

Alpha Chapter, Indiana University Bloomington Regulations for the Governance of Gamma Phi Omega Sorority International Inc.

I. Standards of Conduct

- A. Gamma Phi Omega International Sorority Incorporated is formulated to unite sisters in the principles of achieving academic excellence, serving the communities in which we live and learn, preserving the sacred bond of sisterhood among women, and uplifting and advancing a cultural awareness among Latinos and those in our global communities.
- B. In order to maintain our standards and effectively accomplish our goals as an organization, it is essential that we enforce and all existing ideals in the creation of the Judicial Board.

II. Regulations Establishing the Duties of Members

- A. To attain the Sororities goals, the members goals, and to implement the regulations of the Sorority, duties are established for the National Board of Directors, Sworn Sorority Sisters, Chapters, Colonies, and Clubs in Bylaws 2, 1-21, and Bylaw 12, Sections 1-12 in the Bylaws of the Constitution of Gamma Phi Omega International Sorority Incorporated.
- B. The Judicial Board shall have the authority to act on any incident report filed involving a member.

III. Rules of Conduct

- A. Once a semester in mid-November, each sister will be reviewed by the Judicial Board to ensure all chapter regulations are followed.
- B. In addition to the positive reinforcement of all foregoing sections, and the rules set by Alpha Chapter Bylaws, the following rules of conduct set forth expressly prohibited acts. Prohibited acts include, but are not limited to:
 - 1. Violation of any law set forth in the National Constitution.
 - 2. Violation of Chapter Regulations, By-laws, or policies.
 - 3. Failure to promote the Sorority's efforts to implement its policy or accomplish its goals.
 - 4. Failure to maintain the good, acceptable standing as defined by Indiana University.
 - 5. Absences from chapter will not exceed 3 within the semester. 3 absences can be used at any time for any reason but may not be exceeded. Exceptions will be made for emergencies, which must be accompanied by a doctor's note, letter, etc. Any other unexcused absences will be evaluated by the Judicial Board.
 - 6. All sisters must participate in all events/meetings sponsored by Alpha Chapter unless absence can be excused by reasons set forth in the Regulations of Governance Section III point 5.

7. Failure to submit a letter to the Judicial Board to inform the committee that she will be unable to be active for that specific semester.
8. Missing an event of the Feather Initiatives.
9. Sisters must attend monthly sisterhood events.
10. Vice President and Treasurer must both be aware of all funds coming in and leaving sorority account(s).
11. Sisters will be addressed by their line names while in formal chapter meetings or will be fined a quarter per violation.
12. There is no food or gum allowed in formal chapter meetings. Bottled beverages will be allowed.
13. No cell phone usage during formal chapter meetings, unless there is an emergency.
14. Tardiness consists of being more than 5 minutes late to chapter meetings. Tardiness will not exceed three per semester.

IV. Reasonable Cause for the Suspension of a Member

- A. Intentional violation of Sorority Rules.
- B. Violation of membership intake process as set forth by the Manual and the Indiana University Hazing Policy.
- C. Disclosing confidential information.

V. Procedure for Suspension of a Member:

- A. Disciplinary action shall not be taken against any member or executive officer without written notice of the charge(s), reasonable time to prepare a defense, and the opportunity to have a full and fair hearing.
- B. The Chapter may recommend the suspension of a member to their judicial chair who in turn may resolve the matter or refer it to the Vice-President of the Chapter.
- C. The member shall have the right to be heard in her own defense and must have been given at least one month's notice in writing.

VI. General Grievance Policy

- A. It is the intent of the sorority to provide the right to a fair hearing to each financial member and Chapter, Colony, Club on a complaint or grievance during membership in the sorority.
- B. These procedures are designed to address complaints and grievances. The members and the organization whose actions have given rise to the complaint must make every effort to resolve the complaint as quickly as possible once it is identified.
- C. No retaliatory action of any kind shall be taken against a member seeking redress under these procedures. Any person that is party to the grievance shall not be a member of the panel.

VII. Informal Grievance

- A. Any member who believes that her rights as a member have been infringed upon or would like to bring forth charges against a sister must initiate a discussion of

- the problem with the Vice President of Alpha Chapter within 30 days of the event. Assuming the problem is resolved, the Vice-President will log the complaint.
- B. If after the discussion with the member the problem is not resolved, the Vice President will appoint a Judicial Committee of no less than two other financial undergraduate members to discuss the problem with the member. The Judicial Committee will consist of members who have no relation to the incident whatsoever. The finding and recommendation of the committee will be reported to the Vice President of Alpha Chapter for final Executive approval.
 - C. All hearings shall be conducted by parliamentary procedure. The Judicial Chair (Vice President) is responsible for facilitating the hearings.
 - D. The member in question shall be notified within 3 days, in writing, by the chair of the board as to the hearing time, place, and complaint.
 - E. The hearing can be an open or closed hearing. The member in question shall designate her choice at the beginning of the hearing.
 - F. The decision must be placed in writing within 48 hours of the hearing by the Judicial Chair and presented for review by the Executive Board of the Chapter for final disposition.
 - G. If the problem is not resolved by Alpha Chapter, the case will be referred to the National Board of Directors for further follow up and resolution.

VIII. Formal Grievance

- A. In extreme cases, a formal grievance can be made to the National Board of Directors as stated in the Regulations for the Governance of Gamma Phi Omega International Sorority, Incorporated. This procedure is used in extreme cases by those who require an appeal to the informal grievance and falls directly under the jurisdiction of the National Board of Directors.

IX. The following actions can be taken by Alpha chapter:

- A. Letter of Reprimand
- B. Activity restriction, not to exceed 60 days
- C. Monetary fines (PAUSED)
- D. Requirements to pay for damages, letters of apology, etc.
- E. Appeal of local grievance decisions.
- F. *First Level Probation:*
 1. Restriction to attending any activity associated with the associate members (including, but not limited to, sessions, crossings, etc.)
 2. Sisters will not be considered as a candidate for pledge mom
- Second Level Probation:*
 3. Cannot wear ΓΦΩ paraphernalia at any time in any place
 4. Considered Non-financial on Chapter level and will be referred to Nationals as Non-Financial also.
- Third Level Probation:*
 5. Sister will be taken to National Board for a Deactivation trial

X. Procedure for a Sister who Transfers Schools

- A. A sister who chooses to transfer to a school where there is not a chapter/colony/club, will have the option to remain financial under the following criteria:
1. Sister will pay national as well as chapter dues to her home chapter.
 2. Sister must submit proof of completion of the Feather Initiatives.
 3. Sisters must attend as many events sponsored by their home chapter as possible.
 4. Sisters must maintain a 2.6 GPA.
- B. If a sister chooses to transfer to a school where there is a chapter/colony/club of Gamma Phi Omega established, the sister will have the option of continuing to be affiliated to her home chapter by following the guidelines previously outlined or by choosing to disassociate from her home chapter and become a member of the already founded chapter on that campus.

XI. Procedure for Deactivation of a Member

- A. If a member has decided to deactivate, the Judicial Board must notify the National Board of Directors within one week in order for her deactivation proceedings to take effect.
- B. Someone within her process team must collect all Gamma Phi Omega paraphernalia from the deactivated member.
- C. All of the deactivated member's paraphernalia with her line name must be destroyed.

X. Mandatory Clauses Established by Indiana University Bloomington

- **Statement of University Compliance:** This organization shall comply with all Indiana University regulations, and local, state, and federal laws.
- **Anti-Hazing Policy:** Hazing is strictly prohibited. Hazing shall be defined as any conduct which subjects another person, whether physically, mentally, emotionally, or psychologically, to anything that may endanger, abuse, degrade, or intimidate the person as a condition of association with a group or organization, regardless of the person's consent or lack of consent.
- **Personal Gain Clause:** This organization, if raising funds, shall ethically raise and distribute profits from organizational functions to either the organization or to members who provide a service that directly benefits the organization. Individual members may not receive compensation directly from for-profit companies if acting as a representative of a student organization.
- **Statement of Non-Discrimination:** Gamma Phi Omega International Sorority, Inc. allows any interested student to participate in, become a member of, and seek leadership positions in the organization without regard to arbitrary consideration of such characteristics as age, color, disability, ethnicity, gender, marital status, national origin, race, religion, sexual orientation, or veteran status. *

* Under 20 U.S.C. 1681(a)(6)(A), social fraternities and sororities are exempt from Title IX discrimination prohibitions on the basis of sex with respect to their membership practices. The law recognizes that differentiated treatment based on sex for purposes of membership in a social fraternity or sorority is not arbitrary or unlawful. Organizations in this category may remove “gender” from the non-discrimination statement in their constitution.