



# **Policies & Procedures Manual**

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# 1. GENERAL INFORMATION

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## 1.1 INTRODUCTION

Greek Life at Rhode Island College is committed to the high standards of scholarship, brotherhood, sisterhood, leadership, and service to the campus and community. Recognized Greek Organizations, Recognized Interest Groups, Greek clubs, colonies, and chapters will be held responsible for upholding these standards and will be required to follow the policies and procedures established by the College. **Local organizations will not be recognized by the College.**

Recognition information, procedures, and guidance can be obtained through the Office of Student Activities in the Student Union. The Dean of Students and/or Greek Life Advisor reserves the right to revoke College recognition if a fraternity or sorority fails to comply with any of the guidelines listed.

## 1.2 MISSION STATEMENTS

### 1.2.1 Rhode Island College

Rhode Island College is one of the region's leading comprehensive public colleges. Our mission is to offer accessible higher education of the finest quality to traditional and non-traditional students from around the state, the region, and beyond. Students here are members of a caring community that respects diversity and values academic excellence informed by cultural inquiry, civic engagement, and co-curricular activity. The college offers a wide variety of liberal arts, science, and professional programs in which dedicated faculty work with students to achieve the promise of higher education: an open and inquiring mind.

### 1.2.2 Student Affairs Division

The Student Affairs Division provides students with programs and services that are designed to assist them in identifying and meeting their needs; that promote an environment conducive to intellectual, social, cultural and physical development; that enhance the learning process; and that provide opportunities for individuals to increase their potential to be contributing members of society, competent to engage in satisfying and effective living and working in a complex world.

### 1.2.3 Greek Life Mission

Greek Life at Rhode Island College is dedicated to enhancing student development and the overall collegiate experience of its fraternity and sorority members. Organizations and members are assisted in achieving success in academics, leadership, community service & philanthropy, personal growth and brotherhood/sisterhood bonds. The overall Greek Life mission is to complement the mission of Rhode Island College in collaboration with other departments, advisors, and inter/national Offices.

## **2. GREEK COUNCILS**

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### **2.1 NATIONAL COUNCILS OF FRATERNAL ORGANIZATIONS**

#### **2.1.1 National Association of Latino Fraternal Organizations, Inc. (NALFO)**

The National Association of Latino Fraternal Organizations, Inc. was established in 1998 to promote the advancement of Latino/a fraternities and sororities. Today NALFO networks with 20 member Latino/a fraternities and sororities that are bound by a shared commitment to fraternal unity and the values that Latino/a fraternal life entails. The purpose of NALFO is to promote and foster positive interfraternal relations, communication, and development of all Latino/a Fraternal organizations through mutual respect, leadership, honesty, professionalism and education.

<http://www.nalfo.org/>

#### **2.1.2 National Panhellenic Conference (NPC)**

The National Panhellenic Conference provides support and guidance for its 26 member inter/national sororities/women's fraternities and serves as the national voice on contemporary issues of sorority life. Founded in 1902, NPC is one of the oldest and largest women's membership organizations representing more than 4 million women at 655 college/university campuses and 4,500 local alumnae chapters in the U.S. and Canada. Each year, NPC-affiliated collegians and alumnae donate more than \$5 million to worthy causes, provide \$2.8 million in scholarships to women and volunteer 500,000 hours in their communities.

<https://www.npcwomen.org/about.aspx>

#### **2.1.3 National Pan-Hellenic Council, Inc. (NPHC)**

The National Pan-Hellenic Council, Incorporated is currently composed of nine (9) International Greek letter Sororities and Fraternities. NPHC promotes interaction through forums, meetings and other mediums for the exchange of information and engages in cooperative programming and initiatives through various activities and functions. The stated purpose and mission of the organization in 1930 was "Unanimity of thought and action as far as possible in the conduct of Greek letter collegiate fraternities and sororities, and to consider problems of mutual interest to its member organizations." Early in 1937, the organization was incorporated under the laws of the State of Illinois and became known as "The National Pan-Hellenic Council, Incorporated."

<http://www.nphchq.org/>

#### **2.1.4 North American Interfraternity Conference (NIC)**

Founded in 1909, the North-American Interfraternity Conference is the trade association representing 75 International and National Men's Fraternities. The NIC serves to advocate the needs of its member fraternities through enrichment of the fraternity experience; advancement and growth of the fraternity community; and enhancement of the educational mission of the host institutions. The NIC is also committed to enhancing the benefits of fraternity membership through its relationship with Interfraternity Councils. Today, the NIC has 75 member organizations with approximately 5,500 chapters located on 800+ campuses in the United States and Canada with approximately 350,000 undergraduate members. The NIC is led by a Board of Directors comprised of nine volunteers from member fraternities. The headquarters and professional staff are located in Indianapolis, Indiana.

<http://www.nicindy.org/>

### **2.1.5 National Multi-cultural Greek Council (NMCG)**

The National Multicultural Greek Council is an umbrella council for a coalition of Multicultural Greek-letter organizations (MGLOs) established in 1998. The purpose of NMGC is to provide a forum that allows for the free exchange of ideas, programs, and services between its constituent fraternities and sororities; to promote the awareness of multicultural diversity within collegiate institutions, their surrounding communities, and the greater community-at-large, and to support and promote the works of its member organizations.

<http://nationalmgc.org/>

## **2.2 PRESIDENTS' MEETINGS**

All Recognized Greek Organizations' presidents are required to attend **Presidents' Meetings** throughout the semester. Other representatives from the organizations may attend if necessary. The Greek Life Advisor will oversee these meetings which bring together members of all recognized organizations to discuss Greek-wide initiatives and planning. The format is less formal and no official officers are elected. Presidents must attend every meeting and if they are unable to attend for any reason, should send another executive board member from their organization in their place.

**When new Greek organizations are recognized by the College, they must begin to attend Presidents' Meetings regardless of status.**

## **2.3 GOVERNING BOARDS AT RHODE ISLAND COLLEGE**

Greek organizations are categorized based on the national council to which their national organization belongs (NIC, NPC, NPHC, NALFO, NMGC). This model is replicated at the college level with governing boards. The boards are comprised of elected members from each group of organizations and provide leadership, programming, and regulations for their member organizations.

### **2.3.1 Panhellenic Council**

The object of the Panhellenic Council shall be to develop and maintain women's fraternity life and interfraternal relations at a high level of accomplishment.

The member organizations are:

- Delta Phi Epsilon
- Alpha Sigma Tau
- Omega Phi Beta (associate)
- Theta Phi Alpha
- Zeta Phi Beta (Recognized Interest Group)

### **2.3.2 Interfraternity Council**

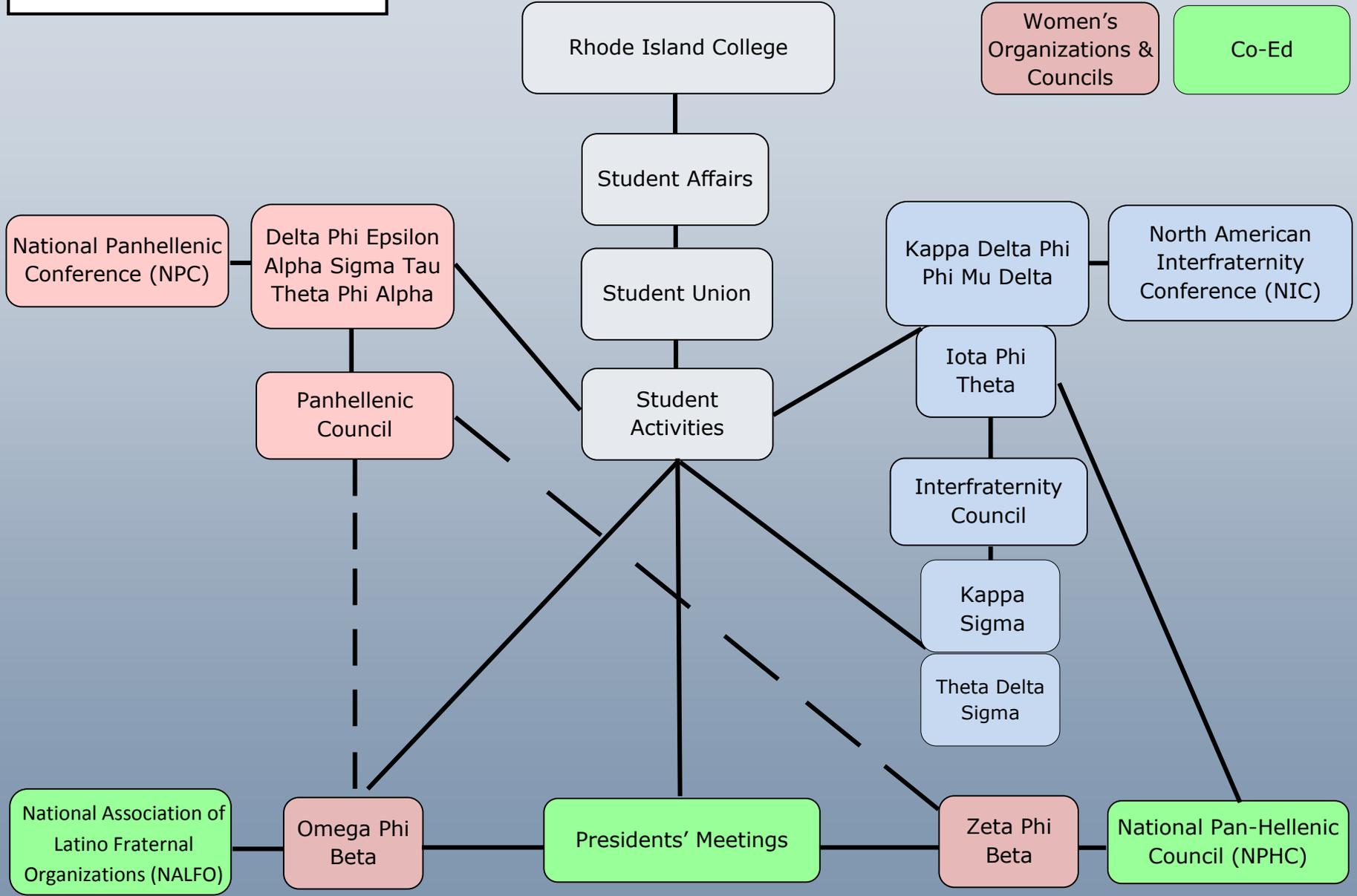
The purpose of the Interfraternity Council is to promote the interests of member fraternities, fraternal life, and foster collaborations between fraternities, councils, student organizations, and the college.

The member organizations are:

- Iota Phi Theta
- Kappa Delta Phi
- Phi Mu Delta

## 2.4 Greek Life Organizational Chart

RIC Administration	Men's Organizations & Councils
Women's Organizations & Councils	Co-Ed



## **3. ORGANIZATION RECOGNITION & REQUIREMENTS**

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It is necessary for the Recognized Greek Organizations to have group requirements and standards to be considered active on RIC's campus and through national recognition. This includes a roster size determining how many individuals are active within an organization each semester, academic requirements with minimum GPAs for organizations based on national and chapter standards, and a list of rights and responsibilities for the chapters and the college.

### **3.1 TYPES OF RECOGNITION**

Any social Greek organization with a selective membership process must obtain College recognition through the Student Activities Office in the Student Union to use campus facilities and function on the campus. This recognition is conditional and exists at the authorization of the Dean of Students and/or the Greek Life Advisor. There are two types of recognition on Rhode Island College's campus for Greek organizations:

1. Recognized Greek Organization
2. Recognized Interest Group

A current list of Recognized Greek Organizations may be found on RIC's Greek Life website: [http://www.ric.edu/student\\_activities/greekLife.php](http://www.ric.edu/student_activities/greekLife.php)

#### **3.1.1 Recognized Greek Organization**

This is an organization that has been granted all rights, privileges, obligations, and appropriate use of College resources as a fraternity or sorority. These organizations must be affiliated with and recognized by a national organization.

#### **3.1.2 Recognized Interest Group**

This is a temporary status, during which time a newly-formed group of interested potential members, group of transferred members of an organization, or a re-establishing chapter must attempt to meet the requirements for Recognized Greek Organization status. To achieve this status, the group must submit the appropriate paperwork to the Office of Student Activities and meet membership requirements as outlined in **Section 3.6: Expansion Policy** below. Exceptions or extensions may be granted by the Office of Student Activities.

### **3.2 RHODE ISLAND COLLEGE GREEK LIFE RELATIONSHIP STATEMENT**

The earliest record of a social Greek-lettered organization at Rhode Island College is from 1927. Since then, there have been years with a number of these organizations recognized on campus, and years where none have been present at all. The college made a re-commitment to Greek Life in *Vision 2015: Rhode Island College Strategic Plan for 2010-2015* and began the current iteration of the program in fall 2011.

In a continued effort to move Greek Life forward, we present the *Rhode Island College Greek Relationship Statement*. This document was created based on input from fraternity and sorority leaders and advisors during the 2014-2015 academic year and similar documents from other institutions. The purpose of the document is to outline the rights and responsibilities of both the chapters and the college.

#### **3.2.1 Chapter Rights and Responsibilities**

Fraternity and sorority chapters and colonies have the following rights and responsibilities:

- To provide a positive, ethical, and safe experience for their potential, new, and active members that upholds high academic standards
- To select their own members based on chapter and national standards while following non-discriminatory practices
- To be self-governing organizations with the assistance of the Greek, faculty/staff, and alumni advisors
- To use the college's name in association with the organization and its activities
- To register their organization annually
- To provide documentation as requested, including but not limited to: rosters, anti-hazing agreements, grade waivers, intake forms, etc.
- To actively participate in their respective governing council
- To participate in programs hosted by Greek Life and their respective governing council
- To participate in philanthropic and service events in the community
- To support other chapters and their members by upholding the spirit of Greek Unity
- To carry their own liability insurance
- To uphold the policies and procedures outlined in the *Student Handbook*; the *Greek Life Office Manual*; the appropriate governing council constitution and bylaws; and individual national and chapter bylaws

### 3.2.2 College Rights and Responsibilities

Rhode Island College has the following rights and responsibilities:

- To provide a positive, ethical, and safe experience for potential, new, and active members that upholds high academic standards
- To employ a staff person whose responsibility includes general advising and oversight of chapters and governing councils
- To provide leadership development and educational opportunities for Greek members
- To meet with chapter and council presidents on a mutually determined basis
- To support and promote Greek life at the college
- To provide the services and resources available to all student organizations recognized by the Office of Student Activities
- To inform members about policy changes, and allow participation in the policy creation process when possible and appropriate
- To maintain membership and GPA records
- To facilitate partnerships between chapters/councils and other campus offices and external agencies
- To maintain a transparent partnership with chapters' headquarters staffs

### 3.3 ROSTER SIZE

For recognition at Rhode Island College, each fraternity and sorority must maintain a minimum of four active members at all times or the minimum requirement from their inter/national organization. Any Greek organization that is colonizing or chartered prior to Fall 2014 will have until the end of Spring 2016 to be at or above the roster minimum. All colonies beginning during or after Fall 2014 will need to be at the minimum roster size to be recognized.

Should an organization's membership fall below the roster minimum, they will have two semesters to recruit and educate active members. The Office of Student Activities will work with the

inter/national designee or regional representative to complete new member education. It is the responsibility of the inter/national or regional representatives to initiate, plan, and conduct all aspects of the New Member Education program. Failure to do so will result in a loss of college recognition.

### **3.4 ACADEMIC REQUIREMENTS**

Recognized Greek Organizations with a cumulative GPA is below a 2.50 will be placed on academic probation with the Office of Student Activities. During that time, the Scholarship Chair (or similar position) and President will work directly with Greek Life Advisor to create and implement an academic plan for the organization. The organization will have a designated time (typically no more than 2 semesters) to bring the cumulative GPA to a 2.50 or above. Failure to do so could result in the organization's loss of college recognition. If the inter/national organization has higher academic requirements or regulations on active status, the organization must follow the higher of the two for GPA and rules on active status.

The Greek Life Advisor will calculate the organization's cumulative GPA based on active members' GPA information and determine the status of the organization for the following semester. Organizations may contact the Greek Life Advisor ahead of time to put together a plan if they feel their group is in jeopardy of being on academic probation for a semester. Academic probation could include a loss of rights and increased responsibilities and requirements. This is determined on a case-to-case basis by the Greek Advisor, Student Union/Student Activities staff, and the Dean of Students.

### **3.5 FAILURE TO COMPLY**

If a Recognized Greek Organization, Recognized Interest Group, or Recognized Greek Club fails to comply with the Active Member Requirements, Academic Requirements, or the Rights & Responsibilities listed, the Greek Life Office with the College may decide to put the group on probation which could lead to loss of recognition by the College. The terms of the probation will be decided on an individual basis dependent upon the violation.

### **3.6 EXPANSION POLICY**

Rhode Island College has recognized the importance of Greek organizations to its campus. However, the College also acknowledges many organizations have a process before coming onto a college/university. RIC wants to make organizations aware that there is a policy new organizations must follow to expand. The information provided will describe the beginning process for Greek Interest Groups to become a Recognized Greek Organization on RIC's campus. Below, please find the information needed to submit to Student Activities/Greek Life in order to become a Greek Interest Group.

- **Visit the RIC Greek Life website to obtain the forms:**
  - [http://www.ric.edu/student\\_activities/greekLife.php](http://www.ric.edu/student_activities/greekLife.php)

### **3.7 STATEMENT ON UNRECOGNIZED OR BANNED ORGANIZATIONS**

Students are prohibited from affiliating with unrecognized or "underground" organizations that have been permanently removed by the College. Affiliation includes joining, rushing, pledging, or being involved in any activity that would be association with being a member of the organization. Students who affiliate with unrecognized organizations may be subject to judicial action.

Recognized Greek Organizations and Interest Groups are prohibited from associating with unrecognized organizations. This includes co-hosting events either on or off campus. Please contact the Greek Advisor for a list of these organizations.

## **4. INDIVIDUAL MEMBERSHIP EXPECTATIONS**

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### **4.1 FUNDAMENTAL OBLIGATIONS OF MEMBERSHIP IN A FRATERNITY OR SORORITY:**

- I will strive for academic achievement and practice academic integrity.
- I will respect the dignity of all persons; therefore, I will not physically, mentally, psychologically, or sexually abuse or haze any human being.
- I will protect the health and safety of human beings.
- I will respect my property and the property of others; therefore, I will neither abuse nor tolerate the abuse of property.
- I will meet my financial obligations in a timely manner.
- I will neither abuse nor support the use of illegal drugs; I will neither abuse nor support the abuse of alcohol.
- I will know and understand the ideals expressed in my ritual and incorporate them into my daily life.
- I will challenge all my fraternity/sorority members to abide by these obligations and will confront those who violate them.

### **4.2 ACADEMIC REQUIREMENTS**

To be an active member of a fraternity or sorority, a student must meet some preliminary expectations. Consistent with the mission of Rhode Island College, Student Affairs Division, and Greek Life, a student's first priority should be academic success. While a co-curricular experience is a rich and essential component of a student's educational experience at college, it is a privilege to participate in a fraternity or sorority. These expectations for membership are also consistent with the individual organization's expectations as well.

All active members will give permission to the Office of Student Activities to verify their cumulative and semester GPAs via signatures on the Academic Release Form or Panhellenic Formal Recruitment Registration Form online. Chapter averages will be compared to the all-students' GPA, and all-men's or all-women's GPA, and shared with regional or inter/national offices, as requested.

All fraternity/sorority members must:

- Be matriculated students at RIC
- Maintain a cumulative GPA of 2.0\* to remain active within the organization
  - Fraternity/sorority members who fall below a 2.0 cumulative GPA will be considered on academically inactive status by the Office of Student Activities. This means a member may continue to be placed on the chapter roster, however, they cannot participate in campus wide fraternity/sorority events, including but not limited to recruitment and new member activities
- Have a semester GPA at or above a 2.0
  - If a chapter member falls below a 2.0 for a semester, but their cumulative GPA is higher than a 2.0, they may remain active in the organization but must attend study hours weekly & follow an academic program designed by their individual organization
  - If the semester GPA is less than a 2.0 two semesters in a row, they will be considered on academically inactive status by the Office of Student Activities and must follow the restrictions outlined above
- Attend the educational program implemented by the Greek Life Advisor each semester

**\*Some organizations have higher GPA requirements. Listed above are the minimum standards and individuals must follow their respective organization's requirements.**

## **5. NEW MEMBER GUIDELINES**

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### **5.1 NEW MEMBER REQUIREMENTS**

Below are the college's requirements for all new members. Some organizations may have stricter GPA or class standing requirements to join.

- Must be matriculated student at RIC
- Must meet the requirements as outlined by each individual organization
- Must have a high school or college cumulative GPA of at least 2.25 (based on a 4.0 scale)
- Must sign an Academic Release Form or register for Panhellenic Formal Recruitment
- If this is their first semester at Rhode Island College, they must also submit their most recent transcript from high school (first-year students) or their last college (transfer students) to the Office of Student Activities
- Grades must be verified by the Office of Student Activities prior to a bid being distributed

### **5.2 NEW MEMBER EDUCATION GUIDELINES**

New Member Education is a pre-scheduled and pre-approved program through which students become active members of a fraternity or sorority. The process of choosing to join a particular organization is that of mutual selection. Eligible students are encouraged to learn as much as they can about each organization before they chose one to join.

### **5.3 NEW MEMBER EDUCATION PERMISSABLE ACTIVITIES**

The following list offers examples of new member education activities which are permitted:

- **Instruction in the History and Philosophy of the Organization**
  - The role of Greek organizations in higher education, relationship of chapters to national or regional groups, financial responsibilities, scholarship, alumni relations, chapter management, brotherhood/sisterhood, group behavior/communications, leadership and life skills, and respect for self and others.
- **Community Service Programs**
  - Funding-raising events for non-profit organizations & charities, academic tutorials or study groups, volunteer mentorship of underclassmen, youths and children, etc.
- **Cultural Programs**
  - Sponsorship of speakers, workshops or seminars or social events to promote respect for others, social justice, and diversity.
- **Social Programs and Recreational Activities**
  - Dances, athletic/non-athletic games, parties and other forms of social events that promote a sense of friendship and group camaraderie, and which are conducted in a responsible manner.
- **Meetings**
  - Periodic required business meetings of the new member class, where attendance at such meetings is a reasonable requirement and does not interfere with class, study,

or sleep time, and is intended to promote group development, accomplishment of legitimate projects, and teach group leadership and organizational skills.

**Always remember: Conduct & Common Sense.**

- Respect for the College and our community is essential. Opportunities for building relationships between students and the community are encouraged. Students are required to conduct themselves responsibly. No new member activity or intake education instruction should disturb the quality of life in residence and dining halls or the quality of education in academic or administrative buildings.
- Common Sense should prevail. If in doubt about an activity, consult with the Dean of Students, Greek Life Advisor, or the Office of Student Activities.

## **6. CHAPTER EVENTS**

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An event may be deemed as a Greek event if any of the following criteria are proven:

1. Event is paid for by the organization with organization funds.
2. Event is endorsed by the organization.
3. The governing boards have knowledge of the event.
4. 50% of the organization's membership is in attendance.
5. The average RIC student would associate the event with the Greek organization in question.

Events which occur on campus should be shared with the Greek Life Advisor. These events do not need approval from the Greek Life Advisor, but should be included in the organization's semester calendar. Examples of events on campus include:

1. Community Service
2. New Member Activities
3. Chapter Meetings
4. Recruitment / Rush Activities
5. Philanthropic / Charity Fundraisers
6. Co-sponsored activities with other student organizations

All events must follow the *Fraternal Information and Programming Group Risk Management Policy* found at <http://www.fipg.org>.

## **7. ADVISOR INFORMATION**

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### **7.1 GREEK LIFE ADVISOR**

The Greek Life Advisor is the appointed staff member at Rhode Island College who oversees social Greek organizations.

### **7.2 FACULTY/STAFF ADVISOR**

Every student organization at Rhode Island College is required to have a faculty or staff advisor, whose function is to serve as a mentor, guide, and support to the group. It is important that the organization's leadership meet with the advisor to discuss the organization's goals, plans, and activities. The below list is a general outline of the responsibilities of both the advisor and student organization leadership, which will help to clarify each individual's duties.

### 7.2.1 Advisor Responsibilities

- Meet with the organization at least two (2) times per semester & participate in meetings
- Serve as a resource for individual members and organizations and assist with the compliance of the College's handbook as well as *Greek Life Policies & Procedures Manual*
- Ensure the organization is focusing on their academic endeavors
- Confirm the chapter is working to fulfill the chapter's requirements to remain in good standing with RIC and inter/national headquarters
- Assist with goal development
- Refer students to useful College and external resources
- Attend organization events
- Help to mediate conflicts between group members
- Serve as a positive role model and motivator
- Mentor students as they develop into mature and engaged members of the RIC community
- Attend workshops sponsored by the Office of Student Activities, and Student Community Government, Inc.

### 7.3 USEFUL ADVISOR RESOURCES

- Dunkel, N. W. & Schuh, J. H. (1998). *Advising student groups and organizations*. San Francisco, CA: Jossey-Bass
  - \*Student Activities has a copy of this book which can be loaned to interested student organization advisors.
- ACPA: College Student Educators International *Commission for Student Involvement Advisor Manual*: <http://www.myacpa.org/comm/student/documents/acpaadvisormanual.pdf>
- Morrell, E. (2006). Advising student organizations: Strategies for establishing and maintaining successful student/advisor relationships. *Campus Activities Programming*, Nov/Dec 2006, 22-25. Retrieved from: <http://www.k-state.edu/osas/advisor/Nov%2006%20Advising%20Student%20Orgs.pdf>
- Dunkel, N. W. The responsibilities of advising a student organization. *NASPA's NetResults 2003-2004*. Retrieved from: <http://www.bu.edu/sao/advisor/documents/NorbDunkelarticleTheResponsibilitiesofAdvisingStudentOrganization.pdf>

## 8. POLICY VIOLATIONS AND SANCTIONS

Occasionally, the Office of Student Activities and/or the College are presented with information in which a chapter's perceived non-compliance with college policies is called in to question. The Office of Student Activities and/or the College may respond to this information in a number of ways, including, but not limited to, an informal inquiry process, a judicial hearing, and/or legal action.

### 8.1 INFORMAL INQUIRY PROCESS

An informal inquiry process is a useful tool, enabling the College to determine the authenticity of the information received and whether a situation warrants further investigation. This informal process also allows the College to quickly dispense with unfounded complaints or accusations.

During the course of an informal inquiry, a representative from the division of Student Affairs may ask to speak with various members of the campus community, including, but not limited to, current and/or prospective members of the fraternity/sorority community. The purpose of this meeting shall be to seek information relevant to the subject matter of the inquiry. Students are obligated to cooperate with the inquiry. Appropriate documentation of the inquiry will be kept in the chapter's file in the Office of Student Activities. At all times, the College reserves the right to proceed with a formal investigation of the matter.

## **8.2 FORMAL INVESTIGATION PROCESS**

In the event a chapter is found to have violated a council, office, and/or college policy, the chapter may go through a formal investigation through the appropriate council's judicial procedure and/or the college's investigation process.

### **8.2.1 Council Policy Violations**

Any council policy infraction will be adjudicated through the council's outlined judicial procedure.

### **8.2.2 Office Policy Violations**

Office policy infractions may be adjudicated by the appropriate council. Depending on the severity of the infraction, the college may also investigate the violation. In the case of a college investigation, the council's judicial board may also investigate the violation through their judicial procedure and submit a recommendation to the college prior to the completion of the college's investigation. The college's process for investigating violations of the Student Conduct Code can be found in the *Student Handbook* (<http://www.ric.edu/studentlife/handbook.php>).

### **8.3.2 College Policy Violations**

Violations of the college policy will be investigated through the process outlined in the *Student Handbook* (<http://www.ric.edu/studentlife/handbook.php>). The council's judicial board may also investigate the violation through their judicial procedure and submit a recommendation to the college prior to the completion of the college's investigation.

The College reserves the right to have a chapter bypass a council investigation for instances when the violation is severe and/or contains sensitive information.

### **8.3.4 Informing of Sanctions and Appeals**

A chapter's sanctions will be outlined in a formal letter. A copy will be kept in the chapter's files in the Office of Student Activities.

A chapter may appeal their sanction through the process outlined in the council's judicial procedures and/or the *Student Handbook* (<http://www.ric.edu/studentlife/handbook.php>).

## **8.3 REGIONAL AND INTER/NATIONAL ORGANIZATION SANCTIONS**

Office of Student Activities and/or the College will communicate changes in a chapter's disciplinary status with fraternity and sorority regional and inter/national governing boards via documentation copied to the chapter's president. Additionally, it is typical and encouraged that a chapter's change in status with the regional and inter/national governing council be shared with the Office of Student Activities and/or the College.

If the chapter has disciplinary sanctions required or applied by the regional and inter/national board due to their own judicial sanctioning or charges, Office of Student Activities/Greek Life Office and/or the College will assist in enforcing such sanctions on campus. This is to ensure the chapter will receive the consistent and necessary support to ensure their growth and progress.

## **9. ANTI-HAZING POLICIES**

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### **9.1 STATE OF RHODE ISLAND HAZING LAW**

The term "hazing," as used in this chapter, shall mean any conduct or method of initiation into any student organization, whether on public or private property, which willfully or recklessly endangers the physical or mental health of any student or other person. Such conduct shall include, but not be limited to, whipping, beating, branding, forced calisthenics, exposure to the weather, forced consumption of any food, liquor, beverage, drug, or other substance, or any brutal treatment or forced physical activity which is likely to adversely affect the physical health or safety of the student or any other person, or which subjects the student or other person to extreme mental stress, including extended deprivation of sleep or rest or extended isolation.

### **9.2 PENALTY FOR HAZING – CIVIL LAW**

Any organizer of, or participant in, an activity constituting **hazing** as defined in subsection, shall be guilty of a misdemeanor &, upon conviction, shall be fined not more than five hundred dollars or punished by imprisonment for not less than thirty days nor more than one year, or both.

### **9.3 RHODE ISLAND COLLEGE ANTI-HAZING POLICY**

Hazing means any conduct or method of initiation, into any student organization that willfully or recklessly endangers the physical or mental health of any person. This conduct shall include, but not be limited to, whipping, beating or branding, forced calisthenics, exposure to the weather, forced consumption of any food, liquor, beverage, drug or any other substance, extended deprivation of sleep or rest or extended isolation, degrading or humiliating activities or public stunts, quests, treasure hunts, scavenger hunts, road trips or the like, the wearing of publicly, apparel which is conspicuous and/or actions that are likely to adversely affect the physical/mental health or safety of any person.

## **10. RHODE ISLAND COLLEGE ILLEGAL HARASSMENT POLICY**

In accordance with its Policy of Nondiscrimination, Rhode Island College prohibits sexual harassment and harassment on the basis of race, color, creed, national or ethnic origin, religion, disability, age, sexual orientation, gender identity or expression, or citizenship status.

Sexual harassment is a form of gender discrimination and is a violation of State and Federal law. Sexual harassment is defined to include unwelcome sexual advances, requests for sexual favors or other verbal or physical conduct of a sexual nature. Such conduct is prohibited when the behavior is directed to an individual because of his or her gender and (1) when submission to such conduct is made either explicitly or implicitly a term or condition of instruction, employment or otherwise full participation in College life; (2) submission to or rejection of such conduct is considered in evaluating a person's academic work or job performance; or (3) such conduct has the purpose or effect of interfering with a person's academic or job performance or creating a sexually intimidating, hostile, or offensive working or educational environment.

Complaints about illegal harassment will be responded to promptly. Retaliation against an individual bringing a complaint of illegal harassment constitutes a violation of College policy as well as state and federal law. An individual found guilty of illegal harassment or retaliation, or any individual who initiates a fraudulent claim of harassment, shall be subject to disciplinary action.

All persons who believe that they are or may have been victims of illegal harassment are encouraged to seek resolution promptly through the established informal and formal procedures of the College as set forth in the Complaint Resolution Policy (<http://www.ric.edu/administration/complaintRes.php>).

Individuals seeking information regarding illegal harassment may consult with any of the following offices or individuals for advice and assistance. A list can be found here: <http://www.ric.edu/administration/list.html>. Those who have been witness to illegal harassment should report their observations as well.

All employees of Rhode Island College are expected to make every effort to ensure that students and fellow employees are not subjected to any form of sexual or other illegal harassment. This effort may be formal or informal, depending on the circumstances.

Students who engage in illegal harassment off College premises at College related activities will be subject to discipline in accordance with the Student Conduct Code (see Student Handbook: <http://www.ric.edu/studentlife/handbook.php>).

Confidentiality will be respected during all complaint procedures to the degree the procedure will allow. However, if an employee or student wishes to bring a complaint and remain anonymous, the ability of the College to respond may be limited.

The Affirmative Action Office has institutional responsibility for monitoring the College's compliance with applicable state and federal laws prohibiting discrimination in the form of illegal harassment.

College officials receiving complaints of illegal harassment should report the same to the Affirmative Action Office so that effective monitoring of illegal harassment incidents can take place.

Students and employees shall retain their right to seek resolution for alleged illegal harassment by filing a complaint with responsible state and federal civil rights agencies:

R.I. Commission for Human Rights  
180 Westminster Street, 3rd Floor  
Providence, RI 02903  
Tel: 401-222-2661  
<http://www.richr.ri.gov/frames.html>

Equal Employment Opportunity Commission (EEOC)  
John F. Kennedy Federal Building  
475 Government Center  
Boston, MA 02203  
(617)565-3200  
<http://www.eeoc.gov/boston/charge.html>

## **11. RHODE ISLAND COLLEGE ALCOHOL POLICY**

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**From the Rhode Island College Student Handbook:** Alcohol is prohibited in all Rhode Island College residence halls and surrounding areas.

**Purpose:** Recognize, supplement, and support the laws of the State of Rhode Island, the policies of Rhode Island College, and the goals of the Office of Residential Life & Housing.

**Statement:**

1. The laws of the State of Rhode Island will be upheld.
2. In accordance with the educational philosophy of Rhode Island College and to maintain an environment conducive to reasonable study and living conditions, the following Residential Life & Housing regulations are stated and will be upheld:
  - A. Alcoholic beverages and related paraphernalia are prohibited in the residence halls. No persons will be permitted to store, consume, or possess alcoholic beverages in the residence halls and surrounding areas. This includes common areas (main lounges, laundry rooms, study lounges, etc.), suites, rooms, lawns, courtyards, parking lots, stairs, and elevators.
  - B. This policy also includes empty alcohol beverage containers that are found anywhere in the residence halls or surrounding areas. Any containers that are found will be disposed of, including those that the resident may consider decorative in nature. Since a staff member cannot be sure whether empty containers are decorative or not, all alcohol containers that are found will result in an alcohol documentation for the resident(s).
  - C. This policy also pertains to open containers, including cups, open bottles, and cans. These items will be confiscated and disposed of by a Residential Life & Housing staff member and the incident will be documented.