

Belmont Abbey College Greek Council Constitution

Belmont Abbey College Mission Statement:

Our mission is to educate students in the liberal arts and sciences so that in all things God may be glorified. In this endeavor, we are guided by the Catholic intellectual tradition and the Benedictine spirit of prayer and learning. Exemplifying Benedictine hospitality, we welcome a diverse body of students and provide them with an education that will enable them to lead lives of integrity, to succeed professionally, to become responsible citizens, and to be a blessing to themselves and to others.

Mission Statement of Belmont Abbey College Greek Council:

The mission of the Belmont Abbey College Greek Council shall be to develop and maintain Greek Life and inter-Greek relations with a high level of accomplishment, integrity and virtue. In doing so, we strive to promote a unified the Greek community while complimenting the mission of Belmont Abbey College. We encourage the development of each individual member by showcasing the 10 Benedictine Hallmarks throughout the Greek community.

Benedictine Hallmarks:

The Benedictine Monks have followed the *Rule of St. Benedict* for 1,500 years to build strong bonds of community among its members. The Association for Benedictine Colleges and Universities developed the 10 Benedictine Hallmarks based on the fundamentals of the *Rule*. Greek Council and all members of Greek Life will be expected to utilize these Hallmarks throughout our day to day functions. Below you will find information about each Hallmark as pulled from the Rule of St. Benedict. This information is given to help each organization implement these ideals into their everyday operations.

Love of Christ and Neighbor

- “I give you a new commandment: love one another. As I have loved you, so you also should love one another” (John 13:34).
- To love as Christ loved and to share it freely with others.
- Real commitment to the well-being of others.
- There should be no place for rivalries, no tolerance for actions that harm or diminish another, no scope for personal development at the expense of others.
- Even in darkest times, members of the Greek community should be able to seek reconciliation and draw on the help of others to deal with seemingly insurmountable problems.

Hospitality

- Hospitality of friends and strangers.
- Every attempt to be made to extend a gracious and respectful welcome.
- Openly and wisely engaging new ideas and perspectives.
- Recognize the gifts and talents possessed by each person.
- Students should be so welcomed by the campus community that they, in turn, become eager to welcome others.

Humility

- Realism demands honesty and accountability of everyone.
- Acknowledge his or her faults and weaknesses
- Strive to recognize their own gifts and gifts of others with gratitude, seeking to contribute as much as possible to the good of the whole and accepting the care of others
- It is our intent that individuals discover what they are good at doing and what they need others’ help to achieve.
- We seek to call to account any community member who diminishes the esteem of others.

Prayer

- Prayer binds all members of the Greek community to each other. It binds all Greeks to God who has given us this opportunity to learn from each other, to grow with each other, and to serve others.
- All members are shaped by movement between shared engagements with ideas and close personal reading of “texts.”
 1. “Texts” can consist of the Bible, Prayer books, or informational texts about the organization (although this is not “prayer,” but a focused studying and knowledge of the history of the organization)
- Connections, between what one studies and how one lives, are cultivated by all.
- When important decisions are to be made, we attempt to provide ample time for shared discourse and attentive study, reflection and listening by all.
- Meetings and events begin with prayer.

Belmont Abbey College
Greek Council Constitution

Conversatio

- Formation and Transformation of the person
- Along the way it is strengthened by symbols and rituals supporting its members' journey into newness of life.
- Call all members of the community to move out of their comfort zones for the sake of learning, authenticity and integrity.

Obedience

- Root of the word obedience is found in the Latin word audire, "to listen."
- Each has something of value to say about true fullness of life.
- Putting into practice what is learned by listening to the other with the ear of the heart.
- The necessity of listening to one another places specific demands on each person within the organization, from the president and graduating senior to the new pledges.
- Primary goal is to live mindfully and well.
- Growth that cannot be measured is valued because of its inherent worth.

Discipline

- New members are taught how to cultivate the discipline of life and to realize that it takes a lifetime of practice to develop fully the skills needed to engage the passion and direct the cares of a person's life.
- Students must sacrifice short-time benefits for long-term goals.
- Self-discipline in which a person sets his or her own goals and determines how to achieve them.
- Continually growing in the skills and dispositions to know, love & live the truth.
- To call forth and support personal discipline on the part of the students.
- Fruit of Hard work, Initiative, and Honest assessment.

Stability

- In good times and in bad.
- The collaborative effort to listen and pursue wisdom together – as opposed to listening only long enough to carve our private understanding – makes remarkable growth possible for all.
- We put great energy into cultivating strong faculty and staff relationships with students, extending the circle of relationships to family members, and maintaining it with alumni.

Stewardship

- Prize good stewardship, the wise and the moderate use of material things for the good of all, both present and future.
- Strive to promote the study and practice of the arts, aware of their capacity to bring all to a deeper recognition of the nature of our existence.
- Promote awareness of contributions to the vitality of culture, as well as the wellbeing of society [the college].
- Focusing on the service toward our community, but furthermore expanding to the provide service the greater community.

Community

- Community also stretches across time and place.
- Community with the past, old traditions, past community members and friends of the organization.
- There is also a solidarity with other [Greek organizations] that make practical efforts to foster [Greek Life] well-being
- Focus on enriching by local example, grounded in the wisdom of the past and refreshed by diverse experiences of other cultures.

Belmont Abbey College Greek Council Constitution

Membership:

An organization must be recognized by Belmont Abbey College, Student Government Association, and Greek Council before being allowed to present themselves as a member of the Belmont Abbey College Greek System. Once recognized by Greek Council, an organization will receive all of the below benefits, as long as the organization remains in good standing with the college. *[See Standards]*

- Recruitment of new members through the Open Bid and Formal Recruitment systems
- Use of college facilities for meetings and events
- Use of college resources available to student organizations, such as posters, paper, paint, copying, etc
- Ability to advertise for organization event via e-mail and posting on campus
- Participate in college events, including but not limited to...
 - o Crusader Fair
 - o Abbey Experience
 - o Accepted Students Day
 - o Leadership Workshops and Retreats
 - o Student Organizations' End of the Year Banquet
- Participate in BAC Greek Council sponsored programs, including but not limited to...
 - o Greek Week
 - o Recruitment
 - o Greek Social Events
 - o Greek Formal
 - o Philanthropy events
- Receive a vote on Greek Council issues
- Name and information about organization used on College website and in publications
- Use of the Belmont Abbey College name in promotional materials

Membership dues:

Membership dues for each organization will be on a sliding scale based on the number of members in each organization. In order to remain an active organization in good standing and be allowed to recruit new members, each organization will be required to pay dues on time each semester based on the below scale.

<u># of Members</u>	<u>Membership Dues per semester</u>
1 to 5	\$10 per member
6 to 10	\$100 from the organization
11 to 20	\$150 from the organization
20+	\$200 from the organization

All new members will be required to pay \$5 in New Member Dues before initiation.

All dues are required to be paid by the end of the 2nd week of the semester. If dues are not paid in full by the Treasurer of each organization by 5pm on the Friday of the 2nd week of class each semester, the organization will incur a fine of \$10 per week that dues are not paid. Until dues and additional fines are paid in full, an organization will not be allowed to participate in any Greek system events, including but not limited to Recruitment, Greek Socials, Inter-Greek mixers, Greek Week, etc. If dues and fines are not paid in full before Mid-semester break, the organization will be brought in front of Standards Board for sanction.

Dues will be up for review by the incoming Greek Council at the end of April for the upcoming academic year.

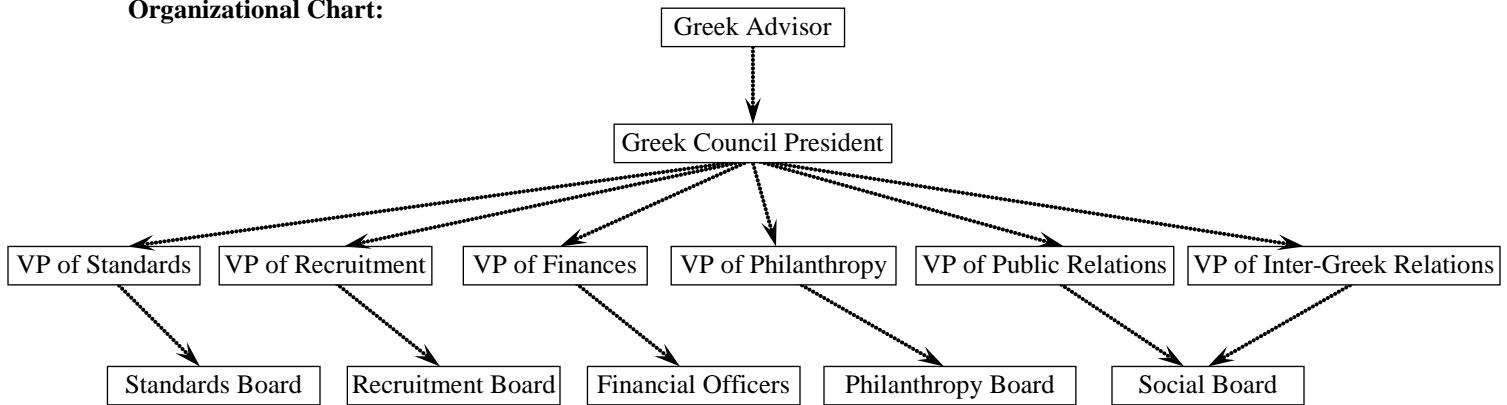
Chapter Moderator:

As a member of the Belmont Abbey College Greek System, each chapter is required to have at least one Faculty/Staff Chapter Moderator. The moderator must be a full time, active member of the Belmont Abbey College community (not a part time staff, adjunct faculty or faculty on sabbatical). The moderator should be chosen for his/her dedication to the mission of Belmont Abbey College, the prosperity of the individual Greek organization and the Greek system as a whole. Each moderator should promote academic stability among individual Greek members, growth and success of the organization, and building community among all Greek organizations.

The moderator must sign off on his/her duties as outlined on the Moderator Agreement form each year. This agreement will be kept on file in the Office of Student Activities. Any Greek organization without an up-to-date Moderator Agreement on file, will not allowed to participate in any Greek activities (including social events, recruitment activities and college events) until an updated form is submitted.

Belmont Abbey College
Greek Council Constitution

Executive Board:
Organizational Chart:



Election of Greek Council Members:

Each organization will elect their Greek Council representative during spring elections. The representative will hold one of the offices within Greek Council. Representation will rotate among each of the offices yearly. The rotation will be as follows: VP of Inter-Greek Relations to VP of Public Relations to VP of Philanthropy to VP of Finances to VP of Recruitment to VP of Standards to President. The rotation of offices for each organization is to ensure all organizations have equal chance to hold each Greek Council leadership positions. Below is the 3 year rotation:

	<u>2010-2011</u>	<u>2011-2012</u>	<u>2012-2013</u>
Alpha Sigma Pi	Finances	Recruitment	Standards
Kappa Sigma	Philanthropy	Finances	Recruitment
Delta Psi Theta	Public Relations	Philanthropy	Finances
Phi Kappa Theta	Inter-Greek Relations	Public Relations	Philanthropy
Epsilon Sigma Alpha	President	Inter-Greek Relations	Public Relations
Sigma Alpha	Standards	President	Inter-Greek Relations
Tau Kappa Delta	Recruitment	Standards	President

Greek Council representative must be elected and announced prior to the Greek Council meeting following Greek Week. Turnover of all Greek Council positions and materials will happen at the first Greek Council meeting following Greek Week. The representatives will take office in April following the Greek Banquet at the end of Greek Week. The term in office will last for 1 year.

Any organization abdicating their position on Greek Council will forfeit their ability to have a vote in Greek Council issues for the Fall semester. Each of the remaining organizations will then move up one place in the rotation. The position of VP of Inter-Greek Relations will remain vacant for the Fall term; required duties will be disbursed among all remaining Vice Presidents and President as deemed necessary. Upon completion of the Fall term, Greek Council can vote to allow said organization to fill the VP of Inter-Greek Relations position and renew voting privileges.

Eligibility Requirements:

All Greek Council representatives must have a cumulative GPA of 2.5 or higher and must be in good standing within the college and the organization he/she represents, including but not limited to academics, finances, and discipline. Each representative on Greek Council must have been active in his/her organization for at least a semester before taking a position on Greek Council. Preferably he/she will have previously served as an officer under at least one of the Greek Council Vice Presidents.

As Greek Council handles issues that will affect Greek Life as a whole, the Greek Council representative for any organization may not hold the position of President within his/her individual organization. If a representative must take on the responsibility of President for his/her organization, it will be the responsibility of the organization to elect another Greek Council representative to serve for the remainder of the term. The new representative must report to the next Greek Council meeting to begin immediately.

Belmont Abbey College
Greek Council Constitution

Representative Duties:

President:

- Serve as the official student representative for entire Belmont Abbey College Greek Life.
- Call and preside at all regular and special meetings of the Belmont Abbey College Greek Council.
- Serve as the deciding vote in the event there is a tie in any Greek Council votes.
- Meet with the Greek Advisor on a regular basis to discuss matters of Greek Life.
- Provide an adequate officer transition to insure proper training of successor.
- Serve as interim chairman in place of any of the Vice Presidents if they are unable to fulfill their duties.
- Perform all duties usually pertaining to this office.
- Maintain a complete and up-to-date Presidential Binder which will include a copy of the current Belmont Abbey College Greek Council Constitution, By-laws, and Standing Rules; the current Greek Council Budget; Copies of all reports submitted to him/her by Vice Presidents and any materials that will help current and future presidents perform his/her duties.
- Call meeting of all Greek Life Presidents and/or All Greek members for meetings as deemed necessary.

VP of Standards

- Perform the duties of the President in his/her absence.
- Serve as the Chair of the Standards Board, comprised of a Standards Officer from each Greek organization.
- Enforce all Greek Life Standards and policies
- Create a Risk Management program
- Maintain GPA records for all members of the Greek community.
- Report GPA averages to Greek Council

VP of Recruitment

- Serve as the Chair of the Recruitment Board, comprised of a Recruitment Officer from each Greek organization.
- Work with Greek Advisor to come up with a recruitment plan to expand Greek Life.
- Organize and oversee all recruitment workshops.
- Work with VP of Public Relations to generate interest in Recruitment.
- Oversee the Rho Gammas, who will lead all activities during Recruitment.
- Develop a plan for the Bid Day Reveal.

VP of Finances

- Develop budget for Greek Council
- Collect and deposit dues for each semester.
- Keep track of fees owed by any members or organizations
- Work with Greek organization Treasurers to develop budgets, remain financially stable and produce financial reports for Greek Council.
- Report to Greek Council on financial status at weekly meetings.
- Maintain an accurate ledger of incoming and outgoing expenses.
- Issue receipt for all incoming funds.
- Develop an on-going budget plan for Greek Council.

VP of Philanthropy

- Maintain a Greek calendar of philanthropy events
- Plan and execute at least one (1) all Greek philanthropy event per semester
- Keep track of each individual member's and organization's philanthropy hours
- Chair the Philanthropy Board, comprised of a Philanthropy Officer from each Greek organization.

VPs of Public Relations

- Work with other Vice Presidents to promote all Greek events on campus.
- Write and submit article about Greek Life to *The Crusader* for each issue.
- Serve as Greek representative at SGA meetings
- Work with the Greek Advisor to keep the Greek Life portion of the www.bac.edu current.

Belmont Abbey College
Greek Council Constitution

- Develop new initiatives to promote a positive image of Greek Life on campus.
- Maintain the Greek Life Facebook page, Google Calendar & other manners of keeping the Abbey community of Greek Life activities.
- Co-Chair the Greek Social Board, comprised of a Social Officer from each Greek organization.

VP of Inter-Greek Relations

- Develop a standard procedure for Greek Organizations' social events.
- Maintain a Greek calendar for social events
- Plan and execute at least one (1) all Greek community event per semester
- Plan and execute the Greek formal
- Take attendance at all Greek Council meetings
- Record the minutes of each Belmont Abbey College Greek Council meeting.
- Co-Chair the Greek Social Board, comprised of a Social Officer from each Greek organization.
- Design and distribute to all Greek individuals the Greek Council Newsletter, at least twice a semester.
- Notify each member of the Belmont Abbey College Greek Council of upcoming meetings at least a day in advance. For set meetings, i.e. every Monday, weekly notices will not be extended to each member.

Greek Council Meetings:

Greek Council will meet on a weekly basis. Day and time of meetings will be set by the 2nd week of each semester by a majority vote of the Greek Council.

Meetings of the Greek Council are closed. Upon vote by a majority of the representatives, a meeting may be opened to the general public. At the discretion of the President, the Greek Advisor or a majority vote, a guest may be invited to attend any meeting.

Meetings shall be conducted according to parliamentary procedures.

Attendance at meetings is expected of all representatives, Any member who is not able to attend must inform the VP of Inter Greek Relations at least six (6) hours prior to the meeting. An absence is considered excused if the member makes proper notification and if the absence is due to a College function, illness or emergency. Any other circumstance is unexcused.

A member who has more than two (2) unexcused absences during the semester and more than three (3) excused absences during the semester shall be recommended for impeachment.

Any organization that fails to have representation at three (3) Greek Council meetings will be fined \$50 per absence after the third. Organizations that fail to submit payment of any fines will lose their privilege to participate in the following recruitment period.

Motions proposed in meetings of the Belmont Abbey College Greek Council shall be passed by a simple majority vote. A quorum of the Greek Council is present when at least 4 of the 7 representatives are in attendance. A quorum must be present for business to be conducted and for votes to be binding.

The President shall only have a vote in the case of a tie between the other representatives.

If a voting member of Greek Council is absent from any meeting, his/her vote may be cast by proxy through a member of the same organization, providing the request is made in writing and has been submitted to the Greek Advisor prior to the beginning of the Greek Council meeting.

Belmont Abbey College Greek Council Constitution

Standard of the BAC Greek Community:

These Standards of the Belmont Abbey College Greek Community are hereby set in place to encourage current and future members of the Greek community to reach the best of their potential. In order to be considered a **Chapter in Good Standing**, a chapter must:

- Adhere to all guidelines and policies as defined in the *Student Handbook* and the *Greek Council Constitution*, as well as their respective organization's bylaws.
Policy Conflict: In the event that any policies set by of Belmont Abbey College and that of an affiliated national organization are deemed in conflict with each other, the more stringent policy (as defined by Belmont Abbey College) must be followed.
- Pay all dues, fines and fees on or before set deadlines.
- Complete all required paperwork on or before the set deadline. All forms can be found at the end of this document, as well as on the Greek Life portion of the website.
 - o Chapter Information List: Within the first two (2) weeks of each semester, chapter leadership must submit a complete Chapter Members List to Greek Council. In the event that any changes are made in chapter membership, leadership or advisory roles, a new list must be submitted within one (1) week.
 - o Chapter Calendar: within the first two (2) weeks of each semester, chapter leadership must submit a complete Chapter Calendar to the VP of Inter-Greek Relations. Calendars are to include any recruitment events, fundraisers, chapter events open to the members of the Greek or college community and organization elections.
 - o Grade Verification Form: In order to receive a chapter academic report, Chapter leadership must submit a Grade Verification Form (signed by all chapter members) by the last class day of each semester to the VP of Standards.
 - o Mid-Year Greek Report: On or prior to the last day of classes each Fall, chapter leadership must submit a Mid-Year Greek Report to Greek Council.
 - o Annual Greek Report: On or prior to the Friday before Greek Week chapter leadership must submit an Annual Greek Report to Greek Council.
- Keep an overall chapter **GPA of 2.0 or better**.
 - o If more than 25% of a chapter goes below 2.0 in one term. That chapter will be required to have mandatory 3 hours per week of study hall for all active members that received 2.0 or worse.
- Complete an average of at least **10 philanthropy hours** within the chapter per semester. These hours can not be count toward the Co-Curricular program, Service Learning Course or disciplinary sanctions.
- Maintain Chapter Representation:
 - o Each Greek Organization must designate an active member to serve as an officer under each of the Greek Council Vice Presidents. All chapter officers must maintain a 2.0 cumulative grade point average and a full time class load of twelve (12) or more credit hours. An active member can serve as more than one officer, but must be able to complete all duties required of that position. No Greek Council Representative shall be allowed to serve as an officer. Officer positions required to be designated by each Greek Organization:
 - Standards Officer
**Cannot be the President of any Greek Organization.*
 - Philanthropy Officer
 - Financial Officer (Treasurer)
 - Recruitment Officer
 - Social Officer
 - o Chapter representatives must attend the annual Greek Leadership Retreat. All new Greek Organization Presidents and Greek Council members must attend this retreat. A limited number of seats will be available for additional members to attend at a per person cost to the Organization they represent.
- Chapters must attend one educational program per semester as a group as required by Greek Council. Eligible programs will be distributed at the first Greek Council Meeting of each month.
 - o A chapter may also sponsor an educational event in order to fulfill this requirement. No more than three chapters may collaborate on one event.
- All chapters must maintain a minimum of one (1) BAC faculty/staff advisor.

Belmont Abbey College
Greek Council Constitution

Greek Awards:

As part to the drive for excellence among the Greek Community, the following awards will be given out annually to the qualified individuals. Nominations can come from any member of the Greek Community and the recipient of each award will be determined by a panel of non-affiliated faculty & staff.

Chapter Awards:

- Outstanding Fraternity & Sorority Chapter*
- Outstanding Philanthropy Program*
- Outstanding Recruitment Program*
- Highest Fraternity & Sorority GPA
- Most Fraternity & Sorority Philanthropy Hours
- Greek Week Fraternity, Sorority & Overall Champions

Individual Awards:

- Greek Man & Woman of the Year*
- Highest Male & Female GPA
- Most Male & Female Philanthropy Hours
- Outstanding Greek Advisor*

** Nominations for these awards must be in by 5pm on the first Friday of April. Nomination forms are available at the end of this packet and online. See nomination forms for description of requirements.*

Judicial Procedures for Greek Life:

Belmont Abbey College Greek Council's Standards Board will preside over judicial matter related to Greek Life on campus. The Standards Board will hold hearing for any violations to the Greek Standards Policy, as well as serving as a the mediators between members of Greek Life and Greek Organization in conflicts related to Greek Life.

The Standards Board will consist of a Standards Officer from each Organization. This persons serving in these officer positions can not be the president of their Greek organization. The Vice President of Standards will chair this board and will call meetings when necessary.

1. Reporting Violations:

- a. There are three categories of infractions that will be heard by Standards Board and will be recorded as so by the following guidelines:
 - i. Violations exclusively to Greek Standards Policy
 - ii. Violations to the Greek Standards Policy and College Student Handbook
 1. Any violation exclusively involving College policy should be reported directly to the Residence Life Office. The Greek Advisor will be notified; however, the case will remain in the Residence Life Office.
 - iii. Violations that are not stated in the Standards Policy
 1. Any Greek organization or any of its members may be reported by a member of the college community feels participated in activities that are unbecoming of a student organization.
- b. Violations must be reported to the Vice President of Standards within 7 days of the incident happening. If the VP of Standards is unavailable, or the violation has been committed by the VP of Standards, the President of Greek Council or Greek Advisor may accept the report of a violation.
- c. Violations must be report in writing and have the signature of the person submitting the report.
NO ANONOMOUS VIOLATION REPORTS WILL BE ACCEPTED.
- d. Report should contain date of violation, parties involved and their affiliations, brief description of the incident and list of possible witnesses.
- e. A record of every report will be kept in the Office of Student Activities in the files of each Greek Organization involved.

2. Standards Hearings:

- a. Every reported violation will be reviewed by the VP of Standards individually. He/She will consult the Greek Advisor and/or Standards Board as necessary.
- b. For those violations where a hearing is necessary, a hearing will be scheduled by the VP of Standards and all involved will be contact with the date and time.

Belmont Abbey College
Greek Council Constitution

- i. Once a hearing is scheduled, it will not be moved unless there is extenuating circumstances.
 - ii. If an involved party can not be in attendance, their side will not be considered.
 - c. The VP of Standards, Greek Advisor and at least 3 Standards officers must in attendance for a hearing to take place.
 - d. The VP of Standards will serve as the moderator of the hearing and will only have a vote in order to break a tie.
 - e. If a violation is reported against the VP of Standards, the Greek Council President will to conduct the hearing.
 - 3. Hearing Procedure:
 - a. All hearings are closed and confidential.
 - b. Hearings will follow this general outline:
 - i. Introduction of everyone present.
 - ii. Philosophy of the Greek Standards Board.
 - iii. Check to see if the student(s) or organization understands her/his rights.
 - iv. Review the Report(s) of Violation and any Incident Report(s).
 - v. Review the charge(s) and plea(s).
 - vi. The accused responds to the incident.
 - vii. The Board asks questions of the accused.
 - viii. The author(s) of the violation report responds to the incident.
 - ix. The Board and accused asks questions of the person(s) filing the incident report.
 - x. Witnesses may be brought forward.
 - xi. The Board and accuser ask questions of the witnesses.
 - xii. Any member of the Board may ask either party any questions.
 - xiii. After all questions have been asked the VP of Standard ends the hearing and excuses everyone except for Board members.
 - c. Following the Hearing, the Board will deliberate. During deliberation the following will take place:
 - i. Decide whether the information is clear and conflicts are resolved
 - ii. Call for more testimony, if needed.
 - iii. Make a decision based on the information you have (responsible or not responsible).
 - iv. Determine the appropriate sanction.
 - d. Following the deliberation, the Board and all involved parties will be excused.
 - e. The VP of Standards will draft a letter stating the decision and the sanction. The letter will be sent to the accused person within 24 hours of the Hearing.
 - f. A copy of the letter will be filed in the student's disciplinary file and his/her affiliated organization's file in the Office of Student Activities.
 - 4. Appeals Process
 - a. If found responsible, the accused individual or organization has the right to appeal the decision.
 - b. Appeals will only be reviewed for one of these reasons:
 - i. The evidence did not warrant a finding of responsibility.
 - ii. The sanction was too severe.
 - iii. Due process was not followed.
 - iv. Additional evidence has been discovered.
 - c. To submit an appeal, a letter of appeal must be written describing why an appeal should be granted to the Greek Advisor within 48 hours of receipt of the sanction letter.
 - 5. Sanctions
 - a. It is the goal of the Standards Board to come up with sanctions that are relative to the violation.
 - b. A standard of sanction will be used to apply the comparable sanctions for comparable violations.

Belmont Abbey College Greek Council Constitution

Recruitment:

All Greek organizations agree to only participate in recruitment efforts during Formal Recruitment time periods. These periods will consist of one week in the Fall and another in the Spring. Formal Recruitment periods will be set by the incoming Greek Council at their first meeting in April. Belmont Abbey College Greek Life engages in a deferred recruitment. Under this policy, no Greek organization may actively recruit first-semester freshmen.

The Vice President of Recruitment will be in charge of organizing the Formal Recruitment week and Bid Day. To assist in this process, each Organization will elect a Recruitment Officer to work with the VP of Recruitment. The VP of Recruitment and all Recruitment Officer must attend Recruitment Workshops throughout the year. These workshops will be open to other members of each organization, as well.

Recruitment Participants:

Potential New Members – Individuals participating in recruitment will be known as Potential New Members (PNMs). PNMs must sign up for Recruitment prior to the first night of Recruitment. In order to participate in recruitment, a PNM must be enrolled at the Abbey as a full-time student, completed a minimum of twelve (12) credit hours, and have a minimum cumulative grade point average of 2.2 and not currently be on disciplinary probation.

Pi Chi's – Representatives from each organization that travel with the PNMs in order to answer questions and promote involvement in Greek Life in general in an unbiased manner. Pi Chi's must disaffiliate from their organization when they arrive on campus for the semester and remain unaffiliated throughout the Formal Recruitment period. Pi Chi's can either volunteer or be voted in by the organization.

Actives – Members of the organizations that will be recruiting Potential New Members to join their Organization. Only active members may assist the chapter with recruitment. This excludes the use of members of other organizations (ie Brother or Sister organizations), Alumni, Friends, etc.

Recruitment Process

Formal Recruitment will consist of one opening night meeting where each organization will present briefly on their organization and 3 themed nights of round-robin events hosted by all of the Greek organizations. Potential New Members will travel from one event to the next as a group, being led by the Pi Chi's. PNMs must attend all 4 nights of Recruitment and attend all events each night in order to remain eligible for a bid. On the last night of the recruitment process each PNM, will fill out a Preference Cards. On this card, they will state their top 2 choices of organizations they would like to join.

Following the 4th night of round robin events, each organization must determine a list of PNMs they would like to offer bids. This list must be submitted to the Greek Advisor by 12pm noon on the Friday of recruitment. **Actives should not communicate any of the names or the order of name on the Bid list with any other organization's members of Potential New Members.** The Greek Advisor will take the Pref Cards from the PNMs and the Bid lists for the organizations and complete a bid matching process to determine who will receive bids from which organizations. Recruitment Officers from each organization will be contacted with the names of any PNMs that were dropped from all organizations and will have the opportunity to offer them a bid.

The Formal Recruitment period will conclude with a Bid Day. On Bid Day, the Potential New Members will meet at a set location and time and will be distributed their bids. Potential New Members will have 1 hour to decide whether or not they want to accept the bid. Following the hour long period, a Bid Day Reveal will take place. The reveal will consist of an event in which all Actives are in a specified location and the PNM that have accepted bids travel to reveal that they have accepted the bid.

Recruitment Restrictions:

Alcohol: No alcohol may be present at recruitment events.

Gifts & Favors: No organization may provide potential new members with gifts and/or favors; organizations may, however, provide literature about their organization. If any refreshments or snack are provided during a recruitment event, they must be finished by the end of the event. Any unfinished refreshment must be discarded.

Belmont Abbey College Greek Council Constitution

Time Restrictions: During the Recruitment process, each organization will have a set amount of time to interact with the Potential New Members. After the set time, the Pi Chi's will cut off the event and move the PNMs to the next event.

Additional Activities during Recruitment: NO parties or informal recruitment events are to be hosted by Greek Organizations during the Formal Recruitment period.

“Dirty Rushing”: No member of any Greek organization may demean bad mouth or put down any Greek organization or its member. Members of a Greek Organization may not pressure anyone to join a specific sorority by means of threats, coercion, or exceptional inducements. The purpose is to promote participation in Greek Life, in general.

Publicity: Organizations are not allowed to post flyers or any other advertisements around campus during the Formal Recruitment period. The VP of Recruitment and the Recruitment Officers will develop advertisements for the Recruitment in general. Individual organization information can only be displayed inside your round robin location. This does not apply to wearing letters during this period. It is actually encouraged that all actives show their support/loyalty to the organization by wearing letter during the Formal Recruitment period.

Non-Actives Participation: Only active members and Organization fac/staff moderator may be allowed to assist with Recruitment events. Individuals that are not allowed to participate include, but are not limited to Alumni, Members of Non-Belmont Abbey Chapters, Brother/Sister organizations, suspended members, parents, unaffiliated students, etc.

New Member Education:

Program Approval: Chapters must submit a copy of their new member education program to the Greek Advisor for review and approval a minimum of two (2) weeks prior to the beginning of a new member education program. This program description should include dates of meetings, retreats, new member events and initiation.

Meeting: A minimum of one (1) week prior to the beginning of any new member program, Chapter Presidents and New Member Educators must meet with the Greek Advisor before receiving program approval

New Member Period: A chapter's new member education prior to initiation may not exceed eight (8) weeks

Time Restrictions: New member activities and/or meetings may not occur prior to 7:00am and all events must be completed by midnight Sunday-Thursday and 2:00a.m.on Friday & Saturday evenings. In the event that retreats and/or overnight activities occur, special consideration may be made by the Office of Student Activities.

New Member Bill of Rights: All new members must read, understand and sign the *New Member Bill of Rights* prior to the beginning of any new member program.

Anti-Hazing Contract: Prior to the accepting any new member, all chapter members must read, understand and sign the *Anti-Hazing Contract*. In addition, all new members must read, understand and sign the *Anti-Hazing Contract* prior to the beginning of any new member program.

The new member education program prepares each new member for membership into the sorority or fraternity. This program is intended to provide each new member with the opportunity to become familiar with the goals, purpose, and activities of the fraternity/sorority, as well as becoming familiar with the brothers/sisters of the fraternity/sorority.

The program sets the pattern for the entire Greek experience. During the new member education process, new members will learn more about themselves and accomplish more than they thought possible. Due to the many responsibilities and requirements of being a new member, they will learn valuable time-management skills. Teamwork and communication will become familiar and necessary concepts as a new member class reaches its goals and objectives.

New Member Bill of Rights:

Belmont Abbey College
Greek Council Constitution

All New Members to a Belmont Abbey College Greek organization have the following rights. If at any time a new member feels their rights are being violated, they should immediately contact the Greek Advisor.

The right to be treated as an individual.

The right to be fully informed about the New Member Education process.

The right to have and express opinions.

The right to have a positive, safe and enriching New Member experience.

The right to be treated with dignity and respect.

The right to express that something or someone makes them uncomfortable.

Hazing:

It is unlawful for any college student to conduct "hazing" or aid in the hazing of others. G.S. 14-35. Greek Council follows hazing laws stated in the *Student Handbook* and by the State of North Carolina, and the Alcohol Policy stated in the *Student Handbook*. Sanctions for hazing may be against an individual or a group. As Hazing is just a serious matter, there is a no tolerance policy toward Hazing, any individual found in violation of the Hazing policy will be removed from his/her Greek Organization and will face harsh judicial sanction by the college judicial process. If an organization is found in violation of or to be knowingly allowing its members to violate the Hazing policy, the organization will immediately lose all pledges and go on probation and will face possible revocation of their charter.

Please note that the following list is not exhaustive of the types of hazing that neither Belmont Abbey College nor the law allows:

1. Restricting and/or blocking the use of certain doors, entrances, public rooms, or furniture in the esidence hall.
2. Requiring certain forms of address or greeting to members at any time.
3. Requiring new members to recite the creed or Greek alphabet to match or in any other manner that does not show proper respect.
4. Requiring new members to recite information, phrases, or spiels with no useful or educational purpose. Any details which are omitted (intentionally or not) when presenting the new member education program for approval will be considered "unapproved" and will result in sanctions applied against the organization.
5. Special tasks will be preformed by New Members such as: House cleanup, answering phones, giving rides, making meals, buying gifts, or serving meals.
6. Requiring new members to carry any items throughout new member education with the fear of penalty.
7. Actives may not retrieve new members from residence halls.
8. New members are to be informed in advance of the meeting time for any activity.
9. Unannounced events where the new members are to be "kidnapped" and brought to an event.
10. No loud singing and/or chanting close to residence halls, residential areas or area businesses.
11. New member education events/activities taking place in the classroom settings, this includes before and after class.
12. New member education events/activities taking place in the Basilica, Chapel or Cemetery.
13. Threatening or intimidating interrogations not consistent with normal testing of educational materials.
14. Assigning degrading nicknames.
15. Requiring uncomfortable or inappropriate dress that would cause a New Member embarrassment, financial cost, or not be in good taste.
16. The use of blindfolds
17. Acts of personal servitude.
18. Verbal harassment at any time.
19. Prevention or deprivation of sleep or study time.
20. Intentional violation of time restrictions.
21. Creation of excessive fatigue
22. Later work sessions, which interfere with academics
23. Physical or psychological shocks
24. Engaging in public stunts
25. Pouring of substances on the body
26. Forced or coerced usage of alcohol, drugs or food.
27. Use of any kind of calisthenics
28. Paddling, striking, or any form of physical abuse.
29. Any type of abandonment or kidnap
30. Road trips that are not on the approved new member education program.
31. Morally degrading or humiliating games and activities

Belmont Abbey College
Greek Council Constitution

32. Requiring or endorsing acts that break the law or reflect poorly on the organization such as theft, destruction, or harassment.
33. Not allowing new members to wear proper clothing dependent on weather conditions.
34. Branding or tattooing.

Expansion of the BAC Greek Community:

Belmont Abbey College will not accept additional Greek letter organizations that are not affiliated with a national or international organization. To be eligible for recognition, inter/national organizations must be a member of one or more of the following umbrella organizations:

- National Panhellenic Council (NPC)*
- National Pan-Hellenic Council (NPHC)*
- North American Interfraternity Conference (NIC)*
- National Association of Latino Fraternal Organizations (NALFO)*
- National Multicultural Greek Council (NMGC)*
- National Asian Pacific Islander American Panhellenic Association (NAPA)*

Belmont Abbey College is committed to the development of a strong and viable Greek community on campus. In this regard, when the Student Affairs Staff, in consultation with the Greek Council, believes a new general Greek letter organization is desirable and needed on campus to further the ideals of Greek life and strengthen the Greek community, the procedures outlined below will be followed. The purpose of these procedures is to ensure that extension/expansion of Greek letter organizations occurs in a manner, which includes a carefully developed plan that is conducive to the educational mission of Belmont Abbey College. This approach provides maximum opportunity for successful colonization and a meaningful and rewarding experience for the students within the Greek community.

1. A Greek letter organization may not colonize at Belmont Abbey College unless the following guidelines are followed. The Student Affairs staff and the Greek community will determine when the college is ready for extension/expansion and at that time will notify Inter/National Greek letter organizations of the opportunities available. When considering extension/expansion, special consideration may be given to Greek letter organizations previously colonized and/or chartered at Belmont Abbey College that have withdrawn from campus but are now in good standing.
2. After Belmont Abbey College makes the decision to expand/extend, a committee will be appointed and will coordinate this process. The committee will send a letter to all eligible inter/nationally affiliated Greek letter organizations inviting them to submit a letter of interest to the Greek Advisor. Greek letter organizations wishing to colonize at Belmont Abbey College must be a member of a national umbrella organization.
3. Once Inter/National Greek letter organizations have received letters, those wishing to establish a colony at Belmont Abbey College must submit a letter of interest to the Office of Student Activities. A packet of materials should accompany this interest letter. This packet of supporting materials should include:
 - i. An outline of the inter/national history and current administrative structure
 - ii. Policies and programs on
 - A. *Academic emphasis and scholarship programs*
 - B. *Membership education programming*
 - C. *Associate/new member guidelines*
 - D. *Hazing*
 - E. *Alcohol and substance abuse*
 - F. *Health education*
 - G. *Sexual harassment*
 - iii. Provisions of support for the proposed new colony
 - iv. Policy of relationship with the host institution
 - v. Information pertaining to the Greek organization and colonization and chartering procedures
4. Upon receipt and review of materials by Student Affairs staff and the Extension/Expansion Committee, a decision will be made to invite up to three finalists to campus to make presentations. The main emphasis of the presentations should be:
 - i. Services of the inter/national Greek organization;
 - ii. Why the Greek organization should be allowed to establish at Belmont Abbey College;
 - iii. How the Greek organization complements the mission and purpose of Belmont Abbey College;

Belmont Abbey College
Greek Council Constitution

- iv. How the Greek organization would enhance the Belmont Abbey College Greek community;
 - v. Details of the membership development program;
 - vi. Details of policies related to:
 - A. *Academic Achievement and Scholarship*
 - B. *Alcohol Abuse*
 - C. *Substance Abuse*
 - D. *Hazing*
 - E. *Health Issues*
 - F. *Sexual Harassment, Assault and Rape*
 - G. *Legal Liability*
 - H. *Risk Management*;
 - vii. Details of the pledge/associate/new member program;
 - viii. Financial resources, support and commitment;
 - ix. Area alumni support, list of chapters (undergraduate and graduate) that can be supportive to a chapter at Belmont Abbey College;
 - x. Timetable and guidelines for colonization and chartering.
5. After the conclusion of the campus presentations, the Student Affairs staff, in consultation with the Expansion/Extension Committee, and Greek Council will decide whether to issue an invitation to colonize on the Belmont Abbey College campus. If the decision is to expand/extend, the Expansion/Extension Committee will make a recommendation to the Student Affairs staff on which organization to invite to Belmont Abbey College.
 6. If the decision is made to issue an invitation, then the Greek letter organization will be required to send the Coordinator of Greek Life and Campus Programs a written schedule and guidelines of the extension/expansion program through to chartering, including financial obligations of members for their first full year. The Greek letter organization must also provide a “deadline date” by which the colony will be chartered. The Greek letter organization will not begin extension/expansion efforts until Belmont Abbey College receives and approves the written schedule and guidelines. Final written approval including the “starting date” will come from the Greek Advisor. If the Greek letter organization is not chartered by the agreed upon date, then, based upon the recommendation of Belmont Abbey College, the Greek letter organization may be asked to withdraw from campus.
 7. If the decision is made not to offer an invitation at that time, then specific reasons explaining why an invitation will not be extended will be presented in writing to the inter/national Greek letter organization.
 8. Campus recognition procedures as outlined by the Office of Student Activities and the Greek Council must be followed and successfully completed. Further information may be obtained from the Office of Student Activities.
 9. Any Greek organization requesting to colonize and/or charter at Belmont Abbey College must have, as part of their inter/national constitution & bylaws, an article requiring campus recognition for a charter to be awarded and that upon withdrawal of recognition by Belmont Abbey College, the inter/national Greek organization must remove the charter and withdraw from campus.
 10. Any Greek organization requesting to colonize or charter at Belmont Abbey College must be a member in good standing of FIPG or have proof of current liability insurance. Any and all communication to and/or from Belmont Abbey College will be through the Greek Advisor. The Greek Advisor will be the “official” representative of Belmont Abbey College throughout the extension/expansion process, the only exception being the President of Belmont Abbey College, the Vice President of Enrollment Management and Student Affairs and Dean of Residential Life or their designees.

Bylaws:

The Greek Council shall establish such bylaws as necessary to enact this Constitution. Bylaws must be approved by a two-thirds (2/3) majority vote. Proposals for amendments must be presented to the Belmont Abbey College Greek Council assembly two weeks prior to voting.