Epsilon is meant to be a lifelong commitment during your time as an undergraduate and as you move on after college. In recent years, individuals and chapters have seemingly taken advantage of a system meant to be used in fringe cases for extenuating circumstances. What was once meant for Brothers traveling abroad or having personal reasons to be away from the Fraternity has turned into a “free semester from paying dues” for many who continue to represent themselves as Active members of the Fraternity.

In the Spring 2022 semester when we began tracking this information, 95 Brothers went inactive, amounting to 13% of total potential Active members. In Fall 2022, 104 Brothers went inactive, amounting to 16% of total potential Active members being inactive. In Spring 2023, 134 Brothers went inactive, amounting to 19% of total potential Active members being inactive. This trend is concerning for a multitude of reasons.

While the intent of the inactive system is founded with good intentions, the current iteration and abuse of the system points to a larger issue with how it is managed by chapters and the International Board. Many members do not follow the proper procedures currently in place for applying for an inactive semester. The International Board has not done its due diligence in ensuring those steps have been taken by those seeking an inactive status.

Moving forward, the following positions and rules regarding taking an inactive semester shall be enacted and updated in the Code of Conduct:

- No more than 20% of a chapter’s Active membership can be inactive at any given time beginning in the 2023-2024 academic year
  - This will decrease by 5% each academic year until it reaches 0%.
- Inactive status will only be granted for special circumstances as determined by the Board of Directors once that percent reaches 0.
- All inactive members must submit a request to be inactive to be approved by their regional Governor and the Executive Director or a member of the Board of Directors. Failure to receive approval from one or both of these parties will result in the member being treated as “Active”
- Any chapter allowing inactive members to attend events or represent themselves as Active Brothers will be subject to fines and a reduction in their ability to apply for inactive semesters moving forward.

