

BYLAWS OF THE INTERFRATERNITY COUNCIL AT ARKANSAS TECH UNIVERSITY

ARTICLE I – 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 fraternity's concerns regarding the fraternity community.
- B. Represent the larger fraternity community's interests.
- C. Inform his member fraternity 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 fraternity.
- E. Serve as an active member of IFC Standing Committees and Ad Hoc Committees, as necessary.
- F. Represent the highest ideals of fraternity life to the greater campus community.

ARTICLE II – EXECUTIVE BOARD POSITION

Section I. Executive Board positions

- A. The following is the list of executive board positions:
 - a. President
 - b. Vice President
 - c. Secretary
 - d. Treasurer
 - e. Vice President of Recruitment

ARTICLE II – ROLE OF THE IFC EXECUTIVE BOARD OFFICERS

Section I. IFC President

The duties and responsibilities of the IFC President are as follows:

- A. Preside at all regular and special IFC meetings.
- B. Have the power to appoint temporary officers necessitated by a special issue or concern.
- C. Have the privilege to vote only to break tie votes.
- D. Have the power to call special meetings.
- E. Serve as the official representative of the fraternity community to University administration and other student or civic organizations.
- F. Assure that all projects and activities of the IFC are efficiently carried out.

- G. Build rapport and establish positive working relationships between the IFC and chapter leaders.
- H. Visit with member chapters regularly to determine what chapter needs are not being met as well as which IFC efforts are particularly strong.
- I. Attend a weekly thirty (30) minute One-on-One meeting with the IFC Advisor.
- J. Participate in fundraising for the annual trip to a leadership development conference such as AFLV.
- K. Consult with appropriate Arkansas Tech University officials when action is taken against fraternity chapters and/or their members.
- L. In the event the IFC needs crisis management support, the IFC should contact the NIC communications team directly for consultation. IFCs should consult the NIC before making any statements to the media, so the NIC can assist in coordination efforts with each inter/national organization and the campus.
- M. Be responsible for reviewing and developing scholarship programming opportunities and submitting them for discussion and approval to the IFC.
- N. In the event of a chapter being close to or under the requirements of the term GPA, then a meeting must occur with the chapter's academic officer.
- O. Establish policies with remediation plans for non-compliance regarding chapter achievement of a minimum new member class GPA and chapter GPA.
- P. Be responsible for the End of Term (EOT) report for each academic term to report academic and membership data, while working with other IFC leadership.
- Q. Will work with advisor and campus to submit an End of Term (EOT) report for each academic term on FS Central to report academic and membership data. Will submit based on semester system
- R. Coordinate the completion of AFLV and NPC Awards Packets.
- S. Perform other duties as necessary.

Section II. IFC Vice President

The duties and responsibilities of the IFC Vice President are as follows:

- A. Be responsible for coordinating roundtable topics during regular council meetings.
- B. Inform and/or provide member chapters with opportunities for career development.
- C. Attend a weekly thirty (30) minute One-on-One meeting with the IFC Advisor if deemed necessary.
- D. Participate in fundraising for the annual trip to a leadership development conference such as AFLV.
- E. The Vice President shall not have the privilege to vote.
- F. Conduct programming with the campus to provide health and safety education and training for chapters each term.
- G. Will maintain an accurate listing of member fraternity chapters and new groups/colonies. This list should be updated in FS when any changes occur—when a chapter joins or leaves the campus/IFC.
- H. Preside at IFC meetings in the absence of the president
- I. Provide chapter presidents with written judicial procedures.

- J. Guarantee full due process for all parties during the hearing procedure and ensure the confidentiality of the proceedings.
- K. Adjudicate cases involving actions of fraternity chapters, and/or their members.
- L. Levy consistent and educational sanctions that will both deter and redirect further violations.
- M. Meet with the IFC President to monitor and review the progress of any chapter under disciplinary sanctions.
- N. Perform other duties as necessary.

Section IV. IFC Vice President of Recruitment

The duties and responsibilities of the IFC Vice President of Recruitment are as follows:

- A. Coordinate all recruitment activities throughout the year.
- B. Keep record of new members and men who de-pledge.
- C. Establish recruitment schedule including organizing and setting recruitment dates.
- D. Assist Coordinator of Fraternity and Sorority Life with compilation of recruitment and new member statistics.
- E. Assist with all recruitment publications.
- F. Meet with the recruitment chairman from each chapter.
- G. Work with Office of Admission and Office of Student Success to provide information to incoming students.
- H. Be responsible for reviewing and developing philanthropy and service opportunities and submitting them for discussion and approval to the IFC
- I. Perform other duties as necessary.

Section V. IFC Director of Marketing shall:

This position is open to all students of Arkansas Tech that remain a student through the calendar year. This is an application process and the IFC Executive Board will make the decision to elect the applicant.

The duties and responsibilities of the IFC Vice President of External Affairs are as follows:

- A. Compile a calendar of events from Interfraternity Council fraternities each semester and distribute to the Fraternity and Sorority Life Office, CPC, NPHC, GPB, and Order of Omega.
- B. Primary Manager of all Social Media utilized by the Interfraternity Council.
- C. Coordinate and publish a Fraternity and Sorority Newsletter with other councils once a semester with emphasis on events, policy changes and individual chapter successes.
- D. Manage relationships with CPC, NPHC, and Order of Omega councils.
- E. Take note of what campus initiatives and events our council and sororities should be getting involved in; ways we can actively engage in the campus community and Farmville community.
- F. Execute a Public Relations and Marketing system that emphasizes the positive activities of the Interfraternity Council and the Fraternity and Sorority Community as a whole, as

well as special events and/or programming executed by the Interfraternity Council Executive Board.

- G. Maintain a complete and up-to-date file of all materials related to this position in the Interfraternity Council Office.
- H. IFC is a trademark of the NIC. If the IFC would like to produce any material or clothing with using the IFC name, contact the NIC communications team to seek approval prior to publication or production. IFC clothing can be purchased directly through IFCGear.com.
- I. Attend all major Interfraternity Council activities as deemed mandatory by the President so long as a 4-week notification is given.
- J. All monetary transactions, publications/marketing efforts, written documentations, mass email mailings, or any other forms of communications should be cleared through the Primary Advisor for the purpose of liability issues and /or to avoid unwarranted situations which may affect the entire council or Arkansas Tech University Fraternity and Sorority Community.
- K. The IFC will establish a strategic communication plan for the IFC and its member chapters that address protocols for crisis response, social media, marketing and media engagement.
- L. Perform other duties as necessary.

Section VII. IFC Secretary

- A. Take minutes and send out to all delegates, executive board members and Office of FSL
- B. Will work with advisor and campus to submit an End of Term (EOT) report for each academic term on FS Central to report academic and membership data. Will submit based on semester system.
- C. Ensure parliamentary procedure is followed in all IFC meetings
- D. Perform other duties as necessary

Section VIII. IFC Treasurer

- A. Send invoices to member fraternities.
- B. Responsible for coming up with projected budget each semester and presenting it to member fraternities.
- C. Create a meeting agenda and keep track of the meeting minutes, then send the meeting minutes to the fraternities
- D. Be responsible for the creation of the annual budget for IFC.
- E. Will file an annual IRS Form 990.
- F. Collect dues and keep an accurate record of monetary intake of cash.
- G. Attend a weekly thirty (30) minute One-on-One meeting with the IFC Advisor if deemed necessary.
- H. Participate in fundraising for the annual trip to a leadership development conference such as AFLV
- I. Perform other duties as necessary.

ARTICLE III – FINANCIAL MANAGEMENT POLICY

Section I. IFC Agency Account

All money collected from chapters shall be recorded and deposited into the IFC agency account.

Section II. IFC Membership Dues

Each fraternity will be assessed semester membership dues of \$20.00 per member. Dues must be paid by the specified deadline established by the IFC Executive Board and the Office of Fraternity and Sorority Life at the beginning of each semester. Membership numbers for each chapter will be determined from the deadline for roster updates at the time of issuing the invoice.

Section III. IFC New Member Dues

If the new member is affiliated with the chapter at the time the invoice is issued, the member fraternity is billed according to Article IV Section II.

Any new member who accepts his bid after the time the invoices are issued shall pay his new member fines at the rate of \$20.00 in addition to any acceptance fee at the time of bid acceptance.

Section IV. Fines

All fines, unless specifically stated in the Bylaws or in the IFC Constitution, shall be handled as outlined in Article IV of the Bylaws.

Section V. Late Fees

Each fraternity will be notified at IFC meetings for the charges due to the IFC. Upon receipt of the invoice, payment is due in full by the date designated. It is the responsibility of the fraternity to speak with the VP of Administration if payment cannot be made in full by the due date. If no other penalties are established up distribution of the invoice, the payment penalty is as follows:

- A. If paid in full by due date: no penalty
- B. 1-7 days late: Finance charge of 15 percent of remaining balance.
- C. 8-14 days late: Finance charge of 30 percent of remaining balance.
- D. 15-21 days late: Finance charge of 50 percent of remaining balance and suspension of voting privileges.
- E. After 22 days: Finance charge of 60 percent of remaining balance and inter/national office contacted and advise of delinquency and/or referred to the Vice President of Standards to be brought to the Standards Board.

Section VI. Payment Plan

With evidence of need for alternative payment plans, a Member Chapter can request a payment plan to be agreed upon by the IFC Executive Board and the IFC Office of Fraternity and Sorority Life.

Section VII. Allocation of Funds

If IFC were to be dissolved, any funds remaining would be donated to the Office of Fraternity and Sorority Life.

The IFC will pay annual dues and fees to the NIC, due November 1st of each year.

Dues are invoiced by the NIC and calculated using set rates for NIC member chapters and non-NIC member chapters. This is a cost-sharing measure, since NIC inter/national organizations subsidize industry-wide support and advocacy efforts at a far greater per-chapter rate. The IFC may purchase a Campus Support Package, which includes IFC dues and provides additional support resources and educational opportunities for the council and fraternity/sorority community.

ARTICLE IV – IFC JUDICIAL POLICY

Section I. IFC Judicial Powers and Responsibilities

The IFC shall be a peer-governing organization with an independent Standards Committee, which shall have jurisdiction over cases involving alleged member fraternity violations, including but not limited to:

- A. The IFC Constitution and Bylaws, Code of Conduct, Fraternity and Sorority Life Office Other University Policies
- B. The general values-based conduct of fraternity men.

Section II. Due Process

In appearing before the Judicial Committee, each member fraternity 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 an advisor for advisory purposes only, but not for representation.
- 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 against double jeopardy.

Section III. Filing of Complaints

Any individual or group may file a complaint against a member fraternity, specifying in writing the particular alleged acts of the accused. This must be done by submitting a written letter to the IFC Vice President of Standards. The IFC Vice President of Standards shall promptly review and investigate the allegation. Upon determination that an allegation has merit, the IFC Vice President of Standards may charge a member fraternity with a violation.

Section IV. Notification of Charges

Once the IFC Vice President has determined the filed complaint has merit, the member fraternity and its inter/national organization is to be provided written notification of the charges at least two weeks 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 one week prior to any Informal Resolution Hearing or Formal Judicial Board Hearing. All evidence shall be directly related to the complaint(s) alleged against the member fraternity and shall be approved by the IFC Vice President of Standards prior to circulation.

Section VI. Informal Resolution Hearing

Upon a finding of the IFC Vice President of Standards that a filed complaint has merit, he shall 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 fraternity accepts an Informal Judicial Hearing, the IFC Vice President of Standards shall meet with a representative of the charged member fraternity to discuss the allegations of the complaint. Within three (3) business days of the Informal Judicial Hearing, the IFC Vice President of Standards may dismiss the complaint with a finding of no violations or provide the charged member fraternity with his finding of violations and recommendation for a resolution through disciplinary sanctions. 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.

If the charged member fraternity rejects the resolution, a Formal IFC Standards Board Hearing will be convened to hear the case.

Section VII. Prohibited Sanctions for Informal Resolution Hearings

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

Section VIII. Formal IFC Judicial Committee Hearing

If:

- A. the charged member fraternity rejects having an Informal Resolution Hearing.

- B. The charged member fraternity rejects the findings and/or sanctions of the Informal Resolution Hearing; or
- C. The IFC Vice President of Standards determines the allegation is egregious enough to warrant potential suspension or loss of IFC recognition; or
- D. The IFC Vice President of Standards chose not to offer an Informal Resolution hearing, the IFC Vice President of Standards shall convene a Formal IFC Judicial Board Hearing.

The IFC Vice President of Judicial Affairs will ask the member fraternities to select one (1) Judicial Board justice from each chapter to hear a case. In the event the IFC Judicial Board hearing falls upon a member chapter that is involved in any way, with the alleged violation, the rotation will skip that chapter, and comprise of the other member chapters

The IFC Vice President of Standards shall serve as a non-voting Chief Justice and the procedural officer for all Standards Board hearings.

Section IX. Formal IFC Judicial Board Hearing Proceedings

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

- A. Participants: Attendance at all IFC Judicial Board hearings shall be limited to the Member Fraternities involved, any witnesses, the IFC Justices assigned to serve on the Judicial Board for the hearing, and the IFC Vice President of Standards. The Vice President of Internal Affairs maybe present, but only has a silent witness and to keep accurate records of the hearing process and record if the charged member fraternity if guilty or not guilty. At the discretion of the IFC Vice President of Standards, witnesses may be excluded from the hearing room until it is his or her turn to testify. Additionally, the charged member fraternity may be accompanied by its chapter advisor and/or its faculty staff advisor during any Judicial Board hearing. The advisor(s) must be registered as the official advisor(s) of the member fraternity. 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 Fraternities, or IFC Justices involved.
 - 2) Details of the proceedings.
 - 3) Witness testimony

The only person allowed to keep record of the proceedings is the Vice President of Internal Affairs. This is to keep an accurate record of what was charged, what the determination was made, and the length of the punishment.

C. Hearing Process

- 1) Initiation of the Hearing: The IFC Vice President of Standards 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 fraternity of the formality of the hearing and the necessity of all parties to be truthful.

- 2) Overview of Judicial Hearing Process: The IFC Vice President of Standards 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 fraternity shall be presented by the IFC Vice President of Standards:
 - i. Charged member fraternity may ask questions;
 - ii. IFC Justices may ask questions;
 - b. Presentation of charged member fraternity:
 - i. IFC Justices may ask questions;
 - c. Calling of Witnesses
 - i. Charged member fraternity may ask questions;
 - ii. IFC Justices may ask questions;
 - d. Charged member fraternity may give final statement;
 - e. IFC Justices 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 Vice President of Standards' member fraternity is involved in the alleged violation, the highest ranking IFC Executive Board officer, starting with the IFC President, as listed in Article IV, Section II of the IFC Constitution, shall serve in his stead.

Section XI. Recruitment Restrictions as a Sanction

The IFC Judicial Board may impose educational and punitive sanctions, as prescribed in the IFC Bylaws. If the charged member fraternity is involved in recruitment infractions, that members maybe charged with a recruitment restriction. These infractions will only happen on serious cases and at discretion of the IFC Vice President of Standards.

Examples of these cases are as follows

- A. Giving alcohol to PNM's during the recruitment period
- B. Giving bids to members before the desired time of rush, as placed by the recruitment action plan
- C. Etc.

Section XI. Non-Status Sanctions

The IFC Judicial 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 Judicial Board and/or IFC Vice President of Standards (including, but not limited to):

- A. Letters of Apology
- B. Fines
- C. Restitution
- D. Educational Programming
- E. Public service to the campus or community

- F. Meetings with campus office/departments
- G. Loss of social events/or campus event privileges
- H. Loss of eligibility for IFC Awards
- I. Censure

Section XII. Status Sanctions

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

- A. Suspension: Loss of IFC voting rights, removal from Good Standing status, and any additional sanctions listed in 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 Judicial Board shall work collaboratively with the inter/national organization and campus.

Section XIII. Blanket Sanctions

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 of no more than 30 days, with a specific plan to lift the restriction, and in accordance with powers enumerated in the IFC Constitution and Bylaws.

Section XIII. Duration of Sanctions

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

Section XIV. Notification of Findings

Within three (3) business days of any Informal or Formal Judicial Hearing, the IFC Vice President of Standards shall communicate in writing to the charged member fraternity and its inter/national organization and its advisor(s), as well as any relevant Arkansas Tech University administrators, the alleged violation, the findings of the hearing, and any sanction(s) imposed. Notification of findings can be made to the international headquarters at the discretion of the advisor(s) or the Office of Fraternity and Sorority Life.

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

Section XV. 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 or be dismissed:

- 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.

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

Section XVI. Non-Status Sanctions Appeals

The IFC Executive Board shall hear appeals for Non-Status Sanctions. The IFC Vice President of Standards shall first present the IFC Judicial Board's decision and rationale for its actions. The appealing member fraternity shall then be afforded the opportunity to present its reasoning for seeking a reconsideration of the IFC Judicial 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 fraternity 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 to alter the sanctions imposed by a majority vote. Any alterations must be approved by at least two thirds (2/3) of the IFC Executive Board. The decision of the IFC Executive Board shall be final for Non-Status Sanctions.

Section XVII. Status Sanctions Appeals

The IFC General Body shall hear appeals for Status Sanctions. The IFC Vice President of Standards shall first present the IFC Judicial Board's decision and rationale for its actions. The appealing member fraternity shall then be afforded the opportunity to present its reasoning for seeking a reconsideration of the decision. 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 Representative and Alternate Representative.

The IFC General Body shall first vote on whether to uphold the status sanction, which shall require a two-thirds (2/3) vote. In the event the IFC General Body votes to discuss dismissal or alteration, the IFC General 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. 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 General Body shall be final with no further appeal rights.

ARTICLE V – HAZING

Section I. Hazing

The IFC adopts the Arkansas Tech University anti-hazing statement in the student code of conduct.

Section II. Accusation

Any fraternity that is accused of hazing, in any form, shall immediately be placed on probationary status with IFC until the accusation is cleared up by a formal written statement from both parties. If the accusation is found to be true, by any type of judicial body, on or off the University, that fraternity shall be brought to the Judicial Committee.

ARTICLE VI – RECRUITMENT

Section I. Action Plan

The IFC General Body will vote on the action plan for recruitment at the beginning of the semester to that recruitment period.

- A. The IFC will work with member chapters to establish a recruitment process that meets the needs of chapters and potential new members, as well as provides opportunities for interested men to learn about the fraternity experience.
- B. The IFC should focus on fostering interest in joining fraternities, marketing to incoming students and potential new members.
- C. The IFC should not restrict the ability of chapters to distribute bids during and after of any designated recruitment period, unless deemed otherwise as noted in Article VI, Section XI.
 1. Any male student should be free to join a fraternity when he determines it is in his best interest, until after the day it is deemed to give out bids, as decided in the recruitment action plan.
 2. All fraternities should be free to determine when they wish to extend an invitation to join to a male student, until after the day it is deemed to give out bids, as decided in the recruitment action plan.
- D. Recruitment and new member activities must be consistent with NIC Guidelines on Alcohol and Drugs.

Section II. Recruitment Structure

- A. Formal Fall Structure
 1. Bid day will be determined by the IFC Executive Board and be voted in with the recruitment action plan.
 2. Tabling and events put on by IFC, the FSL office, or Arkansas Tech is allowed to be recruitment areas before rush.
 3. Rush events are not allowed to begin until the day deemed in the recruitment action plan.
 4. Bid Day will be set each semester for three or four weeks after the first day of the Fall Semester.
 - i. Bids will not be allowed to be distributed until this day, as deemed in the recruitment action plan

B. Informal Spring Structure

1. Bid Day will be set each semester for three weeks after the first day of the Spring semester.
 - i. Bids cannot be distributed until this day.

Section III. Recruitment Rules

Each member fraternity shall adhere to and abide by the following rules:

A. Bid Promising – Oral or 3rd Party

1. Promising a bid to a potential new member before or during any time of the recruitment process, enabling a PNM to potentially not participate in other chapter's recruitment processes. This can be done by word of mouth, texting, social media, or another communicable apparatus.
2. A "third party bid promise" occurs when someone outside of your organization promises a bid to a potential new member for your organization.

B. Disparaging/Inappropriate Conversation

1. Having conversation with potential new members that degrades organizations within Fraternity and Sorority Life and the Arkansas Tech community is not permissible. This includes talking negatively about other chapters, sororities, individual members, or referring to negative stereotypes that could negatively impact the fraternity and sorority life community.

C. Purchasing Gifts for PNMs

1. Purchasing gifts for potential new members in hopes that they will accept a bid from that organization by accepting that gift is not allowed.

Section IV. Infractions

In the case that a member fraternity is in violation to any of the recruitment rules, they shall be given the infraction(s) suitable to the specific violation:

A. Bid Promising – Oral/3rd Party

1. 1st Offense: Judicial report filed, member in question to be suspended from further recruitment events, \$100 fine to chapter, loss of social activity, chapter to give presentation for members on bid promising and how to avoid, report sent to Coordinator of Fraternity and Sorority Life.
2. 2nd Offense: 1st Offense infraction with a doubled fine of \$200, chapter to host Values/Ethics Program to be presented to IFC community, and public apology to be made at Greek 101.

B. Disparaging/Inappropriate Conversation

1. 1st Offense: Judicial report filed.
2. 2nd Offense: Judicial report filed, \$100 fine to chapter.
3. 3rd + Offense: Judicial report filed, \$200 fine to chapter, loss of social activity, chapter to give presentation for members on appropriate recruitment conversations and the importance of refraining from making disparaging remarks.

C. Purchasing Gifts for PNMs

1. Judicial report filed, member in question to be suspended from further recruitment events, \$100 fine to chapter, loss of social activity, chapter to give presentation for members on bid promising and how to avoid, report sent to Coordinator of Fraternity and Sorority Life.
2. 2nd Offense: 1st Offense infraction with a doubled fine of \$200, chapter to host Values/Ethics Program to be presented to IFC community, and public apology to be made at Greek 101.

Section V. Amendments

Amendments to the recruitment action plan require a majority vote of the IFC General Body.

ARTICLE VII – AMENDMENTS

Section I. Amendments

These Bylaws may be amended by a majority affirmative vote of the IFC General Body provided notice of the proposed amendment has provided to Member Fraternities at the preceding regularly scheduled business meeting.

Section II. Adoption

These Bylaws shall become effective and shall supersede all previous Bylaws of the IFC when adopted by a majority affirmative vote of the IFC General Body.