

CONSTITUTION AND BY-LAWS

THE INTERFRATERNITY COUNCIL OF
MINNESOTA STATE UNIVERSITY, MANKATO



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The Interfraternity Council of Minnesota State University, Mankato Constitution

Basic Expectations & Ultimate Aspirations of Fraternity Membership

In an effort to lessen the disparity between fraternity ideals and individual behavior and to personalize these ideals in the daily undergraduate experience the following Basic Expectations and Ultimate Aspirations of Fraternity Membership have been established.

- I. I will know and understand the ideals expressed in my fraternity ritual and will strive to incorporate them in my daily life.
- II. I will strive for academic achievement and practice academic integrity.
- III. I will respect the dignity of all persons; therefore, I will not physically, psychologically, or sexually abuse or haze any human being.
- IV. I will protect the health and safety of all human beings.
- V. I will respect my property and the property of others; therefore, I will neither abuse nor tolerate the abuse of property.
- VI. I will meet my financial obligations in a timely manner.
- VII. I will neither use nor support the use of illegal drugs; I will neither misuse nor support the misuse of alcohol.
- VIII. I acknowledge that a clean and attractive environment is essential to both physical and mental health; therefore, I will do all in my power to see that the chapter property is properly cleaned and maintained.
- IX. I will challenge all my fraternity members to abide by these fraternal expectations and will confront those who violate them.

X.

Love...of humanity through caring, charity, respect, fidelity, and tolerance

Loyalty...to members, chapter, fraternity, school, family, community, and country

Integrity...in word and deed through truth, honor, virtue, morality, and justice

Commitment...to lifelong spiritual, intellectual, and social development

Responsibility... through healthful living and upright action; positive leadership and open communication; and emotional support, service, and fairness to others

Courage...to challenge all members to adhere to the founding principles and ideals of fraternity

1995, North-American Interfraternity Conference Commission on Values and Ethics

The Fraternity Community of Minnesota State University, Mankato

MISSION STATEMENT

MISSION:

The Fraternities and Sororities at Minnesota State University—Mankato take pride in serving the university and the Greater Mankato Area. We are a community of campus leaders committed to excellence in scholarship and to promoting dynamic personal growth of members, focusing on the development of experiential leadership and the fostering of lasting relationships.

VISION:

MSU GREEKS VALUES AND BELIEFS

1. Leadership
2. Scholarship
3. Community Service & Philanthropy
4. Brotherhood & Sisterhood

THE FOUNDATION OF EXCELLENCE

Tentative efforts lead to tentative outcomes. Therefore give yourself fully to your endeavors. Decided to construct your character through excellent actions and determine to pay the price of a worthy goal. The trails you encounter will introduce you to your strengths. Remain steadfast...and one day you will build something that endures; something worthy of your potential.

Epictetus
Roman Teacher, Philosopher
55-135 CE

Article I. Name, Purpose & Duty

Section I - Name

The name of this organization shall be called: The Interfraternity Council of Minnesota State University, Mankato.

Section II - Purpose

The purpose of this Interfraternity Council shall be to develop and maintain fraternity life and Interfraternity relations within the University and Fraternity community at a level of accomplishments and in so doing to:

1. Consider the goals and ideals of all men's general fraternities as applicable to campus and personal life.
2. Promote superior scholarship programs as basic to intellectual achievement.
3. Cooperate with member fraternities and the University Administration's concern for and maintenance of social and moral standards.
4. Act in accordance with the policies and resolutions of the University, the Fraternity Executives Association, and the Association of Fraternity Advisors.
5. Act in accordance with such rules established by the Interfraternity Council of Minnesota State University, Mankato as do not violate the sovereignty, rights, privileges and authority of member fraternities.
6. To serve as a forum for discussion of issues and questions of interest in the collegiate and men's general fraternity worlds.

Section III - Duty

It shall be the duty of the Interfraternity Council of Minnesota State University, Mankato to administer all business related to the overall welfare of the men's general (social) fraternity community at Minnesota State University, Mankato. The Interfraternity Council of Minnesota State University, Mankato shall compile rules and policies governing, but not limited to, membership recruitment, pledging, initiation, membership development, expansion, and social events. These rules and policies shall not violate the sovereignty, rights, privileges and authority of regular or associate member fraternities.

Article II. Membership

There shall be two classes of membership: Regular and Associate. The Minnesota State University, Mankato Student Association must first annually recognize member fraternities, in either class of membership, as a Recognized Student Organization before the Interfraternity Council of Minnesota State University, Mankato grants recognition.

Section I – Classes of Membership

1. The regular membership of the Interfraternity Council of Minnesota State University, Mankato shall be composed of all chartered chapters in fraternities and locally recognized general men's fraternities, with University Administration approval, at Minnesota State University, Mankato. If a chapter is not a member of the NIC, the chapter must be headquarters to obtain regular membership to the Interfraternity Council of Minnesota State University, Mankato.
2. The associate membership of the Interfraternity Council of Minnesota State University, Mankato shall be composed of all colonies in good standing of the North-American Interfraternity Conference member fraternities and locally recognized general men's fraternities, in addition to those inter/national fraternities that remain in good standing with their respective headquarters and the University Administration approval, at Minnesota State University, Mankato
 - a. North-America Interfraternity Conference member fraternities, upon invitation from the Interfraternity Council at Minnesota State University, Mankato shall be invited to establish a colony at Minnesota State University.
 - b. Member fraternities in the associate class of membership of the Interfraternity Council of Minnesota State University, Mankato shall automatically be granted regular class of membership only after the member fraternity has been granted a charter to operate as a chapter of the North-American Interfraternity Conference member fraternity.

Section II – Membership Status

1. The Interfraternity Council of Minnesota State University, Mankato shall retain the power to revoke membership status of any North-American Interfraternity Conference member fraternity or inter/national recognized fraternities that are not members of the North-American Interfraternity Conference who have obtained membership with the Interfraternity Council of Minnesota State University, Mankato.
2. No North-American Interfraternity Conference member/no-member fraternity who has obtained membership to the Interfraternity Council of Minnesota State University, Mankato shall have the power to withdraw their membership from the Interfraternity Council of Minnesota State University, Mankato.

Article III. Interfraternity Council Officers & Advisor

Section I - Executive Board

1. **Definition:** The Executive Board Officers of the Interfraternity Council of Minnesota State University, Mankato shall be President, Vice President for Council Management, Vice President for Recruitment, Vice President for Academic Affairs and Membership Development, Vice President for Risk Management, Vice President for Public Relations, Vice President of Community Service and Philanthropy, and Vice President for Conduct Review
2. **Election:** The Executive Board Officers of the Interfraternity Council of Minnesota State University, Mankato shall be elected by the Delegates from each regular member fraternity.
3. **Associate Chapters:** Members of fraternities holding the associate class of membership in the Interfraternity Council of Minnesota State University, Mankato shall not be eligible to hold an Executive Board Office, until 1 year of recognition by the Interfraternity Council of Minnesota State University, Mankato.
4. **Term Length:** The Executive Board of the Interfraternity Council of Minnesota State University, Mankato shall serve a term of twelve months. The term of office is to begin in January and continue through December of the following year, with an official officer transition-taking place between December and January.
5. **Removal from Office:** Any executive board officer may be removed by a majority vote of the Interfraternity Council.
 - a. Any Council Exec member, after two unexcused absences will have a VOC called on them.
6. **The Executive Board General Responsibilities:**
 - a. Appoint all standing and special committees and their chairmen and, in making these appointments, recognize representation from all member fraternities.
 - b. Report all action taken by the Executive Board at the next regular meeting of the Interfraternity Council of Minnesota State University, Mankato through the Executive Vice President for Council Management and Risk Management, and record the record the action in the minutes of the meeting.

Section II – Council Officer Duties

1. **The Interfraternity Council President**
 - a. Have overall responsibility for the operation of the Interfraternity Council of Minnesota State University, Mankato.
 - b. Call and preside at all regular and special meetings of the Interfraternity Council of Minnesota State University, Mankato
 - c. Review, approve and sign all contracts involving the Interfraternity Council of Minnesota State University, Mankato with the Vice President for Council Management and Interfraternity Council Advisor.
 - d. Serve as an ex-officio member of all committees of the Interfraternity Council of Minnesota State University, Mankato with a voice but no vote.
 - e. Meet with the Interfraternity Council Advisor on a weekly basis.
 - f. Facilitate chapter/colony Presidents' meetings and officer retreats (at least one per semester). Not serve on any Judicial Board hearing, but be involved in mediation, bring charges against a member fraternity on behalf of the Interfraternity Council of Minnesota State University, Mankato, or may be involved in preparing the case of the Interfraternity Council of Minnesota State University, Mankato case in appeal situations.

- g. Maintain a complete up-to-date President's file which includes a copy of current Constitution and By-laws of the Interfraternity Council of Minnesota State University, Mankato; current correspondence from the Nation Interfraternity Conference, and other pertinent materials.
- h. Shall be required to represent the Interfraternity Council of Minnesota State University, Mankato and its member fraternities at any official University function, with notice of at least 48 hours.

2. The Vice President for Council Management

- a. Keep an up-to-date roll of the Delegates of the Interfraternity Council of Minnesota State University, Mankato and call it at all regular and special meetings.
- b. Produce meeting agendas and distribute them to all Delegates and Executive Board Officers at all regular and special meetings.
- c. Keep full minutes of all meetings of the Interfraternity Council of Minnesota State University, Mankato, and record all action taken by the Executive Board.
- d. Maintain a complete and up-to-date file, which will include the minutes of the meetings of the Interfraternity Council of Minnesota State University, Mankato from the date of the adoption of this Constitution and its related By-laws and current correspondence.
- e. Be responsible for the official correspondence of the Interfraternity Council of Minnesota State University, Mankato unless provided for otherwise.
- f. Produce copies of meeting minutes consistently and distribute them in a timely manner to the following: Delegates of the Interfraternity Council of Minnesota State University, Mankato, the Minnesota State University, Mankato Panhellenic Council, Order of Omega, the Interfraternity Council/Greek Advisor and the Director of Student Leadership Development and Service Learning.
- g. Publish a directory of member fraternity officers and the Executive Board Officers of the Interfraternity Council of Minnesota State University, Mankato and distribute them to all appropriate organizations and departments each academic semester.
- h. Be responsible for the preparation of the annual budget and, following its approval by the Interfraternity Council of Minnesota State University, Mankato, for providing a copy to each member fraternity.
- i. Be responsible for the general supervision of the finances of the Interfraternity Council of Minnesota State University, Mankato.
- j. Receive all payments due to the Interfraternity Council of Minnesota State University, Mankato, collect all dues, and give receipts.
- k. Maintain up-to-date financial records; give a financial report at each regular meeting of the Interfraternity Council of Minnesota State University, Mankato and an annual report at the close of his term of office.
- l. Coordinate the appeal process according to the arbitration principles as established by the Interfraternity Council of Minnesota State University, Mankato Judicial Board.
- m. Perform all of the duties of the President in his absence.
- n. Coordinate the various award application processes for the Interfraternity Council of Minnesota State University, Mankato (i.e. the Mid-American Greek Council Association).
- o. Call and preside at all Executive Board Officer Meetings of the Interfraternity Council of Minnesota State University, Mankato.
- p. Be responsible to coordinate the AFLV awards at the end of the term.

3. The Vice President for Risk Management

- a. Be responsible for two Risk Management Chair educational workshops per semester
- b. Coordinate the presentation of risk management programs co-sponsored by member fraternities for the entire Minnesota State University, Mankato Interfraternity Council.
- c. Provide ample opportunities for the recognition of superior chapter risk management programs.
- d. Be responsible for insurance plans for events and activities including Greek Week, all social events, etc.
- e. Facilitate programming for the National Hazing Prevention Week and National Collegiate Alcohol Awareness Week.
- f. Oversee the review and approval process for social planning forms.
- g. Create and maintain a risk management resource for all chapters
- h. Perform all other duties pertaining to this office and decided by the Executive board of the Interfraternity Council of Minnesota State University, Mankato.

4. The Vice President of Community Service and Philanthropy

- a. Create and provide a well-rounded calendar of activities for the members of the member fraternities of the Interfraternity Council of Minnesota State University, Mankato.
- b. Conduct roundtables/workshops for chapter community service chairman and chapter philanthropy chairman at least twice per semester.
- c. Serve as the Interfraternity Council of Minnesota State University, Mankato Liaison to all Fraternity and Sorority Community and University events (Homecoming, Dance Marathon, Blood Drive etc.).
- d. Plan, implement, and coordinate the council's community service and philanthropy events (All Greek community service and all Greek philanthropy) along with an on-going service project towards the university or community cause.
- e. Document in writing major programs, events or projects of the Interfraternity Council of Minnesota State University, Mankato, with these reports containing all of the following information: goals, budget, planning timeline, resources, take pictures and recommendations for future implementation.
- f. Appoint individuals to serve in/on the positions of (Greek Week Co-Chair and Dance Marathon committee members).
- g. Supervise the individuals appointed to positions listed above.
- h. Should the Vice President for Community Service and Philanthropy fail to appoint these committee chairmen, he shall be responsible for the above named programs/activities.
- i. Sponsor or co-sponsor, with Panhellenic Council, at least two community service projects per year, and encourage service projects or philanthropy events through recruitment events.
- j. Provide, at minimum, one education program that articulates the needs, benefits, and values for working with community service agencies.
- k. Support active initiatives or encourage students to register to vote or become involved in political campaigns.
- l. Award or recognize chapters for co-sponsoring philanthropy events with non-fraternity/sorority members and/or community members.
- m. Monitor and ensure members are presenting Greek Life in a positive manner during community service and philanthropy events.
- n. Publish and distribute an annual completion of fraternity/sorority community service and philanthropic events to: campus officials, chapter advisors and national headquarters,

community officials and service agencies, prospective members/students/parents, campus and local community newspaper and media.

5. The Vice President for Membership Development and Education

- a. Coordinate and facilitate at least one academic development workshop per academic semester for the member fraternities of the Interfraternity Council of Minnesota State University, Mankato.
- b. Coordinate and facilitate at least one educational development workshop per academic semester for the member fraternities of the Interfraternity Council of Minnesota State University, Mankato.
- c. Meet with member fraternities' Scholarship and Member Education officers/chairs to develop strategies to enable member fraternity members to improve their academic performance.
- d. Facilitate the following events:
 - a. Scholarship Roundtables (1 per semester)
 - b. Member Education Roundtables (1 per semester)
 - c. New Member Workshops (2 per semester)
 - d. Emerging Leaders
 - e. Fraternal Values Society
 - f. Pie for Pi
 - g. Greek Graduation Ceremony
 - h. Leadership Conference for the Fall semester

6. The Vice President for Recruitment

- a. Coordinate and facilitate recruitment programs sponsored by the Interfraternity Council of Minnesota State University, Mankato, at least twice per semester, this including:
 - i. Responsible for calling all potential new members
 - ii. Responsible for planning all recruitment programs
 1. Shall preside over (5) Greek 101 sessions each academic semester
- b. Assign a committee—to be identified as the Recruitment Committee— made up of any fraternity members, sans recruitment chairs, to help coordinate community-wide recruitment practices
- c. Ensure that one member of the Recruitment Committee to stay in Mankato during the entire summer break to help coordinate all summer recruitment efforts and work with the Panhellenic Council counterpart to organize summer orientation sessions
- d. Call, preside, and be responsible for the enforcement of at least two Recruitment Committee meetings per academic semester
- e. Keep current statistics concerning the number of initiated members and new members of each member fraternity
- f. Aid each member fraternity, if it so inquires, in the development of a year-round recruitment plan

7. The Vice President of Public Relations

- a. Assist the Interfraternity Council of Minnesota State University, Mankato and its member fraternities in developing strong media relations
- b. Responsible for the accuracy of the member Fraternity websites and the Interfraternity Council of Minnesota State University, Mankato webpage

- c. Develop and oversee a Marketing Campaign for the Interfraternity Council of Minnesota State University, Mankato
- d. Coordinate and facilitate all promotional efforts of the Interfraternity Council of Minnesota State University, Mankato
- e. Form a committee—to be identified as the Marketing and Public Relations Committee of the Interfraternity Council of Minnesota State University, Mankato
- f. Ensure that one member of the Marketing and Public Relations Committee to stay in Mankato during the entire summer break to help coordinate all summer recruitment efforts and work with the Panhellenic Council counterpart to organize summer orientation sessions
- g. Be responsible for keeping the council website current
- h. Shall be responsible for overseeing each fraternity chapter's websites at least once each academic semester

8. The Vice President for Conduct Review

- a. Recommend the chair of the Conduct Review Board.
- b. Conduct judicial board training sessions that meet the topics of fraternal values, ethics, policies, alcohol/safety/liability policies and procedures.
- c. Hold a mock hearing once per academic semester.
- d. Hold chapters accountable for following their own policies.
- e. Assist with facilitating New Member Workshops and educate new member classes on council policies.
- f. Assist in the review and approval process for social planning forms
- g. Be responsible with working with the university staff liaison to navigate the Interfraternity Council conduct review process.
- h. Perform all other duties pertaining to the office and decided by the Executive board of the Interfraternity Council of Minnesota State University, Mankato.

9. Diversity and Outreach Position Description

- a. Attend weekly executive council meetings
- b. Attend all Panhellenic and Interfraternity council meetings
- c. Assist the VP of Community Service and Philanthropy with outreach in the Greater Mankato Area
- d. Assist the VP of Member Education and Development in the paring of educational and leadership programing
- e. Assist the VP of Risk Management with awareness weeks
- f. Connect with Office of Institutional Diversity and other departments on campus to reach out to underrepresented student populations
- g. Host one roundtable per semester discussing ways to approach diversity
- h. Create relationships with other RSOs and departments on campus and within the Greater Mankato area
- i. Assist Greek Community efforts to be involved with other on campus activities.

Section III – IFC Greek Advisor

1. The Interfraternity Council Greek Advisor

- a. The Interfraternity Council Greek Advisor shall serve in an advisory capacity to the Interfraternity Council of Minnesota State University, Mankato Executive Board and Judicial Board.

- b. The Interfraternity Council Greek Advisor shall serve as an advisory member of the Executive Board and Judicial Board.
- c. Whenever possible, the Interfraternity Council Greek Advisor shall attend all meetings of the Interfraternity Council of Minnesota State University, Mankato Executive Board and Judicial Board.
- d. Whenever possible, the Interfraternity Council Greek Advisor shall attend special functions of the Interfraternity Council of Minnesota State University, Mankato and its member fraternities.

Section IV - Selection of Officers

1. The Delegates of the Interfraternity Council of Minnesota State University, Mankato shall elect the Presidents of the Interfraternity Council of Minnesota State University, Mankato.
 - a. Nominations for all of the positions of the Interfraternity Council of Minnesota State University, Mankato shall begin to be taken at the first regular meeting of the Interfraternity Council of Minnesota State University, Mankato for the month of November. An Interfraternity Council President may not be President of his own chapter.
 - b. The election of all of the positions of the Interfraternity Council of Minnesota State University, Mankato shall take place before the last regular meeting of the Interfraternity Council of Minnesota State University, Mankato for the month of November.
 - c. The newly elected Interfraternity Council President of Minnesota State University, Mankato will serve a transition period starting immediately after his election until the first regular meeting in January.
 - d. The current Interfraternity Council President of Minnesota State University, Mankato will relinquish all leadership and power on the first regular meeting in January.
2. All potential officers must have higher than a 2.7 Grade Point Average at the time of elections and nominations. The Grade Point Averages of candidates will be reviewed by the current term president and the Greek Advisor.
 - a. A cumulative GPA of a 2.7 or higher must be maintained throughout the entirety of the officer's term

Article IV. Meetings

Section I – Meeting Types

1. **Regular** The Interfraternity Council of Minnesota State University, Mankato shall hold weekly meetings during the academic year.
2. **Special:** A special meeting of the Interfraternity Council of Minnesota State University, Mankato may be called by the President when necessary and shall be called by him upon the written or verbal request of any regular or associate member fraternity delegate at Minnesota State University, Mankato.

Section II - Attendance

1. **Attendance** The delegate from each regular or associate member fraternity shall be responsible for notifying his chapter of all regular and special meetings of the Interfraternity Council of Minnesota State University, Mankato and all business transacted and information discussed at said meetings.
2. **Attendance Policy:** After a chapter has missed their first meeting of the semester, the VP of Council Management must notify them a warning for their second offense
 - a. If a second is missed the VP of Council Management will contact the chapter, to warn them for their third offense.
 - b. If a third meeting is missed, the chapter shall lose voting privileges and be put on social probation, which will be negotiated by the VP of Conduct Review

Section III - Delegates

1. **Delegate:** It is expected that the chapter/colony President serve as the member fraternity's delegate.
2. **Quorum:** Two-thirds of the regular member fraternities shall constitute quorum for the transaction of business.
3. **Voting**
 - a. Each member fraternity holding regular membership in the Interfraternity Council of Minnesota State University, Mankato shall have one vote. This one vote shall be cast through each member fraternity's delegate. Executive Board Officers of the Interfraternity Council of Minnesota State University, Mankato shall not have any power or right to vote and shall not serve as his member fraternity's vote casting delegate. The President of the Interfraternity Council of Minnesota State University, Mankato shall only cast his vote in the event of Legislative tie.
 - b. A two-thirds voting decision of the voting members of the Interfraternity Council of Minnesota State University, Mankato shall be required to establish/modify recruitment rules, establish/modify a social event policy, to set dates for formal recruitment sessions, and to accept associate members to the Interfraternity Council of Minnesota State University, Mankato. A majority vote shall be required to call all other legislative questions.
4. **Voice**
 - a. Associate member fraternities having voting rights, alumni, and chapter advisors of the Interfraternity Council of Minnesota State University, Mankato shall have a voice, but no vote.
 - b. Regular and associate member fraternity alumni advisors and National Interfraternity Conference member fraternity representatives shall have a voice, but no vote.

- c. Initiated members of any recognized regular or associate member fraternity of the Interfraternity Council of Minnesota State University, Mankato shall have no opportunity for voice unless specifically requested by the President of the Interfraternity Council of Minnesota State University, Mankato or the delegate from his own member fraternity.
- d. Representatives of the Minnesota State university, Mankato Panhellenic Council and/or any member of any of its member organizations shall have no opportunity for voice unless specifically requested by the President of the Interfraternity Council of Minnesota State University, Mankato

Section IV - Rules of Order

1. Robert's Rules of Order shall prevail unless the President of the Interfraternity Council of Minnesota State University, Mankato, who shall serve as Parliamentarian, stipulates otherwise.

Article V. Finances

1. **Fiscal Year:** The fiscal year of the Interfraternity Council of Minnesota State University, Mankato shall be from July 1st to June 30th inclusive.
2. **Contracts:** The signature of the Interfraternity Council Advisor, Presidents and/or other appropriate University Administrators shall be required to bind in the Interfraternity Council of Minnesota State University, Mankato.
3. **Checks:** The Vice President for Council Management, President, Interfraternity Council Advisor, and/or other appropriate University Administrators shall responsible for all payments issued on behalf of the Interfraternity Council of Minnesota State University, Mankato.
4. **Payments:** All payments due to in the Interfraternity Council of Minnesota State University, Mankato shall be given to the Vice President for Council Management, who shall record them and turn them over to the Student Leadership Development and Service Learning department for deposit. Payments will only be accepted in the form of a chapter or personal check, money order or on-campus account with written approval by chapter presidents. Make checks payable to Minnesota State University, Mankato.
5. **Procedure:** All funds in the Interfraternity Council of Minnesota State University, Mankato Student Leadership Development and Service Learning department.
6. **Budget:** The budget for the fall semester will be prepared and passed by the last meeting in April, and the budget for the spring semester will be prepared and passed by the last meeting in November.
7. **Formal Recruitment Fee:** In order to fund formal recruitment activities the Interfraternity Council may assess a formal recruitment fee to all regular and associate member fraternities.

Section I - Membership Dues

1. **Amount:** The dues for each regular and associate member fraternity of the Interfraternity Council of Minnesota State University, Mankato shall be an assessment per active member at the time when dues are due. The amount of such dues assessment shall be as follows, with a minimum assessment of \$100 per chapter:
 - a. \$10 per active member or holdover, at the time of dues, for those members who achieved a semester GPA of 3.0 or better during the previous academic term, not including summer terms, plus;

- b. \$20 per active member or holdover, at the time of dues, for those members who achieved a semester GPA equal to or greater than the All-Men's GPA, but less than a 3.0, during the previous academic term, not including summer terms, plus;
 - c. \$30 per active member or holdover, at the time of dues, for those members who achieved a semester GPA lower than the All-Men's GPA during the previous academic term, not including summer terms, plus;
 - d. \$10 per active member or holdover, at the time of dues, for those members who were not enrolled in classes or otherwise on the chapter's roster during the previous academic term, not including summer terms.
2. **Time of Payment:** The dues and chapter/colony rosters of each regular or associate member fraternity of the Interfraternity Council of Minnesota State University, Mankato shall be due and payable at the Interfraternity Council of Minnesota State University, Mankato regular meeting scheduled on or before October 15th and February 15th, unless otherwise voted upon during a regular meeting.
 3. **Late Payments:** Payments are \$5.00 for each day the dues and/or rosters are late plus any or all or the probationary terms as stated on the next page, which will be levied against the late paying member fraternity by the Interfraternity Council of Minnesota State University, Mankato Conduct Review Board, if they choose to take further action beyond the stated fine.
 4. **Chapter Fee:** Chapters shall be indefinitely assessed \$150 per semester for purpose of funding each year's Interfraternity Council marketing or recruitment efforts.

Article VI. Formal Recruitment

1. The Interfraternity Council of Minnesota State University, Mankato shall establish fall formal recruitment rules.
2. All member fraternities, and associate, are required to participate in formal recruitment sessions sponsored by the Interfraternity Council of Minnesota State University, Mankato.
3. The Interfraternity Council may charge chapters a formal recruitment fee, to be paid by the conclusion of the formal recruitment session, in accordance with Article V-7 of these bylaws.

Article VII. Expansion

1. Minnesota State University, Mankato Interfraternity Council (IFC) supports the North American Interfraternity Conference (NIC) policy on open expansion. If a member fraternity of the North American Interfraternity Conference approaches the University and the Interfraternity Council for an expansion opportunity we will accept their request to do an exploratory search to create an interest group of students who may wish to become affiliated with their inter/national fraternity. If multiple fraternities express interest in expansion within a year's time frame, the University and the Interfraternity Council will work with all requesting parties to create a plan which will allow success of each fraternity in their pursuit of creating an interest group at Minnesota State University, Mankato; while sustaining the viability of the current fraternity community.
2. When it is determined that a new group is needed to strengthen the Greek community, the procedures outlined below will be followed. The purpose of these procedures is to insure that expansion of Greek letter organizations occurs in a manner, which includes a carefully developed plan that is conducive to the educational mission of Minnesota State University,

Mankato. This provides maximum opportunity for successful colonization and a meaningful and rewarding experience for the students within the Greek community.

3. All social, men's fraternities seeking to colonize/expand to the Minnesota State University, Mankato campus after August 22, 2011 shall be required to follow the procedures set forth by this policy.

Section I - Procedures for Expansion

Fraternity expansion for International and National fraternities can occur in three ways:

1. Through a formal expansion plan approved by the IFC,
2. Through receiving a formal petition for recognition by an interest group, or
3. Through reviewing a formal petition for recognition by a group coming off a disciplinary loss of University recognition.

Section II - Procedures for formal Expansion Plan by the IFC Executive Board

1. Determine need for Expansion.
2. IFC executive board gains approval from the voting body of the Interfraternity Council to begin expansion.
3. IFC establishes an expansion committee. The committee shall include the IFC President, Vice President of Council Management, Vice President of Recruitment, 3 members at large from the IFC community, and the Greek Advisor.
4. IFC determines number of organizations to be involved in the expansion plan based on need and resources. Consideration may be given to fraternities who previously had a chapter at Minnesota State University, Mankato.
5. The expansion committee advertises expansion and then reviews information and selects no more than three groups, out of the groups that applied, to be invited to make on-campus presentations.
6. Fraternities making on-campus presentations will meet with the IFC Executive Board, the IFC expansion committee, the Greek Advisor, and the Associate VP of Student Affairs and Enrollment.
7. IFC will provide a checklist of expectations to the groups. Following the presentations, the IFC expansion committee will send a recommendation to the IFC and the IFC Executive Board.
8. The IFC will approve the fraternity invited to colonize with a 2/3 vote.

Section III - Procedures for Petitioning Groups

1. Prior to initiating contact with potential new student members, the Greek letter organization must gain approval from the IFC and the Greek Advisor for expansion.
2. Submit information requested in Section II to the IFC and Greek Advisor. IFC will provide a checklist of expectations to the chosen group.
3. IFC Executive board will establish an expansion committee.
4. Schedule presentation and meetings with the IFC and Greek Advisor, the IFC expansion committee, and the IFC executive board.
5. Following the presentation, the IFC expansion committee sends recommendations to the IFC executive board and the Greek Advisor.
6. The IFC will by 2/3 vote approve the fraternity petitioning to colonize.

Section IV - Procedures for a Group coming off disciplinary loss of University recognition or removal of charter by National headquarter office.

1. After duration of University loss of recognition or removal of charter by national headquarter office, a group wanting to “recolonize” or return to campus must meet with the IFC executive board and the Greek Advisor to discuss possible re-colonization. The group will receive a list of criteria to be met to return to Minnesota State University, Mankato as an active chapter. The IFC will provide a checklist of expectations to the chosen group.
2. Submit information requested in Section II to the IFC executive board and the Greek Advisor.
3. IFC establishes an expansion committee.
4. Schedule presentations and meetings with the Greek Advisor, the Associate VP of Student Affairs and Enrollment, the IFC expansion committee, and the IFC executive board.
5. Following the presentation, the IFC will vote if the organization has met the criteria set forth by the IFC executive board. A two-thirds (2/3) vote is needed for the organization to re-colonize.

Section V - Materials to be included in the petition for colonization

1. Logistical Information
 - a. Name of fraternity
 - b. Founding Date
 - c. History with Minnesota State University, Mankato
 - d. Current number of colonies
 - e. Current number of undergraduate members
 - f. Average chapter size
 - g. Number of chapters closed in the last five years and reasons for closing
 - h. Membership Costs: new member, initiation fees, insurance, regular dues
2. Program Policies
 - a. Position on Risk Management
 - b. Position on Hazing
 - c. Length/focus of new member program
 - d. Minimum standards of potential new members
 - e. Scholarship program
 - f. Community Service program
 - g. Constitution and By-laws
3. Colonization
 - a. List and status of colonies established in last five years
 - b. Procedures
 - c. Ongoing support for colony
 - i. Field Staff Visits
 - ii. Recruitment Support
 - iii. Additional Resources
 - d. Criteria for chartering: to include minimum number of students pledged to establish a secure charter/chapter status (i.e. what does a chapter need to do to move from colony status to active chapter status?)
4. Organizational structure
 - a. List of all chapters and locations
 - b. Volunteer Support
 - i. District
 - ii. Local
5. Resources
 - a. International and National Headquarters

- i. Foundation Scholarships/loans
 - ii. Leadership schools or conventions
 - iii. Publications
- b. University of Minnesota/Nearest Chapter
 - i. Number of alumni in Minneapolis region
 - ii. List of alumni committed to serve as advisors and (including their contact information).

Section VI - Colonization Procedure

1. Organizations selected to colonize or re-colonize must meet the following criteria:
 - a. Representatives must attend all IFC meetings and all members are strongly encouraged to participate in every facet of the Greek community.
2. Secure the support of a University advisor.
3. The chapter must abide by all IFC and University policies, regulations, and guidelines.
4. The group must move from colony to chapter/charter status within two years in order to become an active chapter of the IFC at Minnesota State University, Mankato. While the group is in colony status, they will be Associate Members of the IFC.
5. Associate IFC membership becomes automatic when the fraternity begins the colonization process.

Article VIII. Amendments & Ratification of By-Laws

Section 1 – Amendments

1. These By-Laws may be amended by two-thirds vote of the voting member fraternities of the Interfraternity Council of Minnesota State University, Mankato provided notice of the proposed amendments has been given in writing the preceding regular meeting of the Interfraternity Council of Minnesota State University, Mankato.

Section 2 - Ratification

1. The ratification of these By-Laws shall be made official by the Interfraternity Council of Minnesota State University, Mankato when approved by all of the men's general (social) fraternities through their delegates to the Interfraternity Council of Minnesota State University, Mankato.
2. Once ratified by the Interfraternity Council of Minnesota State University, Mankato, these By-Laws shall be binding on all men's general (social) fraternities at Minnesota State University, Mankato, whether or not they have regular or associate membership in the Interfraternity Council of Minnesota State University, Mankato.

Article IX. Greek Standards

All member fraternities must adhere to the rules and regulation put forth by the University Administration that are not listed in the Constitution and By-Laws of the Interfraternity Council of Minnesota State University, Mankato. More specifically, all fraternities who are members of the Interfraternity Council of Minnesota State University, Mankato, must meet the guidelines of the Greek Standards. Consequences for not adhering to these guidelines will be determined by the Greek Advisor if not out lined in the plan.

Article X: Conduct Review and Resolution Process

This process shall govern the resolution of instances of alleged violations of Interfraternity Council and/or University policies by member chapters of the Interfraternity Council.

Section I - Allegations of Policy Violations and Investigations

1. Allegations of Policy Violations, or incident reports must be submitted to the Interfraternity Council Vice President of Conduct Review within 14 business days of the alleged violation.
 - a. Previous cases may be reopened and reexamined, if deemed necessary by a majority vote of the Conduct Review Board. If a tie occurs the deciding vote is to given to IFC Vice President of Conduct Review.
2. Upon receipt of an incident report, the Interfraternity Council Vice President of Conduct Review shall meet with the Student Activities/Student Rights and Responsibilities staff representative (hereafter referred to as “staff representative”) to arrange for an investigation of the report, which shall be the responsibility of the Vice President of Conduct Review, and which shall take place within 10 days of the receipt of the incident report.
3. Upon the conclusion of the investigation, the Vice President of Conduct Review and the staff representative shall decide, together, whether formal charges against a chapter(s) are warranted.
 - a. If it is determined that formal charges are not warranted, the conduct review process is complete. A copy of the incident report shall be maintained, but shall reflect that formal charges were not warranted. The accused chapter(s) shall be notified, in writing, that an allegation was made but that formal charges were not warranted.
 - b. If it is determined that formal charges are warranted, a detailed charge letter shall be sent to the chapter(s) involved.

Section II - Formal Charges

1. If formal charges are warranted, a charge letter must be delivered within three business days of the completion of the investigation.
2. Upon delivery of the charge letter, the chapter(s) involved shall have two business days to contact the Vice President of Conduct Review to arrange a mediation meeting time mutually agreeable to the chapter(s), the Vice President of Conduct Review, and the staff representative. The meeting shall take place during the university’s regular business hours.

Section III - Informal Hearing/Mediation Meeting

1. The purpose of the informal hearing, or mediation meeting, shall be to efficiently come to a prompt and agreeable resolution regarding alleged policy violation(s).
2. During the mediation meeting, the Vice President of Conduct Review and the staff representative shall present the charges to the chapter(s). The chapter(s) shall have an opportunity to provide a response.
3. One advisor may be present and observe during the meeting, but the advisor may not participate in the discussion or make decisions on behalf of the accused party. Legal counsel may serve as the advisor, serving in a non-participatory manner, when there are pending civil or criminal legal proceedings external to the university.
4. Chapter(s) shall have several options during this meeting:
 - a. Chapter(s) shall have the opportunity to accept responsibility for the alleged violation(s) and to accept sanction(s) and a timeline for sanction completion proposed

- by the Vice President of Conduct Review and the staff representative. Sanction(s) shall not be proposed until responsibility for the violation has been accepted.
- b. Chapter(s) shall have the opportunity to accept responsibility for the alleged violation(s) and propose alternatives or a compromise to the sanction(s) and timeline proposed by the Vice President of Conduct Review and the staff representative. Sanctions shall not be proposed until responsibility for the violation has been accepted.
 - c. Chapter(s) shall have the opportunity to present a case which contests any or all of the alleged policy violation(s). Should chapter(s) choose this option, the Vice President of Conduct Review and staff representative shall have the option to dismiss any portion or all of the charges against the chapter(s). If, as a result of this, a resolution is reached, a chapter may or may not be subject to any sanction(s), depending upon whether or not the chapter accepted responsibility or was determined to be responsible for any of the alleged violation(s). If a resolution is not reached, adjudication of the alleged violation(s) shall become the responsibility of the Interfraternity Council Conduct Board.
5. Should a chapter schedule a mediation meeting or informal hearing and fail to appear without prior rescheduling, chapter(s) shall be automatically found responsible for the alleged violation(s) and subject to sanctions determined by the Vice President of Conduct Review and the staff representative.
 6. Decisions reached as a result of mediation meetings or informal hearings may not be appealed.

Section IV - Conduct Board

1. The Interfraternity Council Conduct Board
2. The Interfraternity Council Conduct Board shall consist of one voting representative from each IFC member chapter and a chairman.
3. A Conduct Board Chairman shall be appointed by the IFC President.
 - a. The Conduct Board Chairman shall moderate the Conduct Board hearings and assist with training Conduct Board delegates.
 - b. The Conduct Board Chairman shall not carry a vote.
4. The term of membership on the Conduct Board shall coincide with the term of IFC Officers.
5. Members of the Conduct Board must be trained. Due to this, should a chapter's Conduct Board representative be unable to meet, a proxy may not take his place.
6. Members of the Conduct Board may be removed, due to failure to perform duties, by a two-thirds vote of the entire Conduct Board.
7. The Conduct Board shall be trained by the IFC Vice President of Conduct Review.
8. The Conduct Board shall meet for training purposes and shall meet at times when deemed necessary by the IFC Vice President of Conduct Review.
9. Members of the Conduct Board must have a cumulative GPA of 2.5 or higher

Section V - Conduct Board Hearings

1. Should a matter need to be heard by the Conduct Board, the IFC Vice President for Conduct Review shall notify the Conduct Board Chairman of the charges and the chapter(s) affected.
2. A hearing time shall be established, providing no fewer than 48 hours notice, and being mutually agreeable for the accused chapter(s), the Greek Advisor or staff representative, and a minimum of 2/3 of the Conduct Board members.
3. The Greek Advisor or staff representative shall serve as an observer and will advise on procedural matters during Conduct Board hearings.

4. During a Conduct Board Hearing, the Vice President of Conduct Review shall have the opportunity to present his case and the evidence supporting it, and the accused chapter(s) shall have the opportunity to present its/their case.
5. Conduct Board members shall have the opportunity to ask any clarifying questions.
6. The Conduct Board shall deliberate. Deliberations shall be private. The Vice President of Conduct Review and the Greek Advisor or staff representative may observe.
7. Minutes shall be recorded and maintained, with a copy being provided to the Greek Advisor and to the Vice President of Conduct Review upon the conclusion of the hearing.
8. A majority vote of the Conduct Board members present shall determine the outcome of the hearing.
9. Should the Conduct Board find a chapter(s) responsible for violation(s), the Conduct Board shall have the authority to determine appropriate sanction(s), also by a majority vote.
10. Should the Conduct Board find a chapter(s) not responsible for violation(s), the matter shall be considered resolved.

Section VI - Sanctions

1. Sanctions for violations shall be appropriate for the violations found, and may include but are not limited to:
 - a. Written Warnings or Reprimands
 - b. Required Public and/or Private Apology for Actions
 - c. Monetary Fines and/or Restitution
 - i. Fines may be levied for violations of specific recruitment regulations and policies and for measurable violations.
 - ii. Specific fines shall be levied for specific violations, and these specific fines shall be outlined within the written documents legislating the policies. Fines may not be arbitrary amounts determined by the Conduct Review Board or the Vice President of Conduct Review and the staff representative.
 - iii. For cases involving damage to persons or property, required restitution may not exceed the cost of repair or replacement of damaged items or the amount of expense incurred in securing said repair or replacement.
 - d. Educational Programming Requirements
 - e. New Member Program Requirements
 - f. Probation
 - g. Limitation of Social Event Privileges and or Participation in Greek Life-Sponsored programs such as Greek Week.
 - h. Required Membership Review
 1. This sanction may be recommended by the IFC Vice President of Conduct Review and/or the IFC Conduct Board, but the final decision regarding it shall lie with the Vice President for Student Affairs and/or Student Activities Staff and will be made after consultation with inter/national headquarters staff.
 2. This sanction may be a condition of continued university recognition.
 - i. Suspension of University Recognition
 1. This sanction may involve the required dormancy/closure of a chapter for a definite timeframe.
 2. This sanction may be recommended by the IFC Vice President of Conduct Review and/or the IFC Conduct Board, but the final decision regarding it shall lie with the Vice President for Student Affairs and/or

Student Activities Staff and will be made after consultation with inter/national headquarters staff.

- j. Permanent Withdrawal of University Recognition
 1. A chapter may be closed permanently, and its inter/national headquarters staff may be notified that the organization is not welcome back on campus at any time.
 2. This sanction may be recommended by the IFC Vice President of Conduct Review and/or the IFC Conduct Board, but the final decision regarding it shall lie with the Vice President for Student Affairs and/or Student Activities Staff and will be made after consultation with inter/national headquarters staff.
2. Sanctions may not restrict a chapter's ability to recruit new members.
3. Sanctions may not include decisions regarding an individual's membership in a fraternity, leaving this decision to the organization, itself.
4. Sanctions involving this process may not include sanctions against individuals. Sanctions determined through this conduct review process are levied against chapters as a whole.
5. Sanctions, such as probation or suspension of social privileges, levied by the IFC Vice President of Conduct Review and/or the Conduct Board, may not last for longer than a period of one year.
6. The IFC Vice President of Conduct Review and/or the IFC Conduct Board may require that educational sanctions be completed within a determined timeframe. An acceptable timeframe shall usually be 30 days.
7. Failure to comply with and/or complete sanctions shall be considered a violation of policy and will result in the initiation of another conduct review process. Additional and/or more severe sanctions may be levied.

Section VII - Appeals

1. An appeal of any Conduct Board decision or Conduct Board-levied sanction shall be filed, in writing, with the Vice President for Student Affairs within three days of the delivery of the Conduct Board's decision.
2. The Vice President for Student Affairs may designate another staff member in his or her place to consider the appeal.
3. The decision of the Vice President for Student Affairs and/or the designated staff member shall be final.

Section VIII - Emergency Temporary Action

1. If deemed necessary, for the safety and security of any person or property, the Greek Advisor and/or Student Affairs staff may immediately issue an order, to any chapter, temporarily halting any or all activity or temporarily suspending any or all organization privileges on campus.
2. Such an order may remain in effect until the conduct review process is able to be completed and/or until a decision regarding an organization is reached by the university and/or the inter/national headquarters staff.

Section IX - Process Modifications for Alleged Violation During Break/Vacation Periods

1. Should recruitment or social policy violations be reported to the Greek Advisor during break or vacation periods, and should the Vice President of Conduct Review not be available, the

Greek Advisor may work with the staff representative to ensure that a mediation meeting or informal hearing is held.

- a. The Vice President of Conduct Review shall be notified of any proceedings.
- b. Decisions made during break-time mediation meetings shall be considered binding.
- c. Temporary suspension of privileges or activity may be deemed necessary during this process until the full conduct review process, if needed, can be navigated.

Article XI. Rules and Policies

Section I – Implementation of New Resolutions and Policies

1. All rules and policies established by the Interfraternity Council of Minnesota State University, Mankato shall be in harmony with those resolutions, rules and policies currently established by the North American Interfraternity Conference, its member fraternities, the Fraternity Executive Association, and the Association of Fraternity/Sorority Advisors.
2. The Interfraternity Council of Minnesota State University, Mankato and its regular and associate member's fraternities shall respect the sovereignty, rights, privileges, and authority of the Minnesota State University, Mankato Panhellenic Council to discipline its own member organizations.
3. The Minnesota State University, Mankato Panhellenic Council, and its member's organizations shall reciprocate this agreement with respect to the Interfraternity Council of Minnesota State University, Mankato and its authority to discipline its own regular and associate member fraternities.
4. All Members of all regular and associate member fraternities of the Interfraternity Council of Minnesota State University, Mankato shall act in accordance with all University, local, state, and federal laws, rules, regulations, policies and ordinances.
5. This Constitution and its related By-laws may be amended by two-thirds vote of the voting regular member fraternities of the Interfraternity Council of Minnesota State University, Mankato provided notice of the proposed amendments has been given in writing at the preceding regular meeting of the Interfraternity Council of Minnesota State University, Mankato.
6. Once ratified by the Interfraternity Council of Minnesota State University, Mankato, this Constitution and its related By-laws shall be binding on all men's general (social) fraternities at Minnesota State University, Mankato, whether or not they have regular or associate membership in the Interfraternity Council of Minnesota State University, Mankato.

Section II-Policies and Procedures Guide

All chapters are subject to and required to abide by the most current version of the "Risk Management and Social Events Policies and Procedures Guide of the Minnesota State University, Mankato Fraternity & Sorority Community."

Article XII. Position Statements

Section I – Position Statement on Sexual Harassment/ Sexual Abuse: The Interfraternity Council of Minnesota State University, Mankato recognizes the sexual harassment is a problem throughout our society. Sexual harassment is a form of discrimination that violates the principles and ideals of the Interfraternity Council. Sexual harassment reflects poorly in our society, particularly our educational institutions. It is as a request of the Interfraternity Council at Minnesota State University,

Mankato that fraternal organizations condemn, deliberate or repeated offensive comments, gestures or content of a sexual nature, as well as date rape, and any other form of sexual violence or harassment. We also state that we will work diligently to educate our members through programming and workshops by the Interfraternity Council and Recognized Student Organizations to help prevent any acts of sexual harassment, and to heighten awareness of this problem in our community.

Section II – Position Statement on Membership Diversity and Discrimination: Membership selection is open to insure equal opportunity for all qualified persons on the basis of race, creed, color, national origin or sexual orientation. Discrimination has no place amongst the Interfraternity Council of Minnesota State University, Mankato. The Interfraternity Council therefore condemns all discrimination and will actively seek to prevent it in all Recognized Student Organization within it.

Section III – Position Statement on Hazing: The fraternities of Minnesota State University, Mankato, acting through the Interfraternity Council of Minnesota State University, Mankato, have taken the position of being unequivocally opposed to all forms of hazing. Since the practice of hazing is degrading, humiliating, and inhibits the full development of the individual, such practices are contrary to the purpose of Minnesota State University, Mankato. It is the position of the Interfraternity Council of Minnesota State University, Mankato that hazing, in any form, be prohibited and its practice in any fashion, be condemned.

**Minnesota State University, Mankato
Interfraternity Council
Code of Ethics**

We, the Greek men of Minnesota State University, Mankato commit to all the following five values, and will strive to keep ourselves and one another accountable for our words, actions, and behaviors based on the values of our Greek community, chapters, and personal standards. We openly observe that by being a member of the Greek community we are charged additional duties, responsibilities and codes of conduct as we are representing not only ourselves, but an entire group of men. We commit ourselves to adhere to this code of ethics daily and to let the values outlined within it guide the men of our Greek community as morally sound, socially excellent, and exceptionally responsible persons.

We, the men of the Interfraternity Council commit to the following understated values:

1. Morals/Standards

We agree to promote the highest value of man within our Greek community by always following both Chapter and Council Standards. We observe the obligation of demonstrating the highest ethical conduct through the daily actions we commit and by living our lives by ritual we practice. We will uphold our morals by showing respect all persons of our university regardless of whether or not they are Greek and regardless of chapter affiliation. We will abide by all local and federal laws as well as national and international bylaws set forth by the organizations we represent. We will be ever mindful of the standards we pledged ourselves to and will strive continually to be our fraternal/interfraternal brother's keeper.

2. Scholarship

We will personally seek excellence in our fields of study but be ever mindful of our chapter's and community's academic needs so as to be ready to assist our community in academic measures when deemed necessary. As scholars we observe that our academic performance is in some form a representation of our Greek community and in order to serve our image well we must excel scholastically. We recognize the purpose of a university setting and agree to actively pursue a quality education. We agree to take our studies seriously and further our education in the academic so as to apply our knowledge acquired to our chapters and council for their benefit.

3. Unity

We will boldly disregard chapter affiliation in attempts to cultivate a united Greek community, so as to prosper from one another's views, ideals and beliefs. We agree to establish goodwill among all fraternities and sororities for the common good of our Greek community, as well as to respect ourselves and our individual chapters and the members that comprise such chapters. It is our hope that through our selfless actions towards one another our example may inspire others to follow in the

same manner.

4. Leadership

We agree to become actively engage ourselves as members of this campus. We will not restrict our potential and skill sets to Greek community alone but rather share our knowledge and ability with the campus and community we support. We understand our role as representatives of the Greek community and agree to tailor our actions in order to reflect a positive image. We will provide opportunities of leadership of all members of the community, and will hold them accountable for their actions and to their obligations and commitments. We will practice unselfish leadership and agree to work for the greater good of the Greek community and by doing so establish a resounding presence of leaders for the University and surrounding community to see. We will strive to build upon the tradition of creating and nurturing strong leaders and to transmit our Greek community to those who my follow after not only, not less, but greater that it was transmitted to us.

5. Diversity

As Fraternity men we agree to refrain from being exclusive in our membership as we try to diversify our community as to the extent of our ability. We observe this duty under the principle that diverse and collective minds yield far great results than those, the minds of, similar men. We the men of the Minnesota State University, Mankato charge ourselves to acquire and maintain a state of mind that is unbiased and fair to all individuals so that our potential as men may not be hampered. We the men of this Greek community observe the equality of men and women and will strive to treat all persons with the highest level of respect so that through our actions we may further the caliber of our fellow mankind.