



Constitution and Bylaws for the Inter-Fraternity Council of the University of British Columbia

Amended by:

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Ratified by:

2023 IFC Executive Board

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CONSTITUTION

MISSION

We, the Interfraternity Council at The University of British Columbia, set forth this Constitution and Bylaws in order to cause closer working relationships and coordination among its member chapters and The University of British Columbia, in accordance with the policies and standards established by the North American Interfraternity Conference (NIC). We, the Interfraternity Council (IFC), exist to advance conditions conducive to the success of its member chapters and to promote the progress of the fraternity experience. With this aim, the IFC actively encourages interfraternalism and collaboration with other fraternity/sorority governing councils and student governance bodies. Maintaining a positive working relationship and partnership with the campus administration, alumni, NIC and inter/national headquarters of member chapters is critical toward elevating the role of the IFC.

ARTICLE I: NAME

This organization shall be known as the University of British Columbia Interfraternity Council and may be abbreviated as the UBC IFC.

ARTICLE II: PURPOSE OF THE IFC

Fraternities thrive when they embrace their responsibilities, while ardently advocating for their fundamental rights.

We, the Interfraternity Council at The University of British Columbia believe in:

- A. Citizenship: Fraternity men must be responsible, respectful and inclusive citizens of their communities.
- B. Accountability: Fraternity men have the responsibility to hold each other accountable to their fraternal ideals and expectations.
- C. Choice: Fraternities have the responsibility and right to select men who align with their ideals and expectations.
- D. Opportunity: Every man has the right to seek membership in a fraternal experience on terms he determines best fit his needs.
- E. Fairness: For justice to effectively be administered, fraternity members and organizations must provide and be afforded fundamental due process rights.
- F. Interfraternalism: NIC member chapters stand in solidarity for fellow member chapters that meet NIC Standards.

The purpose of the IFC shall be to:

- A. Provide a sovereign peer governance structure for its member chapters;
- B. Enforce and hold member chapters accountable to the IFC Code of Conduct and other governing documents;
- C. Develop policies and procedures to provide safe and healthy membership experiences;
- D. Develop policies and procedures to provide safe and healthy social experiences;
- E. Regulate recruitment and bidding processes of potential new members.
- F. Promote the interests of its member chapters;
- G. Promote the interests of men's fraternities in general;
- H. Discuss questions of mutual interest and present to its member chapters such recommendations as deemed appropriate;
- I. Promote the interests of The University of British Columbia;
- J. Promote mutual cooperation between its member chapters;
- K. Promote mutual cooperation between the IFC, fellow governing councils, and student organizations at The University of British Columbia; and

- a. Promote mutual cooperation between the IFC and The University of British Columbia, its students, faculty, staff, and local community.
- b. Act in accordance with the policies and laws established by the Federal Government of Canada, the Province of British Columbia, and rules and regulations set forth by the University of British Columbia for on campus organizations.

ARTICLE III: MEMBERSHIP

Section I. Membership Eligibility

- A. Membership in the IFC is open to chapters and colonies of fraternities at The University of British Columbia, as follows:
 - a. Any chapter or colony of a North American Interfraternity Conference (NIC) member organization shall hold membership in the IFC.
 - b. Any chapter or colony of a local, provincial, regional, or inter/national fraternity, which is not a member of the NIC, may hold membership in the IFC.
- B. The IFC will not recognize chapters that have been suspended or have had the charter revoked by the inter/national organization.

Section II. Membership Classification for Member Chapters

The membership classification of member chapters shall be as follows:

- A. Full Member: Any men's fraternity chapter which has adopted all NIC Standards, are affiliated with an Inter/national organization.
- B. Associate Member: Any fraternity may be granted this membership status if the organization does not meet the above criteria.
- C. Only members of Full IFC member organizations are permitted to serve as IFC officers, serve on the Judicial Board, or vote on Constitution and Bylaws Amendments.

For the purpose of this Constitution and the IFC Bylaws, both Full Members and Associate Members are referred to as "member chapters."

Section III. Member Chapter Minimum Expectations

Each member chapter shall adhere to and abide by the following minimum expectations:

- A. Each member chapter shall comply with all policies set forth by:
 - a. The North American Interfraternity Conference (NIC).
 - b. The IFC Constitution, Bylaws, Code of Conduct, and other policies.
 - c. The rules and regulations of The University of British Columbia unless such regulations violate NIC standard and/or practices in which case NIC Standards shall be followed.
- B. The rules and regulations set forth by the Federal and Provincial Government.
- C. The general values-based conduct of fraternity men.
- D. Each member chapter shall maintain a minimum chapter annual cumulative GPA of 2.70 and a minimum new member class GPA of 2.70 or be at/or above the institution's
 - a. all-men's grade point average if that grade point average is below a 2.70.
- E. Each member chapter shall be current on all dues owed.
- F. Each member chapter shall submit required membership rosters to the IFC President, as follows:

- a. Initiated Member Roster: Initiated Member Rosters shall be submitted within one week of the beginning of each term.
 - b. New Member Roster: New Member Rosters shall be submitted within one week of pledging any New Member.
- G. Each member chapter shall comply with the attendance policies for the IFC General Body and the IFC Judicial Board, as outlined within this Constitution.
- a. A member chapter which has failed to meet any of the minimum expectations outlined in this Section shall be referred to the IFC Executive Vice President of Judicial Affairs for potential judicial review.

Section IV. Membership Status for Member Chapters

The membership status of member chapters shall be as follows:

- A. Good Standing: A member chapter shall be deemed to be in Good Standing if the member chapter is not currently operating under Non-Status Sanctions or Status Sanctions, as defined within the IFC Bylaws, and is currently meeting the minimum expectations outlined in Section II of this Article.
- B. Good Standing on Probation: A member chapter shall be deemed to be in Good Standing on Probation if the member chapter is currently operating under Non-Status Sanctions and currently meets the minimum expectations outlined in Section II of this Article.
- C. Poor Standing: A member chapter shall be deemed to be in Poor Standing if the member chapter has been placed under Suspension by the IFC or has currently failed to meet the minimum expectations outlined in Section II of this Article.

Section V. Individual Member Definitions

For the purpose of this Constitution and Bylaws, and with the understanding that each member chapter may have its own terminology for internal use, individuals will be defined as follows:

- A. Initiated Member: An Initiated Member shall be defined as any man who has been initiated into any fraternity at The University of British Columbia.
- B. New Member: A New Member shall be defined as any man who has accepted a bid to join a fraternity at The University of British Columbia, but has not been initiated into the fraternity.
- C. Potential New Member: A Potential New Member shall be defined as any man who has not accepted a bid from any fraternity at The University of British Columbia.

Section VI. NIC Standards

The Member chapters of the NIC have passed minimum standards for all NIC Member chapters. These do not preclude the IFC or member chapters from adopting higher or additional standards. The IFC may amend its Constitution and Bylaws, adopt policies and pass resolutions, so long as those do not conflict with existing NIC Standards established to improve all facets of the fraternity experience. Furthermore, the IFC and its member chapters shall not pass or support policy that infringes on the associational rights of fraternities.

The IFC will pay annual dues to the NIC and abide by NIC Standards, with each member chapter required to meet the following in order to maintain IFC membership:

- A. Each member chapter shall communicate their values through Ritual at least once annually;

- a. Each member chapter shall communicate to its Initiated Members and New Members the importance and benefits derived from continuous membership education throughout the undergraduate experience and encourage or require its Initiated Members and New Members to participate in educational programming, whether conducted by the chapter, the Interfraternity Council, The University of British Columbia, or independent organizations covering the following topics:
 - i. Academic Achievement and Student Success
 - ii. Alcohol and Drug Use and Awareness
 - iii. Career Preparation
 - iv. Civic Engagement
 - v. Hazing Awareness
 - vi. Leadership Development
 - vii. Diversity and Inclusion
 - viii. Sexual Violence Awareness
 - ix. Values and Ethics
- B. Each member chapter and the IFC shall support student choice:
 - a. All male students should be free to join a fraternity when they determine it is in their best interest to do so.
 - b. All fraternities should be free to determine when they wish to extend an invitation to join to a male student.
 - c. Each member chapter shall only offer bids to join the fraternity to Potential New Members who meet the following academic requirements:
 - i. For a Potential New Member who has yet to establish a collegiate grade point average; a minimum high school grade point average of 2.50 is required.
 - ii. For a Potential New Member who has an established collegiate grade point average, a minimum collegiate grade point average of 2.50 is required.
- C. Each member chapter shall maintain an annual cumulative grade point average of 2.70 or be at/or above the institution's all-men's grade point average if that grade point average is below a 2.70.
- D. Each member chapter shall maintain an annual cumulative grade point average for new members class of a 2.70 or be at/or above the institution's all-men's grade point average if that grade point average is below a 2.70.
- E. Each member chapter shall maintain a minimum chapter graduation rate of 40% for four-years and 75% for six-years.
- F. Each member chapter shall have New Member education programs lasting no longer than twelve weeks.
- G. Each member chapter shall prohibit women's auxiliary groups, such as little sisters.
- H. Each member chapter shall have and follow risk management policies covering the following areas:
 - a. Alcohol and Drugs
 - b. Hazing
 - c. Sexual Violence
 - d. Fire, Health and Safety
- I. Each member chapter shall support responsible growth, which recognizes:
 - a. Accordingly, all IFC member chapters shall support the responsible growth of other NIC fraternities provided that each organization:
- J. Pro-actively communicates in good faith.

- K. Considers any available readiness assessment, utilizing metrics determined in conjunction with the NIC.
- L. Does not have any outstanding, documented health and safety violations.
- M. Upon completion of these above mentioned responsible growth expectations:
 - a. Any NIC member fraternities, upon expressing interest to establish a chapter, must be given a time by the IFC for the expansion to occur. The IFC can determine the best academic term for the expansion, but the expansion must occur within a four-year period from when the IFC is first notified of interest by the NIC member fraternity.
 - b. NIC member fraternity with an interest group already formed will be granted IFC recognition, though the IFC may elect to have an associate member status provided reasonable written expectations and metrics are established to move from associate member status to full member status.
 - c. The IFC will never take a vote on recognition or expansion for a NIC member fraternity.
 - d. The IFC will never require NIC member fraternities to present an expansion proposal to the IFC, although the IFC can require the NIC fraternity to submit documentation or do a virtual presentation to determine the best academic term for expansion.
 - e. Full membership in the IFC is limited to those fraternities (including non-NIC organizations), who have adopted all NIC Standards, are affiliated with an inter/national organization, and are men's fraternities. Associate membership
 - 1. may be granted to organizations that do not meet the above criteria. Only members from full IFC member organizations are permitted to serve as IFC officers, serve on the Judicial Board, or vote on Constitution and Bylaw amendments.
- N. Each member chapter shall support open recruitment, which is defined as “the ability of each member chapter to recruit for membership any male who meets the minimum grade point average requirement for joining, without restrictions on the date, time and place of membership invitation, extension and acceptance.
- O. Each member chapter shall prohibit the use of alcohol and drugs by all Initiated Members, New Members and Potential New Members during all recruitment activities including, but not limited to bid day events, big brother events and initiation-related activities.
- P. Each member chapter shall seek to reduce the availability and presence of alcohol in the chapter house; and cap the number of events a chapter may have with alcohol in any given term.
- Q. Each member chapter shall prohibit the use of alcohol and drugs by all Initiated Members and New Members during all New Member educational programming/orientation activities.
- R. Each member chapter shall adopt a statement in support of environments that are free of hazing and sexual misconduct, as defined by their inter/national organization, within all aspects of formal and informal chapter operations.
- S. Each member chapter shall establish a medical Good Samaritan policy.
- T. Each member fraternity and the IFC and each of its member chapters must carry sufficient liability insurance coverage.

- U. Each member chapter and the IFC shall work with the campus to provide health and safety education and training provided for all chapters each term.
- V. Each member chapter and the IFC shall establish a strategic communication plan for the IFC and its member chapters that addresses protocol for crisis response, social media, marketing and media engagement.

ARTICLE IV: IFC GENERAL BODY

Section I. IFC General Body

The powers of the IFC shall be vested in the IFC General Body. The IFC General Body shall be the governing legislative body responsible for the general policies of the IFC, for electing its Executive Board, and for instructing its Executive Board as to the activities and operations of the IFC. All such activities shall respect the individual sovereignty and associational rights of each member chapter and shall not relinquish any governance authority to any other governing body.

Section II. IFC General Body Composition

The IFC General Body shall be composed of voting IFC Representatives, preferably each member chapter president.

Section III. IFC Representatives

Each member chapter shall have one IFC Representative, preferably its president, who serves on the IFC General Body.

Section IV. IFC Alternate Representatives

Each member chapter may also choose an IFC Alternate Representative, preferably its Vice President, who shall represent that member chapter in the IFC General Body in the absence of its IFC Representative.

Section V. IFC Representative and Alternate Representative Eligibility

In order to serve as the IFC Representative or Alternate Representative, individuals must meet the following requirements:

1. Be an Initiated Member or New Member in good standing, of a member chapter.
2. Maintain good academic standing with The University of British Columbia.
3. Be devoted to the general ideals and principles of fraternity life and conduct himself in a professional manner consistent with the Mission and Purpose of the IFC, as defined within this Constitution.
4. Have a working knowledge of the IFC Constitution and Bylaws, The University of British Columbia policies, NIC Standards, and NIC Alcohol & Drug Guidelines.
5. Not be a current member of the IFC Executive Board or currently serve as his member chapter's IFC Judicial Board Justice.

Section VI. Term of Office of IFC Representatives

The term of office for IFC Representatives, preferably the member chapter presidents, shall be until their graduation, resignation, or replacement under the procedures determined by each member

chapter; or upon his election to serve on the IFC Executive Board or as his member chapter's IFC Justice for the IFC Judicial Board.

Section VII. IFC General Body Meeting Policies

The IFC General Body shall conduct its meetings according to the following requirements:

1. The most recent edition of Robert's Rules of Order shall be used to run all meetings.
2. A majority of member chapters present shall constitute a quorum in order to conduct IFC General Body business.
3. The IFC General Body shall conduct regularly scheduled business meetings at least once a month during the academic year.
4. Special meetings may be called by the IFC President at any time or at the request of two member chapters, with notice of the time, location, and purpose of the special meeting provided to all

member chapters at least 72 hours in advance.

5. Each member chapter's IFC Representative or Alternate Representative is required to attend all meetings of the IFC. More than two absences per academic year shall result in the member chapter being referred to the IFC Executive Vice President of Judicial Affairs for potential judicial review.

Section VIII. IFC General Body Voting Policies

The IFC General Body shall operate utilizing the following voting policies:

- A. Each member chapter, in good standing, shall have one vote.
- B. Individuals holding IFC Executive Board positions are not entitled to a vote.
- C. In the event of a tie, the IFC President shall cast the deciding vote.
 - a. With the exception of the election of IFC Executive Board positions, there shall be no secret ballot votes.

ARTICLE V: IFC EXECUTIVE BOARD

Section I. IFC Executive Board

The IFC Executive Board shall be responsible for carrying out the purpose and policies of the IFC and for its day-to-day operations and activities, as directed by the IFC General Body.

Section II. IFC Executive Board Composition

The IFC Executive Board shall be composed of the following positions with duties and responsibilities outlined within the IFC Bylaws:

1. President
2. Vice-President, Operations & Administration
 1. Associate Vice-President, Judicial Affairs
3. Vice-President, Recruitment & Public Relations
4. Vice-President, Programming
5. Vice-President, Member Development
6. Vice-President of Finance

7. Vice-President of Health & Safety

Section III. IFC Executive Board Eligibility

In order to be elected and serve as a member of the IFC Executive Board, individuals must meet the following requirements:

- A. Be an Initiated Member or New Member in good standing, of a member chapter.
- B. Maintain good academic standing with The University of British Columbia.
- C. Be devoted to the general ideals and principles of fraternity life and conduct himself in a professional manner consistent with the Mission and Purpose of the IFC, as defined within this Constitution.
- D. Have a working knowledge of the IFC Constitution and Bylaws, UBC policies, NIC Standards, and NIC Alcohol & Drug Guidelines.
- E. Not currently serve as his member chapter's IFC Representative, Alternate Representative, or IFC Judicial Board Justice.
- F. Must complete formal judicial policies and procedures training.

Section IV. IFC Executive Board Meeting Policies

The IFC Executive Board shall conduct its meetings according to the following requirements:

- A. The most recent edition of Robert's Rules of Order shall be used to run all meetings.
- B. A majority of IFC Executive Board members present shall constitute a quorum in order to conduct IFC Executive Board business.
- C. The IFC Executive Board shall conduct regularly scheduled meetings on a weekly basis.
- D. Special meetings may be called by the IFC President with notice of the time, location, and purpose of the special meeting provided to each IFC Executive Board member at least 72 hours in advance.
- E. Each IFC Executive Board member is required to attend all meetings of the IFC Executive Board and all meetings of the IFC General Body. Unexcused absences may result in removal from office.

Section V. IFC Executive Board Voting Policies

The IFC Executive Board shall operate utilizing the following voting policies during IFC Executive Board meetings:

- A. Each IFC Executive Board member shall have one vote.
- B. The IFC President should refrain from casting his vote except in the event of a tie. In such instances, the IFC President shall cast the deciding vote.
- C. There shall be no secret ballot votes.

Section VI. IFC Executive Board Election Policies

The following policies and procedures shall be utilized for the election and removal of the IFC Executive Board officers:

- A. Nominations for IFC Executive Board positions shall open two meetings prior to the last business meeting of each calendar year.
- B. Elections and installations of IFC Executive Board officers shall take place during the last business meeting of the calendar year, or as amended by the pleasure of the IFC Delegate Body.

- C. Each IFC Executive Board officer shall be elected by a majority of the votes cast by the IFC General Body.
- D. Any individual serving in an IFC Executive Board position may be removed from his position by a 2/3 affirmative vote of the IFC General Body.
- E. In the event of a vacancy in any IFC Executive Board position, the IFC President shall appoint a successor to complete the term under the advice and consent of the remaining members of the IFC Executive Board.
- F. If the office of President becomes vacant, a special election shall be held within two meetings.
- G. The IFC President shall appoint a member to the position of Associate Vice-President, Judicial Affairs.

Section VII. Report of IFC Officers

- A. A report of any newly elected or appointed IFC Executive Board officers shall be submitted to the NIC within one week of the election or appointment.

ARTICLE VI: IFC JUDICIAL BOARD

Section I. IFC Judicial Board Jurisdiction

To address issues and solve problems before others must intervene, the IFC shall have a robust peer governance process that addresses violations of IFC policies *and NIC Standards*. The IFC shall be a self-governing organization with an independent Judicial Board which shall have jurisdiction over cases involving alleged member chapter violations, including but not limited to:

- A. The authority of the IFC to hold member chapters accountable to the IFC Constitution, Bylaws, IFC Code of Conduct, and other policies is separate and independent from any university expectations or process related to the Student Code of Conduct *and Respectful Environment Policy*.
- B. Adopting a Code of Conduct for full and associate IFC member chapters to reflect the responsibilities and rights of fraternity membership, *NIC Standards and best practices*.
- C. Adopting a Constitution and Bylaws that reflects *NIC Standards and best practices*.
- D. Establishing a Judicial Board with representation from all full IFC members and work to provide annual training to the Judicial Board on due process, standard of proof, and progressive, educational sanctioning.
- E. Working with the University to implement comprehensive conduct programs which enhance peer-governance and respects the authority of the university to adjudicate the Student Code of Conduct and major alleged policy violations (e.g hazing, sexual assault) to avoid multiple, overlapping conduct processes.
 - a. The IFC shall develop an agreement with the university that identifies the role of each body in adjudicating allegations of chapter-level misconduct.
 - b. The IFC Judicial Board shall defer to the university to investigate and adjudicate hazing and sexual misconduct allegations, and all allegations being investigated and/or adjudicated through university's conduct processes.
- F. In all other instances, the IFC Judicial Board has the autonomy and responsibility to adjudicate chapter-level violations of the IFC Constitution, bylaws, and other policies and establish educational sanctions, provided:
 - a. Basic due process protections have been provided for the accused chapter.
 - b. Sanctions are punitive and/or educational (but not solely punitive or financial), progressive, and do not restrict associational rights or student choice.

- c. An appeal process is available.

- G. The Judicial Board shall inform the inter/national organization of any charges in advance of a hearing and work collaboratively with the inter/national organization and university when adjudicating a potential violation that may result in suspension/loss of recognition from the IFC for the member chapter.
- H. The IFC will not issue blanket sanctions for chapters that have not been found responsible for policy violations (i.e. system-wide ban on activities). An exception may be made for health and safety concerns with restrictions limited to events with alcohol, provided the exception is for a defined period with a specific plan to lift the restriction, and in accordance with powers enumerated in the IFC Constitution and Bylaws.
- I. The IFC will honor and follow all organizational return agreements negotiated as part of a university or IFC conduct process. As the return has already been negotiated and agreed to, any organization returning to campus based on such agreement shall not be required to participate in any IFC/campus expansion process.
- J. The rules and regulations of The University of British Columbia, unless they are in violation of NIC Standards or practices. In this case, NIC Standards shall overrule.
- K. The general values-based conduct of fraternity men.

Section II. IFC Judicial Board Composition

The IFC Judicial Board shall be composed of one IFC Justice from each member chapter, chosen by that member chapter, and shall be chaired by the IFC Executive Vice President of Judicial Affairs, unless there is a conflict of interest.

Section III. IFC Justice Eligibility

In order to serve as the IFC Justice for a member chapter on the IFC Judicial Board, an individual must meet the following requirements:

- A. Be an Initiated Member or New Member in good standing, of an IFC member chapter.
- B. Maintain good academic standing with the institution.
- C. Be devoted to the general ideals and principles of fraternity life and conduct himself in a professional manner consistent with the Mission and Purpose of the IFC, as defined within this Constitution.
- D. Have a working knowledge of the IFC Constitution and Bylaws, The University of British Columbia policies, NIC Standards, and NIC Alcohol & Drug Guidelines.
- E. Not be a current member of the IFC Executive Board or serve as his member chapter's IFC Representative or Alternate Representative for the IFC General Body.
- F. Must complete formal judicial policies and procedures training prior to serving on an IFC Judicial Board hearing.

Section IV. Term of Office of IFC Justices

The term of office for IFC Justices shall be until their graduation, resignation, or replacement under the procedures determined by each member chapter; or upon his election to serve on the IFC Executive Board or as his member chapter's IFC Representative or Alternate Representative for the IFC General Body.

Section V. IFC Judicial Policy

The Judicial Board shall perform all duties and be subject to all regulations contained within the IFC Judicial Policy in the Bylaws.

Section VI. IFC Judicial Board Hearing Justice Selection

The IFC Vice President of Judicial Affairs will select five (5) Judicial Board justices, as predetermined by an alphabetical rotation of the member chapters, to hear a case. In the event the IFC Judicial Board rotation for service on a Judicial Board hearing falls upon an IFC Justice whose member chapter is involved in the alleged violation, the rotation will skip to the next member chapter in alphabetical rotation. The IFC shall facilitate a training session for anticipated justices to reacquaint them with the process once a year.

Section VII. IFC Judicial Board Hearing Attendance

All IFC Judicial Board hearings shall be conducted in accordance with the following requirements:

- A. All IFC Justices assigned to an IFC Judicial Board hearing shall be present in order to conduct business on behalf of the IFC Judicial Board.
- B. Each IFC Justice assigned to an IFC Judicial Board hearing is required to attend the hearing. Failure of an IFC Justice to attend an IFC Judicial Board hearing for which he was assigned shall result in his member chapter being referred to the IFC Executive Vice President of Judicial Affairs for potential judicial review.

Section VIII. IFC Judicial Board Hearing Voting Policies

All IFC Judicial Board hearings shall operate utilizing the following voting policies:

- A. Each IFC Justice serving on an IFC Judicial Board hearing shall have one vote.
- B. A majority vote shall govern all actions of an IFC Judicial Board.

ARTICLE VII: CONSTITUTIONAL AMENDMENTS

Section I. Constitutional Amendments

This Constitution may be amended by a three-fourths (3/4) affirmative vote of the IFC General Body provided notice of the proposed amendment has been provided to member chapters at the preceding regularly scheduled business meeting of the IFC General Body.

Section II. Adoption

This Constitution shall become effective and shall supersede all previous Constitutions of the IFC when adopted by a three-fourths (3/4) affirmative vote of the IFC General Body.

ARTICLE VIII: STATEMENTS OF COMPLIANCE

Section I. Non-Discrimination Policy

No individual will be discriminated against because of race, color, religion, national origin, sex, sexual orientation, gender identity, age, protected disability, veteran status, height, weight, or marital status.

Section II. Compliance with University, City, Province, and Country

The organization will comply with all University policies, procedures, and practices and all local, provincial, and federal laws.

ARTICLE IX: SYMBOLS & INSIGNIA

Section I. Logo

The logo of the IFC to be used in applicable capacities shall be:



BYLAWS

ARTICLE I: ORDER OF MEETINGS

- A. The order of business at all regular meetings will be:
- a. Roll Call: Attendance will be taken by the Executive Vice President of Judicial Affairs
 - b. Guest Speakers: Any speaker invited by the IFC President will present his/her information to the General Body.
 - c. Announcements / Chapter Updates: Announcements must pertain to IFC (e.g Philanthropy, Social Events), Campus, or Community activities.
 - d. Officers' Reports: Starting with the IFC President and ending with the Associate Vice President, Judicial Affairs, each officer will report on all issues pertaining to their position and list relevant activities since the last meeting.
 - e. Old Business: Motions and/or legislation that were tabled at a previous meeting.
 - f. Nominations / Elections
 - g. Membership: Impeachment Proceedings
 - h. New Business: New motions and / or legislation to be considered by the General Body.
 - i. Adjournment

This order of business is modifiable at the discretion of the IFC President or presiding officer.

The IFC Executive Board must meet at least once every two weeks.

ARTICLE II: ROLE OF THE IFC REPRESENTATIVE

Section I. IFC Representative

The duties and responsibilities of all IFC Representatives are as follows:

- A. Serve as a representative and voice for his member chapter's concerns regarding the fraternity community.
- B. Represent the larger fraternity community's interests.
- C. Inform his member chapter of the actions, discussions, and workings of the IFC General Body.
- D. Serve as a liaison between the IFC General Body and his respective member chapter.
- E. Serve as an initiated member of IFC Standing Committees and Ad Hoc Committees, as necessary.

- F. Represent the highest ideals of fraternity life to the greater campus community.
- G. Read the IFC Bylaws within the first 2 weeks of their term.
- H. Maintain and establish lines of communication between their Chapter and important external entities, i.e. RCMP, UBC, AMS, Panhellenic Council.

A chapter will be revoked of its ability to vote on IFC matters if it does not have a representative present at least 50% of IFC Representative meetings.

ARTICLE III: ROLE OF THE IFC EXECUTIVE BOARD OFFICERS

Section I. Executive Board Officers

The following shall be considered the duties and responsibilities of IFC Executive Board members:

- A. Remain an unbiased member of the Fraternity & Sorority community.
- B. Support the success of the Fraternity & Sorority community
- C. Attend every meeting of the IFC, except in cases of excused absence or in cases of inclement weather.
- D. Read the IFC Bylaws within the first 2 weeks of their term.

- E. Attend IFC Executive Board & General Body meetings, except in cases of excused absence or in cases of inclement weather.
- F. Attend all multi-council meetings and board meetings, except in cases of excused absence or in cases of inclement weather..
- G. Serve as the liaison between the IFC and the UBC community.
- H. Uphold faithfully the spirit and letter of the Constitution & Bylaws of the IFC.

Section II. Organization of the IFC Executive Board

The IFC Executive Board shall be comprised of the following positions, listed in order of precedence:

- A. President
- B. Vice-President of Operations
 - a. Associate Vice President, Judicial Affairs
- C. Vice-President of Recruitment & Public Relations
- D. Vice-President of Programmings
- E. Vice-President of Finance & Scholarship
- F. Vice-President of Member Development
- G. Vice-President of Health and Safety

- H. The IFC President and the Vice-President of Operations & Administration shall serve as liaison to the Alumni Advisory Board (AAB). The AAB shall serve as an ad hoc advisory body.

- I. A maximum of three Executive Board officers may be from the same Chapter.

Section III. IFC President

The IFC President shall:

- A. Assume the general executive authority of the IFC as delegated to him in the bylaws, constitution, and by the General Body;
- B. Preside over all meetings of the General Body and Executive Board;

- C. Serve as the official spokesperson for the fraternity community and shall be the first point of contact for media inquiries related to fraternities at UBC;
- D. Provide guidance and focus to the efforts of the General Body and Executive Board.
- E. Oversee all activities of the IFC, *within reason*;
- F. Refrain from casting his vote on substantive matters, unless it is to break a tie;
- G. Build rapport and establish positive working relationships between IFC and member chapter leaders;
- H. Shall establish positive working relationships with UBC Campus Security and the University Detachment of the RCMP;
- I. Regularly interact with the leaders of other governing councils and campus organizations such as the Alma Mater Society (AMS);
- J. Shall establish a working relationship with key university administrators such as the Vice-President for Students, and the President of UBC;
- K. Establish a working relationship with and communicate campus data, issues, and trends in a timely manner to the NIC;
- L. Maintain current information for accurate member chapter rosters.
- M. Foster a positive working relationship with the Greek Village Strata Council and key community partners such as the UNA;
- N. Serve as the liaison to the Alumni Advisory Board and work to facilitate alumni involvement within the Greek Community;
- O. Possess the ability to enter the IFC into contractual agreements;
- P. Exercise his discretion to suspend membership activities involving alcohol during times of emergency; with the consent of the IFC General Body;
- Q. Communicate with the Panhellenic Council, namely the Panhellenic President, regarding matters pertaining to the Greek System as a whole.
- R. Not serve concurrently as an Executive Board Officer, or Recruitment Chair / Officer in charge of recruitment, for his Member Chapter.
- S. Shall appoint a member to the position of Associate Vice President, Judicial Affairs.
- T. Perform all other duties related to this office as required.

Section V. IFC Vice-President, Operations and Administration

The IFC Vice President of Operations and Administration shall:

- A. Perform the duties of the President in his absence, inability to serve, or at his call.
- B. Serve as Parliamentarian and Secretary for all official business of the Executive Board and General Body.
- C. Serve as a liaison to the Alumni Advisory Board along with the IFC President.
- D. Oversee the IFC Standing Committees and furnish reports to the IFC Delegate Body
- E. Maintain a working knowledge of the Constitution and Bylaws.
- F. Educate the IFC General Body on the IFC Constitution and Bylaws.
- G. Investigate any violations of the spirit and/or letter of the IFC Constitution and Bylaws, and refer such matters as required to the Associate Vice President, Judicial Affairs.
- H. Not serve concurrently as an Executive Board Officer, or Recruitment Chair / Officer in charge of recruitment, for his Member Chapter.
- I. Maintain all records and passwords in the UBC Fraternities Google Drive account.
- J. Report regularly to the IFC President and act on special tasks given to him by the President.

Section VI. IFC Associate Vice-President, Judicial Affairs.

The IFC Associate Vice President, Judicial Affairs shall:

- A. Perform the duties of the Vice President in his absence, or at his call.
- B. Serve as the non-voting Chief Justice for all informal and formal judicial board hearings.
- C. Maintain a working knowledge of the IFC Constitution and Bylaws.
- D. Train IFC Justices in the procedures and protocols of informal and formal judicial board hearings.
- E. Ensure the proper filing and preparation of all judicial actions.
- F. Ensure compliance with any and all IFC judicial actions imposed on a member chapter.
- G. Report regularly to the Vice President, Operations and Administration and act on special tasks assigned to him by the President.
- H. Take public notes at the regularly scheduled Executive Board and Representative meetings.

Section VII. IFC Vice President of Recruitment and Public Relations

The IFC Vice President of Recruitment and Public Relations shall:

- A. Serve as the primary contact and public representative of the IFC for external entities unless otherwise directed by the President.
- B. Develop and execute a public relations and social media strategy.
- C. Manages the IFC website, and social media pages.
- D. Work with member chapters to establish a recruitment process that meets the needs of chapters and potential new members,
- E. Provide opportunities for interested men to learn about the fraternity experience.
- F. Foster interest in joining fraternities and marketing the fraternity experience to incoming students and potential new members;
- G. Utilize all reasonable methods to market and promote recruitment
- H. Produce and distribute promotional materials to all incoming students and unaffiliated students.
- I. Develop recruitment workshops and programs for member chapters;
- J. Uphold the IFC Recruitment Policy and ensure no restrictive policies are placed on new member recruitment;
- K. Maintain an interest list of Potential New Members;
- L. Collect and maintain accurate New Member Rosters for each member chapter;
- M. Provide advice and support to member chapter recruitment officers;
- N. Provide a Recruitment budget by the last week of June to be approved by the Executive Board;
- O. Disaffiliate from their fraternity, from the first day of September until the end of the Bids Day event, in order to maintain unbiased behavior and to leave more time open to the management of the IFC Recruitment position rather than his own fraternity recruitment activities;
- P. Set-up Open Recruitment tables and events during IFC sponsored Recruitment Events;
- Q. Set guidelines for an appropriate designated drivers program for the Recruitment period to be made available to chapters during the first week of school; Ensure that all locations for IFC sponsored recruitment events are booked in a timely manner;
- R. Not serve concurrently as the recruitment chair or officer in charge of recruitment for his Member Fraternity.
- S. Report regularly to the IFC President.
- T. Perform other tasks as assigned by the IFC President.

Section VIII. IFC Vice-President of Programming

The IFC Vice President of Programming shall:

- A. Develop fraternity-wide service projects and philanthropic events.
- B. Collect and report member chapter community service hours, philanthropic dollars, and activities.
- C. Assist the IFC Vice-President of Recruitment in marketing IFC recruitment.
- D. Collect and disseminate information on the fraternity community to all campus and community media sources.
- E. Keep media informed about upcoming events or potential news
- F. Assist in the development of various IFC publications and outreach programs
- G. Provide advice and support to member chapter community service/philanthropy officers.
- H. Oversee and organize all non-recruitment IFC sponsored events, such as the IFC awards ceremony.
- I. Have access to all IFC social media accounts.
- J. Create and maintain a philanthropy calendar for all fraternity philanthropy events taking place during that year.
- K. Create a schedule for posting on the IFC social media accounts.
- L. Create a marketing budget to be presented to the IFC Executive Board and the IFC General Body at the start of each term.
- M. Keep and maintain the IFC web page as required,
- N. Report regularly to the IFC President, and shall act on special tasks given to him by the IFC President.

Section IX. IFC Vice-President of Finance

The IFC Vice President of Finance shall:

- A. Inform the President, as well as a minimum of two other Executive Board officers of every transaction made by the IFC.
- B. Create and maintain a written budget, displaying the current financial standing of the IFC, including income and expenses.
- C. Serve as the secretary of the IFC Executive Board & the IFC General Body.
- D. Supervise the annual budget process.
- E. Collect IFC member chapter dues or other assessments as needed.
- F. Maintain accurate records throughout the year through invoicing and receipts.
- G. Review and approve all IFC Expenditure Request Forms and IFC Reimbursement Request Forms.
- H. Make all disbursements with a cosigner.
- I. Prepare financial statements monthly and at the end of each term for distribution to all member chapters.
- J. Make bank deposits when necessary and in a timely manner.
- K. Provide advice and support to member chapter financial officers.
- L. Collect and distribute academic performance rankings.
- M. Publish important academic dates and deadlines.
- N. Collect and distribute information about campus academic services, such as tutors, learning assistance programs, interest tests, career counseling, placement workshops, and library
 - a. resources.
- O. Build and maintain relationships with faculty, academic offices, and academic honorary societies.

- P. Report regularly to the IFC President, and shall act on special tasks given to him by the IFC President.

Section X. IFC Vice-President of Member Development

The IFC Vice President of Member Development shall:

- A. Develop best practices for new member and member education programs for member chapters.
- B. Collect and report new member retention, academic, and involvement statistics.
- C. Organize, develop, and implement a new member orientation program.
- D. Develop opportunities for continuing member education by collaborating with alumni, The University of British Columbia offices and departments, and student organizations to offer educational programming covering the following topics: academic achievement, alcohol consumption, career preparation, civic engagement, hazing, leadership development, sexual assault/abuse, and values and ethics.
- E. Provide advice and support to member chapter member development officers.
- F. Works in conjunction with the Sexual Assault Support Centre and Wellness Centre (SASC) to promote a culture of healthier masculinities and consent.
- G. Work with IFC VP Health and Safety and the IFC Associate Vice-President of Wellness and Sexual Assault Prevention with community partners to create content for mandatory training workshops as set forth by IFC bylaws.

Section XI. IFC Vice-President of Health and Safety

The IFC Vice President of Health and Safety shall:

- A. Works to create, uphold and maintain the IFC Risk Management Policy in all applicable situations.
- B. Communicate with his predecessor to be aware of further responsibilities.
- C. Maintains and implements educational programming in the domain of risk management.
- D. Organize a committee on Health and Safety within the first 3 weeks of his term, comprising of the risk managers of each house.
- E. Organize and hold responsibility for security and safety strictly during IFC-sanctioned events.
- F. Assists member chapters in the creation and standardization of Risk Management policies.
- G. Maintains and distributes working copies of the IFC Risk Management Policies to all chapters.
- H. Educates member chapters about IFC Risk Management Policies.
- I. Liaises with the UBC RCMP Detachment, Fire Marshall and other partners to ensure safety.
- J. Chairs the IFC Health and Safety Committee.
- K. Provides support, relays information, and provides mediation between member chapter risk management officers.
- L. Reports regularly to the IFC President.
- M. Performs other specialized tasks as directed by the IFC President

ARTICLE IV: ROLE OF THE IFC JUSTICES

SECTION 1 – IFC JUSTICES

The IFC Justices shall:

- A. Serve as an impartial justice, as called, on IFC Judicial Board hearings, except in the case of an apparent conflict of interest;
- B. Uphold The IFC Constitution, Bylaws, Code of Conduct, and policies and the general values-based conduct of fraternity men.

- C. Maintain confidentiality in all judicial hearings, matters, and deliberations.

ARTICLE V: FINANCIAL MANAGEMENT POLICY

SECTION 1 – FISCAL YEAR

The IFC Fiscal Year shall be from January 1 to December 31.

SECTION 2 – IFC ANNUAL BUDGET

- A. The VP Finance and Scholarship shall propose an annual budget to the IFC Executive Board by the second executive board meeting following elections each year.
- B. A majority vote shall be required to ratify the annual budget and any modifications to it over the course of the year.

SECTION 3 – IFC CONTINGENCY BUDGET

- A. The IFC Budget shall strive to maintain a contingency account that equals 10% of the total budget adopted by the IFC Executive Board for the fiscal year.
- B. The contingency account shall be utilized for cost overruns in budgeted areas and/or unanticipated, unbudgeted items, such as new IFC programs developed after the budget was finalized.
- C. Any funds remaining in the contingency budget account shall carry over into the next fiscal year.

SECTION 4 – APPROPRIATE USE OF IFC FUNDS

The funds held by the IFC shall be used exclusively in a manner which benefits the fraternity community, and remain congruent with the values of fraternity life and the values of the University of British Columbia.

SECTION 5 – EXPENDITURE APPROVAL

The IFC President and the IFC VP Finance and Scholarship shall approve all budgetary expenditures.

SECTION 6 – REQUEST FOR REIMBURSEMENT

- A. Individuals or Member chapters conducting business on behalf of the IFC may request a reimbursement for their expenses utilizing the IFC Reimbursement Request Form, which shall be overseen by the IFC President and IFC VP Finance and Scholarship.
- B. The IFC President and IFC VP Finance and Scholarship shall at their discretion accept reimbursement requests.

SECTION 7 – SIGNATURE REQUIREMENTS FOR FINANCIAL ACCOUNTS AND TRANSACTIONS

The signature of both the IFC President and IFC VP Finance and Scholarship shall be required on all IFC financial accounts and transactions.

SECTION 8 – FINANCIAL REPORTING

The IFC VP Finance and Scholarship shall provide a monthly financial report to the Delegate Body indicating all income and expenses, in a manner that is legible and understood by all of the Body.

SECTION 9 – FINANCIAL RECORD KEEPING

The IFC Treasurer shall maintain accurate and organized financial records consisting of all receipts and invoices, copies of all monetary disbursements and deposits, IFC financial forms and reports, actual dues levied, canceled checks, ledgers, and journals.

ARTICLE VI: MEMBER FRATERNITY FINANCIAL OBLIGATIONS

SECTION 1 – IFC MEMBER FRATERNITY DUES

The yearly dues for each Member Fraternity are until such time as they are amended (shall increase alongside CPI each year):

- A. \$22 per New Member.
- B. \$20 per Active Member.

SECTION 2 – ESTABLISHMENT OF IFC MEMBER FRATERNITY DUES

Any proposed amendments to the established per active member/active colony member dues in Article VII, Section I, shall be initiated utilizing the following protocol:

- A. If the IFC Executive Board determines a need to amend the established per active member dues amount, it shall charge the IFC Treasurer assessing the current dues amount and providing a recommendation for possible amendments.
- B. The IFC Executive Board shall consider any recommendations made by the IFC Treasurer and propose an amendment to the dues amount to the IFC Delegate Body.
- C. A 2/3 vote of the IFC Delegate Body is required to amend the IFC Member Fraternity dues amount.

SECTION 3 – DELINQUENT PAYMENTS

- A. Any amount unpaid by the due date shall result in a 10% penalty and loss of representation in the IFC Delegate Body & IFC Judicial Board until payment in full, or in agreed upon installments is received.
- B. Any amount unpaid within one month of the due date shall result in the Member Fraternity automatically being referred to the IFC VP Operations and Judicial Affairs for a formal judicial hearing.

SECTION 4 – OFFICIAL WITHDRAWAL OR REMOVAL

The voluntary withdrawal or removal of affiliated status will result in a member chapter dues for the year being refunded in full within a plan to be determined between both parties.

ARTICLE VII: IFC CODE OF CONDUCT

SECTION 1 – IFC CODE OF CONDUCT

As members of the IFC, we, the Member chapters, hereby agree to and adopt the following code of conduct:

- A. We will know and understand the ideals expressed in our fraternity Rituals and will strive to incorporate them in our daily lives.
- B. We will strive for academic achievement and practice academic integrity.
- C. We will respect the dignity of all persons; therefore, we will not physically, mentally, psychologically or sexually abuse or harm any human beings.
- D. We will protect the health and safety of all human beings.
- E. We will respect our property and the property of others; therefore, we will neither abuse nor tolerate the abuse of property.
- F. We will meet our financial obligations in a timely manner.
- G. We will neither use nor support the use of illegal drugs; we will neither misuse nor support the misuse of alcohol.

- H. We acknowledge that a clean and attractive environment is essential to both physical and mental health; therefore, we will do all in our power to see that our properties are properly cleaned and maintained.
- I. We will challenge all fraternity members to abide by these fraternal expectations and will confront those who violate them.

ARTICLE VIII: JUDICIAL POLICY

SECTION 1 – IFC JUDICIAL POWERS & RESPONSIBILITIES

Per Article VI, Section I of the IFC Constitution, the IFC shall be a self-governing organization with an independent Judicial Board which shall have jurisdiction over cases involving alleged Member chapter violations of IFC policy, including but not limited to:

- A. The IFC Constitution, Bylaws, Code of Conduct, and policies
- B. The general values-based conduct of fraternity men.

SECTION 2 – DUE PROCESS

In appearing before the Judicial Board, each Member chapter shall be granted rights known collectively as *due process*:

- A. Right to be notified, in writing, of all charges, as outlined in the Bylaws.
- B. Right to present a defense, including the calling of witnesses.
- C. Right to cross-examine witnesses
- D. Right to be notified, in writing, of all findings and sanctions imposed, as outlined in the Bylaws.
- E. Right to appeal the decision, as outlined in the Bylaws.
- F. Right against double jeopardy.

SECTION 3 – FILING OF COMPLAINTS

- A. Any individual or group may file a complaint against a Member chapter, specifying in writing the particular alleged acts of the accused.
- B. The IFC Vice President Operations and Judicial Affairs shall promptly review and investigate the allegation in a reasonable amount of time.
- C. Upon determination that an allegation has merit, the IFC Vice President Operations and Judicial Affairs may charge a Member Fraternity with a violation.

SECTION 4 – NOTICE OF CHARGES

Once the IFC Vice President Operations and Judicial Affairs has determined the filed complaint has merit, the Member Fraternity is to be provided written notification of the charges at least one week in advance of the hearing. This written notification shall include the following:

- A. Date, time and location of their informal judicial hearing;
- B. Description of the alleged violation; and
- C. Due process rights as enumerated in the Constitution and the Bylaws.

SECTION 5 – INVESTIGATORY EVIDENCE

- A. All evidence related to a complaint shall be compiled and presented to all parties prior to any Informal Judicial Hearing or Formal Judicial Board Hearing.

- B. All evidence shall be directly related to the complaint(s) alleged against the Member Fraternity and shall be approved by the IFC Vice President Operations and Judicial Affairs prior to circulation.

SECTION 6 – INFORMAL JUDICIAL HEARING:

- A. Upon a determination by IFC Vice President Operations and Judicial Affairs that a complaint is meritorious, he shall offer the charged Member chapter to participate in an Informal Judicial Hearing;
- B. In cases in which the charged Member Chapter accepts an Informal Judicial Hearing, the IFC Vice President Operations and Judicial Affairs shall meet with a representative of the charged Member Fraternity to discuss the allegations of the complaint. The IFC President may also be present. Otherwise the case shall be referred to a formal hearing.
- C. Within three (3) business days of the Informal Judicial Hearing, the IFC Vice President Operations and Judicial Affairs may dismiss the complaint with a finding of no violations or provide the charged Member Fraternity with his findings of violations and recommendation for a resolution through disciplinary sanctions.
- D. The charged Member Fraternity has three (3) business days to accept or reject the terms of resolution. If the charged Member Fraternity accepts the resolution, the charged Member Fraternity waives all rights of appeal and the outcome is final.
- E. If the charged Member Fraternity rejects the resolution, a Formal IFC Judicial Board Hearing will be convened to hear the case.
- F. The IFC Vice President Operations and Judicial Affairs shall not recommend suspension or loss of IFC recognition through an Informal Judicial Hearing. Should the IFC Vice President Operations and Judicial Affairs believe suspension or loss of IFC recognition is warranted, the case shall automatically be referred to a Formal IFC Judicial Board hearing.

SECTION 7 – FORMAL JUDICIAL BOARD HEARING

If any of the following conditions are met, the IFC Vice President Operations and Judicial Affairs shall convene a Formal IFC Judicial Board Hearing.

- A. The charged Member Fraternity rejects having an Informal Judicial Hearing;
- B. The charged Member Fraternity rejects the Informal Judicial Hearing recommendation for resolution.
- C. The IFC Vice President of Judicial Affairs determines the allegation is egregious enough to warrant potential suspension or loss of IFC recognition.
- D. There are several parties involved in the case and/or there are multiple allegations towards one organization.
- E. The IFC Vice President of Judicial Affairs shall serve as a non-voting Chief Justice and the procedural officer for all Judicial Board hearings.
- F. The location for such a formal hearing shall be in a neutral setting away from the Plaintiff and Charged Member chapters' houses.

SECTION 8 – FORMAL IFC JUDICIAL BOARD HEARING REQUIREMENTS

For all IFC Judicial Board hearings, the following procedures shall be followed:

- A. Attendance at all IFC Judicial Board hearings shall be limited to the Member chapters involved, any witnesses, the IFC Justices, the IFC Associate Vice President of Judicial Affairs, and the IFC President.
- B. *The IFC Associate Vice President of Judicial Affairs shall act in his capacity as Chief Justice to maintain the order and integrity of the hearing shall inform all parties of their obligation to remain truthful and respectful, and shall be tasked to maintain order by all means*

afforded to him by parliamentary procedure as stipulated by the latest edition of Robert's Rules of Order.

- C. The Chair shall ensure all parties present agree to a statement of confidentiality, under penalty of sanction, keep confidential information regarding:
 - a. Individuals, member chapters and IFC Justices involved in the proceedings.
 - b. Substantive details of the proceedings.
 - c. Witness testimony.
- D. Any breach of confidentiality constitutes a breach of due process, and the Chair shall grant the defendant an automatic right of appeal with the selection of new IFC Justices per IFC bylaws.

SECTION 9 – FORMAL IFC JUDICIAL BOARD HEARING PROCEEDINGS

The formal proceedings Presentation of alleged charges, violations, and investigatory evidence against the charged Member Fraternity shall be presented by the IFC Associate Vice President of Judicial Affairs in the following order:

- A. The charged member chapter ('the defendant') may elect to provide an opening statement.
- B. The plaintiff member chapter ('the plaintiff') may elect to provide an opening statement.
- C. IFC Justices may ask questions to either the plaintiff of the defendant.
 - a. The plaintiff and defendant reserves the right to ask questions related to evidence in the case.
- D. The IFC Justices will call witnesses to give testimony.
 - a. The defendant shall reserve the right to question the witnesses;
 - b. The plaintiff shall reserve the right to question the witnesses;
 - c. The IFC Justices shall reserve the right to question the witnesses;
- E. The defendant and plaintiff chapters may elect to give a closing statement.
- F. The IFC Justices shall deliberate in closed session until they are able to determine responsibility, and if necessary, appropriate sanction(s).
- G. The Chief Justice shall present the findings and if necessary, appropriate sanction(s).

SECTION 10 – CONFLICTS OF INTEREST

- A. Should the IFC Associate Vice President of Judicial Affairs find himself at a conflict, he shall recuse himself in a public manner and the IFC VP Operations and Administration shall assume the duties of Chief Justice.
- B. IFC Justices shall recuse themselves from any case to which their Chapter is party.

SECTION 11 – PROHIBITION ON RECRUITMENT RESTRICTIONS AS A SANCTION

The IFC Judicial Board may impose educational and punitive sanctions, as prescribed in the IFC Bylaws, but under no circumstances may it prohibit a Member Fraternity's ability to recruit.

SECTION 12 – NON-STATUS SANCTIONS

The following are sanctions that may be imposed by the IFC Judicial Board and/or IFC Vice President Operations and Judicial Affairs (including, but not limited to):

- A. Letter of apology
- B. Fines

- C. Restitution
- D. Public service to the campus or community
- E. Meetings with campus office/departments
- F. Loss of social event and/or campus event privileges as per Article X, Section 9 of the Bylaws.
- G. Censure

SECTION 13 – STATUS SANCTIONS

- A. Egregious violations may result in the IFC Judicial Board levying status sanctions against a Chapter including:
 - a. Suspension, including the loss of voting rights, social privileges and loss of Good Standing.
 - b. Loss of Recognition, including the loss of all the rights and privileges entitled to a member of the UBC Interfraternity Council.

SECTION 14 – DURATION OF SANCTIONS

- A. The ruling on a specific case shall specify the duration and deadlines of any sanctions imposed.
- B. After the duration of sanctions imposed expires, provided all requirements have been abided, the Chapter shall be granted a return to good standing with the IFC.
- C. In the event the Member chapter does not fulfill all of the requirements of the sanctions imposed, the IFC Vice President Operations and Judicial Affairs shall convene a Formal IFC Judicial Board Hearing to determine future courses of action.

SECTION 15 – NOTIFICATIONS OF FINDINGS

Within three (3) business days of any Informal or Formal Judicial Hearing, the IFC Vice President Operations and Judicial Affairs shall communicate in writing to the charged Member Fraternity the alleged violation, the findings of the hearing, and any sanction(s) imposed.

The IFC Vice President Operations and Judicial Affairs shall notify the IFC Delegate Body of any sanctions imposed upon a Member Fraternity through any Informal or Formal Judicial Hearing.

SECTION 16 – APPEALS

The IFC Judicial Board's decision is subject to appeal by a Member Fraternity within two weeks of receiving written notification of the decision.

Appeals shall be made in writing to the IFC President and shall be made solely on the following grounds:

- A. Error in the charge and/or Judicial Board Hearing process that materially affected the outcome.
- B. The severity of the sanction did not match the severity of the violation.
- C. New information that could not have been discovered prior to the IFC Judicial Board Hearing through the exercise of reasonable diligence.
- D. Sanctions imposed through the Judicial Process shall stand until an appeal is heard.

SECTION 17 – NON-STATUS SANCTIONS APPEAL

Non-Status Sanctions:

- A. The IFC Executive Board shall hear appeals for Non-Status Sanctions.
- B. The IFC Vice President Operations and Judicial Affairs shall first present the IFC Judicial Board's decision and rationale for its actions.
- C. The appealing Member Fraternity shall then be afforded the opportunity to present its reasoning for seeking reconsideration of the outcome of a formal hearing.
- D. Any individual from the appealing Member Fraternity serving on the IFC Executive Board shall not participate in the appeal proceedings.
- E. The IFC Executive Board may either dismiss the charge(s) with no sanctions or to alter the sanctions imposed by a two-thirds (2/3) vote.
- F. The decision of the IFC Executive Board shall be final for Non-Status Sanctions.

SECTION 18 – STATUS SANCTIONS APPEALS

Status Sanctions:

- A. The IFC Delegate Body shall hear appeals for Status Sanctions. The IFC Vice President Operations and Judicial Affairs shall first present the IFC Judicial Board's decision and rationale for its actions.
- B. The appealing Member Fraternity shall then be afforded the opportunity to present its reasoning for seeking a reconsideration of the decision.
- C. Upon completion of the Member Fraternity appeal presentation, all representatives of the Member Fraternity shall be dismissed from the meeting, including the Member Fraternity's IFC Delegate and Alternate Delegate.
- D. The IFC Delegate Body shall first vote on whether to uphold the status sanction, which shall require a two-thirds (2/3) vote.
- E. In the event the IFC Delegate Body fails to uphold the decision, the IFC Delegate Body shall determine by a two-thirds (2/3) vote to either dismiss the charge(s) with no sanctions or to alter the sanctions imposed.
- F. The decision of the IFC Delegate Body shall be final with no further appeal rights.

ARTICLE 19: SEVERITY OF SANCTIONS

The severity of sanctions(s) shall match the severity of the violation in question. Any sanction(s) if determined by the Charged Member Fraternity as surpassing the violations themselves shall have grounds for appeal, which will be heard by the IFC Vice President Operations and Judicial Affairs.

ARTICLE 20: TIME SENSITIVE SITUATIONS

The IFC Executive Board reserves the right to expedite judicial proceedings if accusations are of time sensitive nature, or due to other extenuating circumstances subject to the approval of a simple matter of the IFC Executive Board.

ARTICLE IX: RECRUITMENT POLICY

SECTION 1 – RECRUITMENT PHILOSOPHY

The IFC supports open recruitment and believes a man shall be free to join a Member chapter at a time that is mutually beneficial to both himself and the Member chapter. To this end, the IFC shall not establish policies that inhibit men from participating in recruitment activities and joining Member chapters.

While the IFC shall not inhibit potential new members from participating in recruitment activities, interference on behalf of Member chapters in the determination for a potential new member shall be

treated with the utmost seriousness. All violations surrounding recruitment can be immediately referred to the Vice President Operations and Judicial Affairs for Judicial Board review.

SECTION 2 – IFC SPONSORED RECRUITMENT

Under the guidance of the IFC Director of Recruitment, the IFC shall designate periods of time during each semester when the IFC will assist Member chapters by advertising their recruitment events, hosting campus-wide recruitment events, and educating Potential New Members on the fraternity community.

The IFC Recruitment Chairman shall host a meeting with all Member Fraternity recruitment chairmen before the school year begins to

- A. Review of Recruitment rules as stated in the IFC Bylaws Constitution.
- B. Scheduling of an IFC Open Rush Table/Booth.
- C. Layout of Fall Rush Period dates.

SECTION 3 – YEAR-ROUND RECRUITMENT

Member chapters are encouraged to participate in year-round recruitment and shall establish recruitment practices and timelines that suit their best interests.

SECTION 4 – PUBLICATION & ADVERTISING

- A. Any depiction of the IFC, the University of British Columbia, or the recruitment process must be in “good taste,” as determined by the IFC Executive Board.
- B. Any Member Fraternity that fails to adhere to the set guidelines for “good taste” may be referred to the IFC Vice President Operations and Judicial Affairs for potential judicial review.

SECTION 5 – MEMBER FRATERNITY RECRUITMENT

- A. Each Member Fraternity shall develop recruitment events, materials, and activities that are:
 - a. Values-based;
 - b. Alcohol-free and illegal substance-free;
 - c. In good taste;
 - d. Not derogatory, degrading, or slanderous; and
 - e. Not feature Panhellenic Women, as per NCPUA Agreement X.
- B. A recruitment event is defined as any event for the purposes of affiliation into a Member Fraternity. Furthermore, a recruitment event is any event where any potential members are in attendance.
- C. Member chapters and their individual members may not steal, desecrate, vandalize or in any other way interfere with recruitment efforts of any other chapter.

SECTION 6 – FORMAL RUSH

- A. The last day of the IFC Recruitment schedule, as determined by the VP of Recruitment and approved by the IFC Delegate Body shall be designated as a Formal Rush period, commencing at 7:00 P.M and lasting until 11:00 P.M.
- B. All Member chapters shall submit the location of their formal rush venue by September 1st of that academic year to the IFC VP of Recruitment. Restrictions on location shall be all the lands of the Point Grey area as defined by the south shores of the Burrard Inlet, the north shore of the Fraser River and the area west of Cambie Street.

- C. Potential New Members shall be informed by the IFC Recruitment Committee, comprised of every member chairman with three (3) days notice, that they may only attend two member chapter Formal chapter events.
- D. All Member chapters shall make suitable and safe arrangements to transport potential new members between formal rush venues. Any attempt to coerce, pressure or dissuade a potential new member from leaving one formal rush to attend another shall be considered a rush infraction shall be subject to sanction by the IFC per its bylaws.
- E. The transition period between formal rush venues shall be between 8:45 and 9:15 P.M.
- F. Failing to allow, attempting to coerce, intimidate, threaten or otherwise unduly influence, whether explicitly or implicitly the ability of a potential new member to cross-rush shall constitute a rush violation and be subject to judicial review and possible sanction, as per IFC bylaws.
- G. Drivers transporting potential new members must be completely sober. The IFC maintains a zero tolerance policy against driving under the influence. Failure to comply shall be subject to sanction by the IFC per its bylaws.
- H. Between the conclusion of Formal Rush and the beginning of Bids Day, no fraternity may have any comity, explicit or implicit, or via an intermediary with any potential new members. Failure to comply shall be subject to sanction by the IFC per its bylaws.

SECTION 7 – BIDS DAY AND BID ACCEPTANCE

- A. The day following Formal Rush, as determined by the VP of Recruitment and approved by the IFC Delegate Body shall be the day where potential new members sign their bids and begin the process of new member education.
- B. The IFC VP Recruitment shall secure a suitable venue for Bids Day, and communicate to member chapters instructions as required.
- C. Recruitment Chairman, or a representative of the Member Chapter in his stead, must submit finalized names of bids given to the IFC VP Recruitment by 9:00 A.M on Bids Day. The IFC VP Recruitment chairman shall keep secure the Bids cards and lay them out visibly and in alphabetical order by member chapter. Only IFC Executive Members, Potential New Members and a maximum of two representatives from each member chapter shall be permitted to enter the Bids Room during Bids Day. Any such violation shall result in immediate review by the IFC VP of Operations and Judicial Affairs.
- D. If accepting a bid, the potential new member must fill out the IFC Member Registration form at the Bids Day Table.
- E. Potential New Members are granted a furlough of seventy two hours to make their final decision, and may withdraw their acceptance during this grace period. If a potential new member accepts a bid to begin a new member education period, he shall not be permitted to pursue fraternal relations with any other fraternity for the duration it takes the Member Fraternity in question to complete their new member education and initiation rituals.
- F. Attempting to pressure, coerce, harass, intimidate or otherwise unduly influence the decision of a potential new member concerning their bid shall constitute a rush infraction and result in immediate review by the IFC VP Operations and Judicial Affairs.
- G. Persons eligible to receive a bid shall be:
 - a. Members of the teaching staff of UBC.
 - b. Graduate students at UBC

- c. Undergraduates who maintain the minimum full-time course requirement as set forth by the
 - d. University or their Faculty.
- H. The IFC reserves the right to demand proof of registration from all potential new members having accepted bids.
- I. Transfer students affiliated with a different chapter of the same Member Fraternity in question.

Nothing in this shall be interpreted as superseding the recruitment criterion of specific Member chapters as it relates to the status of their degree;

SECTION 8 – OFFICIAL RECRUITMENT FUNCTIONS

- A. To facilitate the recruitment period for new members, the IFC shall hold four (4) official Rush events: Imagine Day, 1st Rush, 2nd Rush and Formal Rush, on dates determined by the IFC VP of Recruitment and approved by the IFC Delegate Body.
- a. Every fraternity shall have events accessible to potential new members at every official IFC recruitment function. This may be appealed in writing to the IFC VP Recruitment at least seven (7) days prior to the rush event date determined by the IFC.
 - b. No paid services of any sort are permitted, except the catering of food and beverages, or those requisitioned and approved by the IFC VP Recruitment,
 - c. Any women present shall be only waitresses, caterers of food and beverages, and hostesses.
 - d. No more than fifteen (15) women may be present at any given time.
 - e. Each fraternity must provide a list of Rush-Hostesses to the IFC VP Recruitment 24 hours prior to each of the four (4) IFC sponsored rush events.
 - f. Any activities which may be perceived as harmful, demeaning, derogatory or grossly offensive during the rush period shall be subject to review and possible sanction as per the IFC Bylaws.

SECTION 9 – CHAPTER FUNCTION ADVERTISEMENT

- A. Each fraternity may individually advertise their Rush functions across the campus through printed media. These posters are not limited to content or format, with the following exceptions.
- a. Each advertisement must be approved by the President and VP Recruitment at least three
 - i. (3) days prior to posting. The President and VP Recruitment shall reserve the right to deny approval of any printed media.
- B. No printed media shall be posted on trees or prohibited areas as outlined by the University. Sticker, chalking, and other forms of vandalism are strictly prohibited and shall be subject to judicial review and sanction as per the IFC Bylaws.
- C. Postering and flyering in residences, even if approved by the residence life manager of that particular residence, is prohibited and shall constitute a Rush violation, except in circumstances where the material is IFC created and approved;
- D. No monetary inducement may be advertised, guaranteed, awarded, or given to a potential new member Bids Day. Furthermore, no monetary incentives/compensations can be advertised, guaranteed, awarded, or given to any Rushee's thirty (30) days prior to any bids being offered;

SECTION 10 – RECRUITMENT RULES

- A. No Fraternity shall make any negative remarks against another fraternity or a sorority. Any

- a. remarks that slander or defame the character of a Greek Organization will not be tolerated. Situations will be handled on a case-by-case basis by the President, and First and Second VP.
- B. No member of a fraternity may enter another fraternity's house, party, event, or rush related function without the express invitation from a member of that fraternity, except for IFC Executives.
- C. No member of a fraternity may portray himself as a Rushee to a member of another fraternity. In the event that it is not clear whether or not someone is a member of a fraternity, it is that person's responsibility to identify himself as such.
- D. No fraternity shall, under any circumstances, approach a Rushee that is in another house and/or attempt to direct that Rushee to another location. It is each fraternity's responsibility to ensure that their rush hostesses abide by this rule. Rush hostesses are the responsibility of the fraternities they are associated with; therefore, if any rush hostess violates this rule it will be deemed the fault of the fraternity they are associated with and that fraternity will be reprimanded accordingly
- E. No fraternity shall maliciously interfere in the rush process of another fraternity. This includes, but not limited to "dirty rushing"; persuasion of potential new members that negatively tarnishes another Member Fraternity, monetary compensation or the solicitation of other parties (e.g. dominatrixes, escorts or strippers).
- F. No member of the fraternity shall, at any time, jeopardize the safety, security, or well being of another fraternity's members, pledges, or Rushee's.
- G. No member of the fraternity shall, at any time, jeopardize a rush related function of another fraternity.
- H. Each fraternity is responsible for the actions of its members. Therefore, if a member of a fraternity violates a rule it will be deemed the fault of their member fraternity and that fraternity will be reprimanded accordingly.
- I. The IFC reserves the right to forbid any member of any fraternity from attending any/all IFC sanctioned event(s) if the IFC believes their presence could be detrimental to the event or the wellbeing of the Greek System. This will only be done in very extreme circumstances. In order for a ban to take effect, it will be voted on by the IFC Delegate Body. Prior to the vote the IFC will be able to state their case and the defendant will then get to state his, if he so chooses.
- J. The penalties for violating the above rules or the existing bylaws may include, but is not limited to, the following:
 - a. Expulsion from Bids Day ceremonies.
 - b. Social probation.
 - c. A maximum fine of \$10.00 per active member at the time of the violation.
 - d. Notification, by the IFC Vice President Operations and Judicial Affairs , of a fraternity's National Headquarters of any infraction.
 - e. Immediate referral to the Vice President Operations and Judicial Affairs for a Judicial Board review.

SECTION 11 – NEW MEMBER DISASSOCIATION/DE-PLEDGING

Each Member Fraternity shall submit a complete list of all new members to the IFC within one week of pledging any New Member.

SECTION 12 – NEW MEMBER DISASSOCIATION/DE-PLEDGING

A New Member shall reserve the right to disassociate from the new member process of any Member chapter at any time but may not accept a bid from another Member chapter at any time following that disassociation until the pledge class that they were originally a part of has been initiated.

Each Member Fraternity shall submit the paperwork necessary to remove a disassociated new member from their roster with the IFC within one week of any New Member disassociating.

SECTION 13 – RECRUITMENT INFRACTIONS

Any Member chapter committing a recruitment infraction as outlined above shall be referred to the IFC Vice President Administration and Operations for potential judicial review.

Furthermore, these bylaws and understandings of recruitment violations are non-exhaustive. That is, should another Member Fraternity provide proof and a written statement to the IFC Executive Board, a recruitment violation may have occurred, it will be reviewed by the Board and given a response within a reasonable amount of time.

ARTICLE X: SOCIAL FUNCTIONS

SECTION 1- OPEN PARTY DEFINITION AND POLICY

- A. An open party shall be defined as an event wherein a member chapter is:
 - a. Advertising the event to the general, post secondary public via word of mouth, social media and/or other promotional activities.
 - b. Selling, or providing for the sale of tickets for entry into a house or third party venue to the general, post secondary public via word of mouth, social media and/or other promotional activities.
 - c. Any social event which takes place on the black out date allocated to a chapter by the IFC VP Programming without the submission of an event registration form.
- B. No chapter shall be permitted to host an open party on property owned by the Chapter, in lieu of the Chapter by a Strata Corporation, Foundation and other such mechanisms, or at a property which may be reasonably construed as owned by the Chapter.
- C. Chapters seeking to host an open party at a third party venue must submit an event registration form for approval by the IFC VP Programming with a minimum of fourteen (14) days notice.

SECTION 2- RUSH PARTY DEFINITION AND POLICY

- A. A rush party shall be defined as an event wherein a member chapter is:
 - a. Hosting a social event between the beginning of the Fall recruitment and the conclusion of the Fall Recruitment, as well as the dates of the Recruitment period determined by the IFC VP Recruitment & Public Relations for the Spring Recruitment period.
 - b. Advertising the event to the general post secondary public via word of mouth, social media and/or other promotional activities.
- B. Member chapters shall be bound to hire a minimum of two (2) third party, non chapter affiliated security personnel.
 - a. Chapters unable to afford security, or wishing to supplement their security may request in writing that the IFC hire outside security for their event in writing with their registration form.
- C. Chapters shall submit an event registration form for approval by the IFC VP Recruitment & Public Relations with a minimum of fourteen (14) days notice.
- D. A maximum of two (2) chapters may host a rush party on the same calendar day, on a first come, first serve basis based on their submission of an event registration form.

- E. A chapter shall be limited to two (2) rush parties during each Calendar year allocated as deemed appropriate by the Member chapters.

SECTION 3- CLOSED PARTY DEFINITION AND POLICY

- A. A closed party shall be defined as an event wherein a member chapter is:
 - a. Hosting an event where the capacity exceeds [X] persons.
 - b. Entry and access to the event is limited to a maximum capacity of [X] persons mutually agreed upon by the IFC and the member chapter in question.
- B. No chapter shall advertise such an event to the general, post secondary public via word of mouth, social media and or/other promotional activities.
- C. Fraternity semi formals, formals and organized exchanges with Hellenic organizations, shall not be considered closed parties.
- D. Chapters shall inform the IFC VP Programming of the event with a minimum of fourteen (14) days notice.

SECTION 4- BLACK OUT DATE DEFINITION

- A. A black out date shall be defined as a day reserved *and recognized* by the IFC as reserved by a Member chapter to throw social events.
- B. No other chapter may hold an open social event that has been reserved *and recognized* by the IFC as another Member chapter's black out date *within reason*.
- C. Chapters may submit an event registration form for approval by the IFC VP Programming to host smaller scale social events not exceeding [X] guests on another Chapters black out date provided with a minimum of fourteen (14) days notice.
- D. Chapters hosting an event without a blackout date shall not advertise their event.

SECTION 5- ALLOTMENT OF BLACK OUT DATES

- A. Black out dates shall be allocated by the IFC VP Programming and the convening of the IFC Standing Committee on Events. Black out dates shall only be allocated after Fraternities and Sororities after the conclusion of their respective Bids Days.
- B. Each fraternity shall be given one (1) blackout date per term for social events, one (1) black out date for semi-formal, and one (1) for formal.
- C. The IFC shall be given one (1) blackout date per term for social events.
- D. Sororities shall select their semi-formal and formal black out dates prior to Fraternities.
- E. No more than two (2) semi-formals or formals may be held on the same date.
- F. Violations of black out date restrictions shall be subject to review by the VP Administration & Operations and may result in judicial proceedings as per the bylaws of the IFC.

SECTION 6- TRANSFER OF BLACK OUT DATES

- A. Member Chapters no longer able to host a social event on their black out date shall be held responsible for ensuring that a transfer, trade or otherwise suitable arrangement is made for their black out date with other Member Chapters of the IFC.
- B. In the event that a transfer, trade or otherwise suitable arrangement is not made, the Chapter must submit a notice and reason of cancellation in writing to the IFC Executive Board with a minimum of fourteen (14) days notice. The IFC Executive Board shall then deliberate on the validity of the reason for cancellation, and if deemed insufficient, such a member chapter shall be automatically issued a fine amounting to \$100 CAD.

SECTION 7- GRANDFATHER BLACKOUT DATES

- A. A Grandfather blackout date shall be defined as “an event which has been demonstrated to have been hosted during an established period in the Gregorian calendar for a minimum of the most recent four (3) years September 2021 onwards by a member of the UBC Inter-Fraternity Council .”
- B. The IFC VP Programming shall keep, or cause to be kept a list of all grandfather blackout dates allocated to Chapters.
- C. The IFC VP Programming shall allocate grandfather black out dates to Chapters after the conclusion of Fraternity and Sorority Bids Days at the convening of the IFC Standing Committee on Events where:
 - a. Sufficient proof of an event being held a minimum of the most recent four (3) years shall be present to the IFC VP Programming.
 - b. It shall be communicated in writing by each respective Fraternity Social Chairman, or representative thereof a maximum seven (7) days after the convening of the IFC Standing Committee on Events stating that the Fraternity is retaining their grandfather date.
- D. Members in poor standing financially, or members subject to social sanctions shall forfeit their grandfather black out date for that academic year, but shall retain rights to the grandfather black out date in principle upon return to good standing, elapsing of sanctions or dismissal of sanctions upon appeal.
- E. The IFC shall not host any social event on a Member Chapters grandfather black out date.
- F. No Member Chapter shall host an open party on another Member Chapters grandfather black out date.
- G. Member Chapters seeking to host a closed social event on another Member Chapters grandfather black out date exceeding fifty (50) guests shall submit an event registration form for approval by the IFC VP Programming
- H. In the event that the IFC VP Programming is subject to a conflict of interest he shall refer the matter to the IFC Executive Board.

SECTION 8– CHANGES TO THE SOCIAL CALENDAR

- A. The IFC VP Programming shall coordinate and communicate, or cause to be coordinated and communicated all substantive alterations to the IFC Social Calendar.
- B. Any disputes arising between Member Chapters concerning the social calendar shall be arbitrated by the IFC VP Programming, or in the event of a conflict, the IFC President.
- C. All appeals arising from disputes concerning the social calendar shall be sent for arbitration without appeal to the IFC Executive Board by a simple majority vote.

SECTION 9- SOCIAL PROBATION

- A. A flagrant violation of IFC Substance Use and/or Social Policies, as determined by the IFC and/or the UBC RCMP shall be referred to the IFC Executive Board, which by simple majority may:
 - a. Suspend the Member Chapter’s social event privileges, to the exclusion of semi-formals, formals and exchanges for a semester.
 - b. Waive any consideration concerning social events for the following semester.
 - c. Consider the Member Chapter to be on social probation with the IFC and the UBC RCMP, during this two semester period upon which their social event privileges will be reinstated in full.
- B. Any reported violation of the social probation shall result:

- a. An automatic and indefinite suspension of the Chapter's membership in the IFC.
- b. Notice given to the Chapter's national/international of such a suspension.
- C. Any reported violation of the social probation may result in:
 - a. The convening of a formal Judicial Board hearing to determine further courses of action.
 - b. The levying of a fine, with the amount determined by the IFC Executive Board.

SECTION 10 – EVENT CLEAN UP

- A. Preceding village-wide events, each Chapter is responsible for ensuring the cleanliness of the area outside their house, defined by a 20 foot radius surrounding their house.
- B. Preceding private and/or closed events, the involved chapter(s) is responsible for cleaning, repairing, and reversing all litter and/or damage within the 20 foot radius outside their house(s).

ARTICLE XI: RISK MANAGEMENT POLICIES

SECTION 1 – ALCOHOL USE

- A. The possession, sale, use or consumption of alcoholic beverages while on Chapter premises or during a Chapter event, events sponsored and/or endorsed by a Chapter, or at any event an observer would associate with a Chapter must be in strict compliance with all applicable laws and policies of the province, the University and BYOB Third Party Vendor Guidelines.
- B. No members, collectively or individually shall purchase, provide, serve or sell alcoholic beverages to any persons under the legal drinking age.

SECTION 2- CANNABIS USE

- A. The possession, sale, use or consumption of cannabis products while on Chapter premises or during a Chapter event, events sponsored and/or endorsed by a Chapter, or at any event an observer would associate with a Chapter must be in strict compliance with all applicable laws and policies of the province, the University and other guidelines thereafter.
- B. No members, collectively or individually shall purchase, provide, serve or sell cannabis products to any persons under the legal consumption age.

SECTION 3- ILLICIT SUBSTANCES USE

The possession, sale, distribution, or use of any illicit substances while on Chapter property, during a Chapter event, or at any event that an observer would associate with a Chapter is strictly prohibited.

SECTION 4 – HAZING

No chapter, colony, student or alumnus shall conduct nor condone hazing activities. Hazing activities are defined as: Any action taken or situation created, intentionally, whether on or off fraternity premises, to produce mental or physical discomfort, embarrassment, harassment, or ridicule. Such activities may include but are not limited to the following: use of alcohol; paddling in any form; creation of excessive fatigue; physical and psychological shocks; quests, treasure hunts, scavenger hunts, road trips or any other such activities carried on outside or inside of the confines of the chapter house; wearing of public apparel which is conspicuous and not normally in good taste; engaging in public stunts and buffoonery; morally degrading or humiliating games and activities; and any other activities which are not consistent with academic achievement, fraternal law, ritual or policy or the regulations and policies of the educational institution.

SECTION 5- JUDICIAL ACTION

The IFC and the member chapter can determine potential action against an individual in question, including, but not limited to; removal from chapter, office, immediate placement on social probation and recommendation for removal from the chapter or the house in question.

SECTION 6- TRAINING FOR EXECS AND INDIVIDUAL MEMBERS

In order to prevent and educate Fraternity Individuals on Sexual Violence on University campuses, each Member Fraternity and the IFC Executive Council hereby agree to undergo additional training as leaders in the Fraternity system.

- A. Each Member Fraternity will hold an Active Bystander Training Program facilitated by the AMS Sexual Assault Support Centre (SASC) Program once per academic year. The program must be completed no later than November 31st of each academic year.
 - a. It will be the action of the Director of Wellness and Sexualized Violence Prevention to meet with SASC to determine dates for Member chapters to attend and it will be mandatory for the Member Fraternity to attend this meeting.
 - b. If a Member Fraternity desires to have their Active Bystander Training facilitated by a separate entity from SASC, they must consult with the IFC President and have the facilitator approved. If approval is granted, this may serve as an alternative to SASC training. There must be an IFC representative present at this training to ensure standards are met.
- B. Organizations will complete a report and submit it to IFC once their program has been completed. The report shall include all the following information:
 - a. A number of individuals that attended.
 - i. All members of the Fraternity must attend, including all individuals of a Member
 - ii. Fraternity's new member class, newly initiated brothers, active brothers and the members of their executive council.
- C. The IFC acknowledges that culture must be changed to reflect a
 1. survivor-centric approach to sexual assault, and through educating members as they enter, it fosters a zero tolerance environment.
- D. A letter from SASC signing off that your member fraternity has completed the program, delivered to the Vice President Operations and Judicial Affairs.
- E. Other organizations that Member chapters may attain training from include: the UBC Wellness Centre, VICE or other external, off-campus organizations. In the event that an off-campus organization is chosen for training, it is the duty of the President of the Member Fraternity to ensure that a report is made from the individual or organization giving the training.
- F. Enforcement for completing the AMS Sexual Assault Support Center Program will be
 - a. A monetary fine up to \$1000 for the failure of the Member Fraternity to complete this training. This money will be donated to the SASC.
 - b. If a Member Fraternity fails to receive training from SASC, they will be subject to immediate disciplinary action through a judicial board process, as deemed appropriate by the Vice President Operations and Judicial Affairs.
 - c. The Member Fraternity will be subject to immediately attending another session as determined by SASC.
 - i. If a Member Fraternity fails a second time to attend a SASC workshop, it will be the duty of the Vice President Operations and Judicial Affairs to inform the International Organization of said Member Fraternity.

- G. Additionally, the Member Fraternity will be placed on immediate social probation which includes: prohibition from social events and a media blackout until training is received.
- H. The IFC Executive Board, upon election in January agrees to attend SASC training specific for Fraternity leaders, in conjunction with Active Bystander Intervention Training and Consent training. This will be considered mandatory and part of the “transition” period for all Incoming executive members.
- I. Each year by September 30th, each Member Fraternity will provide the latest Risk Management policy document in effect for their international body. This will be filed with the IFC so it is available to the SASC and SVPRO.

SECTION 7– FIRE, HEALTH & SAFETY

- A. All Member Fraternity houses should meet all local fire and health codes and standards. This includes specific instructions by the local RCMP & Fire Detachments.
- B. All Member chapters should post by common phones and in other locations emergency numbers for fire, police, ambulance, and AMS SafeWalk.
- C. All Member chapters should comply with engineering recommendations as reported by the insurance company or municipal authorities.
- D. The possession and/or use of firearms or explosive devices of any kind within the confines and premises of the Member Fraternity house is expressly forbidden.

SECTION 8 – EDUCATION

- A. Each member fraternity shall annually instruct its members in the Risk Management Policy of IFC. Additionally, a copy of the policy shall be available on the IFC website.
- B. The IFC Director of Risk Management shall instruct chapter officers and risk managers on the IFC Risk Management policy at the beginning of each semester.

SECTION 9– HOUSING

Member chapters are responsible for the actions of all their residents regardless of membership in the chapter. If residents violate the IFC Constitution, Bylaws, and/or Code of Conduct, the fraternity housing the residents will be held responsible and sanctioned in accordance with the bylaws of the IFC.

SECTION 10 – EXCESSIVE NOISE

Member chapters are responsible for keeping their noise levels to a minimum during late hours, herein defined as being from 2:00AM – 9:00AM on Weekdays and from 2:00AM – 10:00AM on Weekends. IFC Executives, along with the RCMP, will work to enforce this law. If Fraternities choose to ignore the IFC’s and/or the RCMP’s requests to lower noise levels, the Fraternity will be referred to the Vice President Operations and Judicial Affairs for potential judicial review.

SECTION 11 – TENANT LIMITS

The amount of external tenants living in a Chapter’s house shall never exceed the number of active member residents in the house.

Article XII: Noise Control

Members' fraternities will ensure they follow quiet hours which are those times during which Member chapters are prohibited from making noise outside of their house which may disturb the peace of the neighbors.

All Member chapters shall follow these quiet hours below and must include them in their housing contract for their residents.

- A. Summer Quiet Hours (May 1st - August 31st)
 - a. All Member chapters shall follow these quiet hours
 - i. Sunday, Monday, Tuesday, and Thursday 7am-10pm
 - ii. Wednesday, Friday and Saturday 7am - 11pm
 - b. Member chapters must follow the following provisions during these quiet hours
 - i. Audio equipment may not be played outside of the house during the following quiet hours.
 - ii. Audio equipment may be played inside the house but the audio equipment may not be played such that sounds, and especially the bass (low frequency sounds) can be heard outside of greek village vicinity.
- B. Academic Year Quiet Hours (September 1st - April 31st)
 - a. All Member chapters shall follow these quiet hours
 - i. Sunday, Monday, Tuesday, and Thursday 7am-11pm
 - ii. Wednesday, Friday and Saturday 7am - 1am
 - b. Member chapters must follow the following provisions during these quiet hours
 - i. Audio equipment may not be played outside of the house during the following quiet hours.
 - ii. Audio equipment may be played inside the house but the audio equipment may not be played such that sounds, and especially the bass (low frequency sounds) can be heard outside of greek village vicinity.
- C. Exclusions for Quiet Hours
 - a. These quiet hours do not need to be followed during these time periods:
 - i. On the last day of classes of second semester for an event known as Arts County Fair (ACF)
 - ii. During the formal rush period which will be determined by IFC
- D. Enforcement of Quiet Hours
 - a. A formal complaint against quiet hours can formally be sent to the IFC President.
 - b. The IFC President and Vice-President shall determine the merit of the formal complaint and shall give a warning to the fraternity that broke the quiet hour bylaw and that member fraternity shall be liable to pay the following fines:
 - i. Not more than \$250 for a first offense
 - ii. Not more than \$500 for a second offense
 - iii. Not more than \$1000 for a third offense
 - iv. Not more than \$2500 for a fourth offense
 - c. Failure to comply with the established quiet hours on any day, counts as an offense. For each full 60 days between offenses, the offense level that the applicant may be at, shall be reduced by one offense.
 - d. If the member fraternity consistently breaks the bylaw and does not pay the fines they are liable the IFC Vice-President can call a formal Judicial Board meeting to decide on further penalties.”

SECTION 11 – RISK MANAGEMENT INFRACTIONS

A Member Fraternity which has failed to adhere to the risk management policies outlined in this Article shall be referred to the IFC Vice President Operations and Judicial Affairs for potential judicial review.

ARTICLE XI: COMMUNITY SERVICE & PHILANTHROPY POLICIES

SECTION 1 – COMMUNITY SERVICE

Member chapters are recommended to regularly hold community service activities for active members and new members.

SECTION 2 – PHILANTHROPY

Member chapters are recommended to raise money or collect goods for philanthropies.

Member Fraternity fundraisers shall be honest in stating what organization will benefit from any fundraiser or collection of goods.

The IFC PR & Philanthropy executive shall decide on philanthropy blackout dates between Member chapters before the school year begins.

ARTICLE XIII: IFC TRANSPARENCY POLICY

SECTION 1 – RECORD KEEPING

- A. The IFC shall keep organized records of all official business.
- B. Records of IFC Delegate Body meetings, multi-council delegate meetings, and non-confidential business at IFC Executive Board or multi-council executive board meetings shall be readily available to all Member chapters.
- C. In addition to the *quarterly* reports by the IFC VP Finance, IFC financial records shall be available to all Member chapters upon request.
- D. Records of confidential business at IFC Executive Board meetings and all informal and formal IFC Judicial Board hearings shall be recorded, but shall remain confidential to the parties involved.

SECTION 2 – ACCESS TO MEETINGS

All members of Member chapters may attend IFC Delegate Body meetings.

ARTICLE XIV: PUBLICATION & DISTRIBUTION OF CONSTITUTION & BYLAWS

SECTION 1 – PUBLICATION & DISTRIBUTION OF CONSTITUTION & BYLAWS

The IFC's current Constitution and Bylaws shall be published on the IFC website.

An updated copy of the IFC Constitution and Bylaws will be electronically distributed to each Member Fraternity after any amendment is adopted.

ARTICLE XV: SEXUAL MISCONDUCT POLICY AND GUIDELINES

SECTION 1: DEFINITION AND POLICY

The IFC and each of its Member Fraternity Organizations hereby define sexual misconduct as set forth in the University Policy SC17 as the following:

- A. "Sexual Misconduct" is any sexual act or act targeting an individual's sexuality, gender identity or gender expression, whether the act is physical or psychological in nature, that is committed, threatened or attempted against an individual without that individual's Consent. The following list sets out examples of Sexual Misconduct. The list is intended to help Members of the UBC Community understand the kinds of acts that will be considered Sexual Misconduct. The list is

not exhaustive and other acts can still be considered Sexual Misconduct under this Policy even if they do not appear in the list below. Sexual Misconduct includes, but is not limited to, the following:

- a. Sexual assault, which is any form of sexual touching or the threat of sexual touching without the individual's Consent;
- b. Sexual harassment, which is unwelcome conduct of a sexual nature that detrimentally affects the working, learning, or living environment, or leads to adverse consequences for the one directly subjected to the harassment;
- c. Stalking, which is engaging in conduct that causes an individual to fear for their physical or psychological safety, such as repeatedly following or communicating through any means with someone, engaging in threatening conduct, or keeping watch over the place where the individual happens to be;
- d. Indecent exposure, which is exposing one's body to another individual for a sexual purpose or coercing another individual to remove their clothing in order to expose their body, without their Consent;
- e. Voyeurism, which is non-consensual viewing, photographing, or otherwise recording another individual in a location where there is an expectation of privacy and where the viewing, photographing or recording is done for a sexual purpose; and
- f. The distribution of a sexually explicit photograph or recording of an individual to one or more individuals other than the individual in the photograph or recording without the consent of the individual in the photograph or recording.

The IFC will not tolerate nor condone any form of sexist, sexually abusive or sexually violent behavior on the part of its members, whether physical, mental or emotional. This is to include any actions which are demeaning to an individual, ranging from but not limited to verbal harassment to sexual assault by individuals or members acting together. Furthermore, the IFC acknowledges that sexual assault in the community is an ongoing issue and is committed to changing it.

SECTION 2: SURVIVOR-CENTRIC APPROACH

The IFC ascribes to follow Policy SC17 (henceforth to be referred to as "SC17") regarding Sexual Assault and Sexual Misconduct at the University of British Columbia. This exists as a referral structure to cultivate a zero tolerance atmosphere surrounding sexual misconduct and to maintain a survivor-centric approach when handling cases of sexual misconduct. Furthermore, adherence to SC17 exists as a means to respecting the rights of those who Disclose to make their own decisions about accessing support services and accommodations, making a Report, or pursuing external processes such as a criminal or civil action.

SECTION 3: FRATERNITY SEXUAL MISCONDUCT POLICIES

In keeping with IFC Bylaw Article 6, Section 1.8, each member chapter shall adopt a statement and policy surrounding sexual misconduct that is in compliance with those set in place by SC17 and the IFC. Each member chapter may present a policy that gives care to the differences and nuances in the internal judicial processes of said chapter, adopts a survivor-centric approach to investigation, and affords all available due process for the accused. The policy presented to the IFC will be kept for record purposes, and used as a point of reference when dealing with sexual misconduct allegations pertaining to a specific member chapter.

SECTION 4: DISCLOSURES

The IFC maintains and actively encourages the rights of an individual to disclose instances of sexual misconduct within the Greek community. The IFC defines “disclosure” or “disclosing” as the sharing of information regarding any indecent sexual conduct to an Executive Board member of the IFC.

- A. The decision to disclose and the decision to Report are separate decisions. An individual can freely choose to disclose to the IFC without making a report, and disclosure does not result in a report being made except at the express wish of the victim.
- B. In keeping with Article 3.6 of Policy 131, the IFC will respect an individual’s choice not to make a Report and will keep the Disclosure confidential, to the greatest extent possible. For that understanding, we also respect and support those who Disclose to a member of the IFC or a Member Fraternity as they will treat it with the utmost confidentiality possible.
- C. In the event of a disclosure of sexual misconduct, the IFC President, VP Health and Safety, and AVP Wellness will work with the victim to ensure the individual receives all appropriate resources and aid, and ensure the member chapter in question affords the victim the same rights and privileges.
 - a. The IFC is aware of the personal stress that is on an individual who Discloses, and we will make every attempt to be supportive of them. For that matter, the IFC will work directly with them to provide support where possible and to the greatest extent possible.
 - b. The IFC will make available several resources available to the individual who Discloses through suggesting other services, such as the Sexual Violence Prevention and Response Office (SVPRO), the Sexual Assault Support Centre (SASC), Speakeasy or UBC Counselling Services.

SECTION 5: REPORTING SEXUAL MISCONDUCT

In accordance with SC17 the IFC defines “reports” or “reporting” as the provision of a statement of allegations to the Director of Investigations at the SVPRO pertaining to sexual misconduct. The IFC acknowledges it does not have the power nor capacity to handle either reports or investigations surrounding sexual misconduct allegations involving member chapters, and relinquishes the authority to investigate to UBC as per SC17.

- A. If the individual who discloses wishes to report to SVPRO, the IFC, represented by the President or Vice President Operations and Judicial Affairs will support the individual in any way that the person requests.
- B. Should an individual within the house of that Fraternity have a Report of Sexual Misconduct made against them, the IFC will immediately contact the President and Risk Management Chairman for that Fraternity to make them aware of the report. The IFC shall recommend an immediate informal judicial board hearing by the IFC for the person in question and recommend to their Fraternal chapter that they be immediately placed on social probation for the remainder of the semester.
- C. Following a disclosure to SVPRO, the IFC will continue to work with SVPRO wherever possible to aid in an investigation, provide witness testimony or be open with review of policies.
- D. As the IFC is a regulatory body for the Member chapters at UBC, it can only recommend disciplinary action against an Individual who has a Report of Sexual Misconduct made against them, based on the guidelines of said Member chapter’s submitted sexual misconduct policy. It will be the member Fraternity’s position to enact disciplinary action against the individual in question, pending the outcome of SVPRO’s investigation and report.

- E. Reports filed by individuals who are unaffiliated with the IFC, Member chapters or the wider UBC student body and administration will be done through the Independent Investigations Office (IIO), or depending on the content and severity of the allegations, may be referred to other processes external to UBC.

SECTION 6: MAINTAINING RECORDS

The IFC pledges to always protect the confidentiality of victims and their disclosures of sexual misconduct. For the purpose of future accountability and transparency, the IFC will maintain private records of disclosures of sexual misconduct, the parties involved (barring the victim's request for anonymity), the status of reporting if applicable, and the resolution or outcome reached.

- A. In the event the details of a particular incident of sexual misconduct is required to facilitate an investigation by UBC or a third party authority, with permission from the victim the IFC may provide the records of disclosure upon request.
- B. The records are to be maintained by the VP, Administration and Operations, and can only be accessed with written consent from the victim as well as the Executive President.
- C. The sexual misconduct policies of each Member chapter will be maintained by the AVP Wellness, and should be accessible to any Executive Board Member.
 - a. Additionally, these policies must exist in the public domain and be easily accessible to any individual regardless of their affiliation to each Member chapter.

ARTICLE XVI: BYLAW AMENDMENTS

SECTION 1 – AMENDMENTS

These Bylaws may be amended by a two-thirds (2/3) affirmative vote of the IFC Delegate Body provided notice of the proposed amendment has been provided to Member chapters at the preceding regularly scheduled business meeting. These Bylaws shall become effective and shall supersede all previous Bylaws of the IFC when adopted by a two-thirds (2/3) affirmative vote of the IFC Delegate Body.

- 1. Quorum is set at 60% of current Chapter representatives.

SECTION 2 – DISCRETIONARY MODIFICATIONS

Certain aspects of IFC operations, which may undergo consistent changes such as Executive Board composition, dues, and alignment with prevailing societal norms and standards, shall not be incorporated into the Bylaws until their subsequent renewal.

The IFC Executive Board retains the authority to enact actions and make decisions they consider reasonable, regardless of any conflicting provisions within the Bylaws.