

Michigan State University Interfraternity Council Standards Code

Article I – IFC Standards Board

Section I. IFC Standards Board Jurisdiction

The Interfraternity Council (IFC) shall be a peer-governing organization with an independent Standards Board, which shall have jurisdiction over cases involving alleged member chapter violations, including but not limited to:

- A. The IFC Constitution, Bylaws, Code of Conduct, and other policies.
- B. The rules and regulations of Michigan State University
- C. The general values-based conduct of fraternity men.

The IFC Standards Board shall work with the campus to implement a comprehensive conduct program that enhances peer-governance; respects the authority of the campus to adjudicate alleged violations of the Student Code of Conduct; and avoids multiple, overlapping conduct processes.

- A. The IFC shall develop an agreement with the campus that identifies the role of each Standards body in adjudicating allegations of chapter-level misconduct.
- B. The IFC Standards Board shall defer to the campus to investigate and adjudicate hazing and sexual misconduct allegations, or any other allegation that is being investigated and/or adjudicated through the campus' conduct process.
- C. For all other instances—outside of hazing and sexual misconduct—the Standards Board has the autonomy and responsibility to adjudicate chapter-level violations.

Section II. IFC Standards Committee Composition

The IFC Standards Board shall be composed of a single member from each voting IFC recognized chapter, in this case 28 IFC board members, appointed by the IFC Executive Board and elected by majority vote of the President's Council, and shall be chaired by the IFC Executive Vice President

Section III. IFC Standards Board Member Eligibility

To serve as the IFC Standards Board Member for a member chapter on the IFC Standards Board, an individual must meet the following requirements:

- A. Be an active member, in good standing, of an IFC member chapter.
- B. Maintain good academic standing with the institution holding an above 3.00 cumulative GPA.

- 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, Michigan State University policies, NIC Standards, and the IFC Standard Operating Procedures.
- E. Not be a current member of the IFC Executive Board or serve on his member chapter's executive board.
- F. Must complete training on the IFC Standards Code prior to serving on an IFC Standards Board hearing. The training will be held at the start of every term and programming chosen by the Executive Vice President

Section IV. Term of Office of IFC Standards Board Members

The term of office for IFC Standards Board Members shall be one full year, with appointments occurring by the start of the Spring Semester.

Section V. IFC Standards Policy

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

Section VI. IFC Standards Board Hearing Standards Board Member Selection

The IFC Executive Vice President will select five (5) Standards Board Members, as predetermined by a rotation of the Standards Board Members, to hear a case. In the event the IFC Standards Board rotation for service on a hearing falls upon an IFC Standards Board Member whose member chapter is involved in any way, with the alleged violation, the rotation will skip to the next member chapter in the rotation

The predetermined rotation of Standards Board Members chosen by the IFC Executive Vice President will be by assigning each Standards Board Member a number and by using a random number generator, assign five numbers to hear a case. Those five numbers represent five Standards Board Members.

Section VII. IFC Standards Board Hearing Attendance

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

- A. All IFC Standards Board Members assigned to a hearing shall be present in order to conduct business on behalf of the IFC Standards Board.
- B. Each IFC Standards Board Member assigned to a hearing is required to attend. Failure of an IFC Standards Board Member to attend a hearing for which he was assigned shall result in his Standards term being reviewed by Executive Vice President

Section VIII. IFC Standards Board Hearing Voting Policies

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

- A. Each IFC Standards Board Member serving on a hearing shall have one vote.
- B. A majority vote shall govern all actions of an IFC Standards Board.
- C. In the event of a tie vote, the Executive Vice President will have the acting power to decide the case

Article II – IFC Standards Procedures

Section I. IFC Standards Powers and Responsibilities

Per Article VI, Section I of the IFC Constitution, the IFC shall be a peer-governing organization with an independent Standards Board that 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 rules and regulations of Michigan State University; and
- C. The general values-based conduct of fraternity men.

Section II. Due Process

In appearing before the Standards Board, each member chapter shall be granted certain rights termed "due process." Those rights are:

- 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 question witnesses;
- D. Right to be accompanied by the Chapter Advisor for advisory purposes
- E. Right to be notified, in writing, of all findings and sanctions imposed, as outlined in the Bylaws;
- F. Right to appeal the decision, as outlined in the Bylaws.
- G. Right to be free from double jeopardy.

Section III. Filing of Complaints

Any individual or group may file a complaint against a member chapter, specifying in writing the particular alleged acts of the accused. This must be done by submitting an IFC Standards Complaint Form to the IFC Executive Vice President. The IFC Executive Vice President shall promptly review and investigate the allegation. Upon determination that an allegation contains information sufficient to warrant further adjudication, the IFC Executive Vice President may charge a member chapter with a violation.

Section IV. Notification of Charges

Once the IFC Executive Vice President has determined the filed complaint has merit, the member chapter and its inter/national organization 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 Resolution Hearing;
- B. Description of the alleged violation; and
- C. Due process rights.

Section V. Investigatory Evidence

All evidence related to a complaint shall be compiled and presented to all parties at least 3 days prior to any informal Resolution Hearing or formal Standards Board hearing. All evidence shall be directly related to the complaint(s) alleged against the member chapter and shall be approved by the IFC Executive Vice President prior to circulation.

Section VI. Informal Resolution Hearing

Upon a finding of the IFC Executive Vice President that a filed complaint contains information sufficient to warrant further adjudication, he may offer the charged member fraternity the opportunity to participate in an Informal Resolution Hearing unless he feels that potential sanctions could include suspension or loss of IFC recognition.

In cases in which the charged member chapter accepts an Informal Resolution Hearing, the IFC President and IFC Executive Vice President shall meet with a representative of the charged member chapter to discuss the allegations of the complaint. Within three (3) business days of the Informal Resolution Hearing, the IFC Executive Vice President may dismiss the complaint with a finding of no violations, provide the charged member chapter with his finding of violations and recommendation for a resolution through disciplinary or corrective sanctions. The charged member chapter has three (3) business days to accept or reject the terms of resolution. If the charged member chapter accepts the resolution, the charged member chapter waives all rights of appeal and the outcome is final.

If the charged member chapter rejects an offer from Informal Resolution Hearing or the resolution, a Formal IFC Standards Board Hearing will be convened to hear the case.

If the charged member chapter fails to attend the informal resolution meeting the IFC Standards Board may take the following actions:

- A. Temporarily suspend the chapter's ability to hold social events
- B. Render a decision on the matter (short of suspension or revocation of IFC status)
- C. Refer the case to the hearing board for a formal resolution (required if suspension or revocation of IFC status is desired)

A chapter who admits responsibility waives their rights to a hearing on the matter of responsibility

Section VII. Prohibited Sanctions for Informal Resolution Hearing

The IFC Executive Vice President shall not recommend suspension or loss of IFC recognition through an Informal Resolution Hearing. Should the IFC Executive Vice President believe suspension or loss of IFC recognition is warranted, the case shall automatically be referred to a Formal IFC Standards Board Hearing.

Section VIII. Formal IFC Standards Board Hearing

If:

- A. The charged member chapter rejects having an Informal Resolution Hearing;
- B. The charged member chapter rejects the findings and/or sanctions of the Informal Resolution Hearing
- C. The IFC Executive Vice President determines the allegation is egregious enough to warrant potential suspension or loss of IFC recognition; or
- D. The IFC Executive Vice President chooses not to offer an Informal Resolution Hearing;

The IFC Executive Vice President shall convene a Formal IFC Standards Board Hearing.

The IFC Executive Vice President will select five (5) Standards Board Standards Board Members, as predetermined by a rotation, to hear the case. In the event the IFC Standards Board rotation for service in a hearing falls upon an IFC Standards Board Member whose member chapter is involved in the alleged violation, the rotation will skip to the next member in the rotation.

The IFC Executive Vice President shall serve as a non-voting Chief Standards Board Member and preside over all formal Standards Board hearings.

Section IX. Formal IFC Standards Board Hearing Proceedings

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

- A. Participants: Attendance at all IFC Standards Board hearings shall be limited to the member chapters involved, any witnesses, the IFC Standards Board Members assigned to serve on the Standards Board for the hearing, and the IFC Executive Vice President. At the discretion of the IFC Executive Vice President, witnesses may be excluded from the hearing room until it is his or her turn to testify. Additionally, the charged member chapter may be accompanied by its chapter advisor during any Standards Board hearing. The chapter advisor must be registered as the official chapter advisor of the member chapter. The chapter advisor shall only act in an advisory capacity and is not allowed to conduct any portion of the chapter's presentation.

- B. Confidentiality: All individuals involved in a hearing are required to agree to a statement of confidentiality. Individuals shall not disclose information regarding the following:
 - 1. Any individuals, member chapters, or IFC Standards Board Members involved.
 - 2. Details of the proceedings
 - 3. Witness testimony.
- C. Hearing Process:
 - 1. Initiation of the Hearing: The IFC Executive Vice President shall inform all individuals present that the hearing will be conducted in an orderly manner and any person causing disruption will be asked to leave. Additionally, he shall advise the charged member chapter of the formality of the hearing and the necessity of all parties to be truthful.
 - 2. Overview of Standards Hearing Process: The IFC Executive Vice President shall outline the process for the remainder of the hearing as follows:
 - a. Presentation of alleged charges, violations, and investigatory evidence against the charged member chapter shall be presented by the IFC Executive Vice President:
 - i. Charged member chapter may ask questions;
 - ii. IFC Standards Board Members may ask questions;
 - b. Presentation of charged member chapter:
 - i. IFC Standards Board Members may ask questions;
 - c. Calling of Witnesses
 - i. Charged member chapter may ask questions;
 - ii. IFC Standards Board Members may ask questions;
 - d. Charged member chapter may give final statement;
 - e. IFC Standards Board Members deliberate in closed session to determine findings of responsibility and if necessary, appropriate sanction(s).

Section X. Conflicts of Interest

In the event the IFC Executive Vice Presidents' member chapter is involved in the alleged violation, the highest ranking IFC Executive Board officer, starting with the IFC President, as listed in Article V, Section II of the IFC Constitution, shall serve in his stead.

The hearing body shall take necessary precautions to avoid any conflicts of interest. The Chapter shall have two class days from receiving the hearing notice to challenge any hearing board member. The standard the chair of the hearing body shall follow in ruling on challenges for cause is whether, in light of the challenged person's knowledge of the case or personal or professional relationships with the hearing participants, the challenged person would be able to hear the case fairly and impartially. If the challenge is to the chair of the Standards Board, the challenge shall be decided by the President of the Interfraternity Council.

Section XI. Prohibition on Recruitment Restrictions as a Sanction

The IFC Standards 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 XII. Non-Status Sanctions

The IFC Standards Board may impose sanctions that are punitive and/or educational, but not solely financial and do not restrict recruitment. The following are sanctions that may be imposed by the IFC Standards Board and/or IFC Executive Vice President (including, but not limited to):

- A. Loss of social event and/or campus event privileges
- B. Public service to the campus or community
- C. Meeting with campus office/departments
- D. Educational Programming
- E. Fines
- F. Censure
- G. Restitution
- H. Loss of eligibility for IFC Awards
- I. Letter of Apology

Section XIII. Status Sanctions

In the event of an egregious violation, the following are sanctions that may be imposed by the IFC Standards Board for a specified period of time:

- A. Suspension: Loss of IFC voting rights and removal from good standing status, and any additional Non-Status Sanctions.
- B. Loss of IFC Recognition: Loss of IFC recognition and its rights and privileges.

When adjudicating a potential violation that may result in suspension/loss of recognition from the IFC for the member chapter, the Standards Board shall work collaboratively with the inter/national organization and campus.

Section XIV. Duration of Sanctions

Standards action shall specify the duration and deadlines of any sanctions imposed. After such specified time, if the member chapter has fulfilled the requirements of the sanctions imposed, the member chapter shall return to good standing. In the event the member chapter does not fulfill all of the requirements of the sanctions imposed, the IFC Executive Vice President shall convene a Formal IFC Standards Board Hearing to determine future course of action.

Section XV. Notification of Findings

Within five (5) business days of any Informal Resolution Hearing or Formal Standards Hearing, the IFC Executive Vice President shall communicate in writing to the charged member chapter, its inter/national organization, and its chapter advisor, as well as any relevant Michigan State University administrators, the alleged violation, the findings of the hearing, and any sanction(s) imposed.

The IFC Executive Vice President shall notify the IFC General Body of any sanctions imposed upon a member chapter through any Informal or Formal Standards Hearing.

Section XVI. Appeals

The IFC Standards Board's decision is subject to appeal by a member chapter within two weeks of receiving written notification of the decision. Appeals shall be made in writing to the IFC Executive Vice President and shall be made solely on the following grounds or be dismissed:

- A. Error in the charge and/or Standards 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 Standards Board Hearing through the exercise of reasonable diligence.

Sanctions imposed through the Standards Process shall stand until an appeal is heard.

Section XVII. Non-Status Sanctions Appeals

The IFC Executive Board shall hear appeals for Non-Status Sanctions. The IFC Executive Vice President shall first present the IFC Standards Board's decision and rationale for its actions. The appealing member chapter shall then be afforded the opportunity to present its reasoning for seeking a reconsideration of the IFC Standards Board's actions. The appealing chapter must be given at least one week's notice of the time, place, and procedure of the appeal hearing. Any individual from the appealing member chapter serving on the IFC Executive Board shall not participate in the appeal proceedings. The IFC Executive Board may either dismiss the charge(s) with no sanctions or alter the sanctions imposed by the Formal IFC Standards Board Hearing. Any alterations must be approved by at least two thirds (2/3) if the IFC Executive Board. The decision of the IFC Executive Board shall be final for Non-Status Sanctions.

Section XIX. Status Sanctions Appeals

The IFC Executive Board shall hear appeals for Status Sanctions. The IFC Executive Vice President shall first present the IFC Standards Board's decision and rationale for its actions. The appealing member chapter shall then be afforded the opportunity to present its reasoning for seeking a reconsideration of the decision. The appealing chapter must be given at least one week's notice of the time, place, and procedure of the appeal hearing. Upon completion of the member chapter appeal presentation, all representatives of the Member Fraternity shall be dismissed from the meeting, including the member chapter's IFC Representative and Alternate Representative.

The IFC Executive Board shall first vote on whether to discuss dismissal or alteration of the status sanction, which shall require a two-thirds (2/3) vote. In the event the IFC Executive Board votes to discuss dismissal or alteration, the IFC Executive Board shall determine by a two-thirds (2/3) vote to either dismiss the charge(s) with no sanctions or to alter the sanctions imposed. If a two thirds (2/3) majority cannot be achieved for dismissal or alteration of the sanctions, the initial sanctions will remain in place.

The decision of the IFC Executive Board shall be final with no further appeal rights.