

GUIDELINES GOVERNING SOCIAL GREEK LETTER ORGANIZATIONS

STATEMENT

Xavier University of Louisiana recognizes the following organizations as Social Greek Letter Organizations on its campus:

Fraternities:

Alpha Phi Alpha Fraternity, Inc.
Kappa Alpha Psi Fraternity, Inc.
Omega Psi Phi Fraternity, Inc.
Phi Beta Sigma Fraternity, Inc.

Sororities:

Alpha Kappa Alpha Sorority, Inc.
Delta Sigma Theta Sorority, Inc.
Sigma Gamma Rho Sorority, Inc.
Zeta Phi Beta Sorority, Inc.

I. REQUIREMENTS FOR MAINTAINING A CHARTER

It must be understood that each organization is subject to the rules, regulations, review and decisions of the University, Office of Student Affairs, Center for Student Involvement, and the Student Government Association. If an organization violates any of the provisions of its charter statement, constitution, or the regulations of the University, its charter may be revoked. Revoking of a charter by the University, Office of Student Affairs, SGA, or National Office, results in the loss of rights and privileges to the organization and its members on this campus.

The University believes that the primary purpose of fraternities and sororities is to offer service and leadership to stimulate scholastic achievement and wholesome social relationships. The University expects all fraternities and sororities to present themselves with dignity and respect for the total campus and the community. The University further expects that (1) activities will be carried out in such a way that they do not interfere with academic work, proper decorum, or any responsibility the student has to his personal dignity and to the University; (2) initiation activities will be conducted during such times and in such places approved by the Office of Student Affairs and must not interfere with classes, comfort, academic pursuits of other students, and regularly scheduled programs of the University; (3) meetings and social activities of fraternities and sororities must be cleared and approved in the same manner as all other organizations, meetings and activities; and (4) activities sponsored by a Xavier Chapter of a Greek Letter Organization held off campus, must file a clearance form with the Center for Student Involvement of their intent, giving time, place etc. Parties sponsored by Social Greek Letter organizations are **not** allowed off campus.

To merit continued existence, an organization must:

1. substantially fulfill the purpose for which it was chartered;
2. be an active member of the Xavier University Chapter of the National Pan-Hellenic Council;
3. maintain at least ten (10) active members. This requirement may be reconsidered by a request from the organization to the Vice President for Student Affairs in consultation with the Pan Hellenic Council Advisors;
4. maintain a cumulative chapter average GPA of 2.0 or above each semester;
5. submit updated roster and Chapter Officer contact information, each semester, and any other information requested by the Office of Student Affairs, the Center for Student Involvement, and the SGA.

Each organization and member must maintain a minimum 2.00 cumulative and semester grade point average or above to remain active. Failure to maintain a 2.00 grade point average or above could result in suspension of the organization and possible revocation of its university charter. Greek Letter Organizations are subject to and must adhere to policies and regulations governing all student organizations and students. Any changes must be approved by the Office of Student Affairs.

II. CHAPTER MEMBERSHIP REQUIREMENTS

Each Organization must submit the names of its membership, whether active or inactive, to the Office of Student Affairs and to the Pan Hellenic Council semesterly. It is also the policy that members of each organization who are inactive with their National/Regional office are inactive on this campus and therefore prohibited from any form of participation in the chapter's or National Pan Hellenic Council's activities. If any organization allows inactive members to participate in its activities, the organization may be declared inactive and further disciplinary sanctions may be imposed.

Any member whose semester average is less than 2.00 or on academic or disciplinary probation, he/she is automatically ineligible for active membership and/or participation until his/her status is officially changed by the Office of Student Affairs.

Members of Social Greek Lettered organizations may be an active member of a college chapter for only six undergraduate semesters after the semester of initiation (transfer students included). If a student becomes inactive due to academic and or disciplinary reasons, those semesters are included in the six semesters.

Off campus Greeks cannot participate at Xavier University, for any reason unless approved by the Pan-Hellenic Council and the Office of Student Affairs. Members from other schools are not given recognition on this campus and are therefore excluded from official affiliation and activity with the chapters on this campus. The Office of Student Affairs has the final authority in these matters.

A. Chapter Officer Requirements

To be eligible for a chapter office, a member must:

1. be a full-time student
2. be financially active, both Chapter, Regional and National levels
3. have a cumulative and semester average of 2.75 or above
4. have at least a 2.75 average the semester prior to being elected
5. not under any other academic or disciplinary sanctions
6. If elected, the same requirements must be met to continue in office

B. Advisor Council

The Advisors of ALL the Social Greek Lettered organizations comprise the Advisors Council. The Advisor's Council serves in an advisory role to the Office of Student Affairs. In some cases, they may be called upon to be judges at Greek shows as well as assist in the discipline of officers, members and chapters whether socially, academically, etc.

The Office of Student Affairs in consultation with the Council of Advisors reserves the right to grant active status to those individual members and chapters if extenuating circumstances exist. However, granting changes in these guidelines will be seldom and with a majority vote by the Council of Advisors. However, the Offices of Student Affairs reserve the right and have the final ruling in ALL Greek matters.

C. Neophyte Academic Requirement

All new initiates into a fraternity or sorority must have at least a 2.80 semester and cumulative average at the end of the semester of initiation, to maintain status. Any new initiate who fails to achieve at least a 2.80 grade point average both semester and cumulative will remain **inactive** until a 2.80 semester and cumulative grade point average or above are achieved. It does not matter the length of time that the new initiate is enrolled. He/She will not be considered active until both semesters and cumulative grade point average have exceeded a 2.80.

Persons who fail to obtain a minimum 2.80 at the end of the semester of initiation will be inactive and ineligible for chapter participation until he/she acquires a semester and cumulative average of 2.80.

In the case of a senior who graduates without meeting the above requirement, he/she will be listed as never having been active.

III. NEW MEMBER INTAKE AND INITIATION

PLEASE NOTE: It is not the desire of Xavier University, the Xavier University Chapter of the National Pan Hellenic Council or the Office of Student Affairs to satisfy each Social Greek Lettered Organization's Chapter or Individual desires, because they are many and varied. However, the University works in collaborative efforts with the organization when possible.

Organizations are prohibited from discriminating against a student based on race, religion, creed, personal handicapped, color, or national origin.

The Office of Student Affairs has the final word in all matters related to Greek Life.

A. Chapter Intake Pre-Requirements

1. Submit a roster of all current active and inactive members (including 900# and Xavier email)
2. Have an up-to-date Certificate of Liability Insurance on file with the University
3. All active organization members must have completed any Title IX and Anti-Hazing trainings required by the University
4. Participate in Meet the Greeks program
5. Organization must have satisfied all financial obligations to NPHC

B. University New Member Requirements

All Prospective Members must meet the following criteria:

1. Be an actively enrolled student at the University
 - a. Organizations are prohibited from initiating students from other Universities
 - b. An aspirant must be a full-time student to participate in the Intake Process (i.e., carrying at least 12 hours). The dropping of a class or classes during the Intake Process must be reported immediately to the Office of Student Affairs.
2. Hold a minimum cumulative GPA of 2.80 (must be verified by the Office of Student Affairs)
 - a. Summer School grades and hours prior to the semester before Intake will not be considered
 - b. Eligibility for Intake during the Fall Intake Period is determined by the grade point average the aspirants had at the close of the previous Spring Semester
3. Have successfully completed 29 credit hours
 - a. Transfer students must have completed at least one full semester at the University in addition to meeting the credit hours requirement
4. Received clearance from the Student Conduct Officer
5. Successfully complete XU Leads Emergent by the date of Meet the Greeks for the semester of intake

C. Intake Period

The intake period is considered the timeframe from the chapter's Informational to the Neophyte Presentation. All chapters **MUST** conduct Membership Intake each Fall semester unless otherwise prohibited by respective organization(s) or the Office of Student Affairs.

The organization's advisor must be present during each phase of the Intake Period.

1. Information regarding Prospective Member Information Sessions/Informational must be submitted to X-Connect for approval at least two weeks prior to the event and must remain visible until the start of the event
 - a. Please note: Prospective Member Information Sessions will only be approved during the semester of intake
2. A list of Prospective Members must be submitted via email prior to the beginning of interviews
 - a. This list should include the Prospective Members' University ID number and email address
 - b. This list will be used to verify satisfactory GPAs and disciplinary records for intake
3. A list of accepted Prospective Members must be submitted to the Director of Greek Life prior to education sessions
4. The chapter's approved intake timeline/calendar must be submitted via email prior to the beginning of education sessions
 - a. Must include date, time, and location of all education sessions
 - b. All initiation activities shall take place on campus unless otherwise approved by the Office of Student Affairs.
5. A final list of New Members must be submitted by the Graduate Advisor no later than 24 hours after the completion of initiation

During the Intake Process, there must not be the slightest hint that the prospective is in any phase of the Intake Process with the organization. Any organization or member of the organization who violates these rules will face losing its charter and other severe disciplinary actions by the Office of Student Affairs. Any prospective who participates in any activity which will suggest that he/she is in the Intake Process (i.e. including but not limited to dressing alike, dressing up, walking in lines, addressing "big brothers", "big sisters", not talking while on campus, participating in any off-campus activities/meetings with members of the organization, parading, chanting, etc.) will face severe disciplinary action by the Office of Student Affairs. There shall not be any group meetings, step practices, service projects, or fund raisers during any phase of the Intake Process, unless approved by the Office of Student Affairs. Only active members of the Xavier Chapter of the organization and advisors are to be present during any phase of the Intake Process. Only the Office of Student Affairs can make exceptions to any of the stated guidelines.

It is the responsibility of the chapter officers, members, and advisors to review all Greek Guidelines with aspirants and neophytes for them to understand the Greek Guidelines.

D. Neophyte Presentation Show

The Neophyte Presentation Show is the final phase of the Intake process. Any organization conducting in that academic year that fails to participate in the Neophyte Presentation Show, may be considered inactive for the remainder of the academic year by the Office of Student Affairs.

Chapter Advisors must review all Presentation Shows prior to the performance to ensure that the performance does not violate the University guidelines, and/or considered standards of decency. Disciplinary actions will be strictly enforced if these violations are not adhered to.

Each organization that conducts Membership Intake must participate in the Neophyte Step Show. There shall not be any exceptions

IV. HAZING

Pursuant to the authority granted by the University Board of Trustees, the University makes the following pronouncement of HAZING:

Xavier University of Louisiana strictly prohibits hazing in any form whether physical or mental as a term or condition of membership in Social Greek Lettered Organizations. Hazing is illegal and a crime in most jurisdictions. Aspirants to the organization should participate only in the sanctioned Membership Intake

process of the organization and the University. Aspirants must not agree to submit to hazing to obtain organization membership.

Pledging has been officially abolished as a means of obtaining membership in Social Greek Lettered Organizations and pledge "lines" have been officially abolished. Aspirants must not submit themselves, or agree to, any membership intake activities prohibited by the National Organization and/or University Guidelines. Members of Social Greek Lettered to require any aspirant to engage in prohibited membership activities.

ANY FORM OF HAZING IS STRICTLY FORBIDDEN and may result in the Suspension or Expulsion of the individual(s) from the University in violation of these guidelines.

For the full Xavier University of Louisiana Anti- Hazing Policy, please review the latest Student Handbook.

A. Definitions

HAZING - The word hazing, is any action taken or situation created, directly or indirectly, however communicated, involving or resulting in abusive physical contact or mental harassment to an aspirant, whether on or off the University campus, designed to or the result of which is to produce mental or physical discomfort, embarrassment, harassment or ridicule.

PARTICIPANTS - members or aspirants who take part in hazing and those who sanction or give prior approval to hazing and observers

OBSERVERS - those who are present during the incident or who know or come to know of the hazing by personal knowledge, investigation or being told of the hazing by those who took part in hazing, and who fail to report the same to their advisors and the Office of Student Affairs

ASPIRANTS - persons who have been officially cleared for Membership Intake or Initiation into the organization or those known to have documented or other interest in the organization

MEMBER - all persons initiated into an organization whether active or inactive

Such activities and situations include, but are not limited to:

- hitting, paddling, punching, pinching or slapping;
- continuous tapping on the person, etc.;
- running laps or performing calisthenics for extended periods of time
- maintaining uncomfortable positions;
- eating or swallowing unpleasant substances (i.e. dog food, hot sauce, tobacco, vegetable oil or any other substances, designed or used to produce nausea or a similar effect);
- alcoholic beverage consumptions designed to create drunkenness, etc.;
- leading an aspirant on a leash or any similar objects;
- drug use of any kind;
- physical or psychological shocks;
- application of ointments or other substances to the body designed to create a burning or similar effect;
- wearing clothing which is conspicuous and not normally in good taste;
- engaging in public stunts and buffoonery;
- being forced to purchase items for members;
- servitude for members or their families;
- degrading or humiliating games and activities;
- late work sessions whether suggested, demanded or coerced, which interfere with scholastic activities or a prospective's normal activity;
- death marches, of any kind;

- and any other activities which are not consistent with either University policy or regulations, and the laws of the local, state or federal government.

B. Class Attendance

Aspirants are expected to attend classes and participate as normal. No Intake activity or obligation shall interfere with an aspirant's academic or University obligation. Class absences will result in immediate investigation.

C. Penalties

1. If it is determined that Intake Guidelines have been violated, and/or hazing encouraged at any activity by an organization, the following sanctions could be applicable:
 - a. The Graduate Chapter may be called in to complete the Intake Activity and suspension or expulsion of the chapter from this campus and suspension or expulsion of the parties involved
 - b. Suspension from the University for at least one year, or expulsion and criminal charges in most cases (i.e. injury, etc.)
2. Being a participant in hazing violations while an officer of a chapter; permitting or encouraging hazing or other violations by chapter member or members from other chapters will result in:
 - a. suspension from the University indefinitely or expulsion, and criminal charges, in most cases. (i.e. injury, etc.)
 - b. suspension of the chapter from campus indefinitely or expulsion in most cases
3. Being an observer and failure to report violations will result in strict disciplinary sanctions
4. The aspirants who have knowledge in any hazing acts and who do not report it to the Office of Student Affairs incidents of Hazing or other Violations, will Face Disciplinary sanctions. (Suspension from the University for not less than one year.)

D. Other Penalties:

1. Cost for damage to University property because of Intake activities shall be assessed to the organization or individuals. Furthermore, all Intake activities and the chapter will be suspended until such cost is paid in full
2. In all matters concerning violations, the President and Intake Chairperson shall be held responsible. Failure to report violations (in writing) will result in disciplinary action being taken

E. Off-Campus Members or Inactive Chapter Members

1. Intake meetings shall be considered closed meetings. It is required that only active members of the campus chapter, official graduate chapter advisors, or active graduate chapter members approved by the advisor and the Office of Student Affairs shall attend, or participate in Intake meetings, unless prior approval has been requested by the advisor and approved by the Office of Student Affairs.
2. Members from other chapters, former chapter members or inactive chapter members are prohibited from attending all Intake meetings.
3. The chapter advisor shall assume responsibility for the conduct of all persons accepted herein.
4. Members from other schools or chapters have No rights to participate on this campus.
 - a. Chapter officers and members are responsible for its off-campus members' behavior as it relates to the guidelines, while on this campus or in connection with chapter activities.

5. Inactive members from other chapters or the campus chapter are prohibited from participation in all Intake activities.

F. Termination of a Prospective Member

1. Any student submitted on this list, who does not complete the intake process is required to meet with the Director of Greek Life upon exiting the intake process
 - a. The student will be asked to submit a statement explaining why he or she will no longer be continuing with the intake process
2. An organization's intake process may be paused by the University in the event of an overwhelming number of students exiting the intake process

HAZING VIOLATIONS WILL RESULT IN THE SUSPENSION OF ALL INTAKE ACTIVITIES PENDING AN INVESTIGATION BY THE OFFICE OF STUDENT AFFAIRS AND/OR THE UNIVERSITY HEARING COMMITTEE, IF NECESSARY. VIOLATIONS WHICH ARE SUSTAINED WILL RESULT IN THE SUSPENSION OR EXPULSION FROM THE UNIVERSITY OF ALL INDIVIDUALS AT FAULT, INCLUDING THE PROSPECTIVE WHO COOPERATES, AND THE ORGANIZATION. IN ALL EXTREME CASES, THE UNIVERSITY WILL PURSUE CRIMINAL AND CIVIL CHARGES AGAINST GUILTY PARTIES AND ORGANIZATION.

NOTE: THE PENALTIES FOR PLEDGE ACTIVITIES WILL BE THE SAME AS THOSE FOR HAZING. THERE SHALL BE NO PLEDGING AND NO HAZING.

V. THE PANHELIC COUNCIL

Each Organization is required to be an active member of the council, if it is to be active with the University which is composed of representatives from each Social Greek Letter organization. Before the Pan-Hellenic Council and Social Greek Lettered Organizations can be considered active, each Pan-Hellenic Office must be filled. The Council functions to develop a spirit of cooperation and fellowship among its members. It is responsible for coordinating and monitoring Greek activities. It provides a channel through which the organization may make a united and constructive approach to Greek life on campus. All matters relating to or concerning Greek life, including Greek Shows, is within the jurisdiction of the Council, with the Office of Student Affairs having the final say. It is subject to the rules and regulations governing all student activities by the University and the Student Government Association.

VI. GENERAL CAMPUS RULES

- A. Stepping, Strolling, and Chanting:
 1. Is not permitted on the 1st Floor of the University Center
 2. Is not permitted in academic spaces
- B. Event Advertising
 1. All physical posters, flyers, and other advertising must be approved by the Office of Student Affairs. Posting or advertising any events, on or off-campus that denotes alcohol, drugs, sex or in otherwise poor taste is strictly prohibited
 - a. Violations could result in the immediate cancellation of the event and disciplinary sanctions levied against the organization and/or its members. If there is doubt concerning the content of the posting and/or advertising, contact the Office of Student Affairs for final approval
 2. Events should be published on X-Connect and the Check In app should be utilized to track engagement and attendance
- C. Space Reservations

Space reservations must be submitted by a recognized chapter advisor to the Office of Student Affairs. Students are not permitted to request space. This ensures that advisors are aware of student events and programs.

All spaces on campus must go through the reservation system. This includes all indoor and outdoor spaces on campus.

D. Visiting Greeks

When members of Greek Letter Organizations are visiting this campus, they must abide by the same guidelines as members of the Xavier Community. They may not be aware of Xavier's guidelines. It would be helpful if members of Xavier's Greek Letter Organizations would assist in helping to inform them of the guidelines. As a courteous gesture, University officials may ask Xavier's Greeks to inform the visitors of the university guidelines, when possible.

E. Office of Student Affairs

It is impossible to have rules and regulations for every circumstance that may occur with Social Greek Letter Organizations. In cases where there is not a specific rule that corresponds with a certain occurrence, the Office of Student Affairs has the broad and final authority in all such matters.

F. Disciplinary Sanctions

A censure is an official written notification to a member(s) that his/her/their behavior is unacceptable and inappropriate. Any further misconduct will result in the evaluation of his/her/their status as a member(s) of said organization at Xavier University of Louisiana.

Disciplinary probation indicates to a member(s) that his/her/their behavior has/have not met certain standards expected of a member(s) or the organization at Xavier. The member(s) or organization is excluded from participation in privileges or extracurricular Greek related or social activities on or off campus as set forth his/her/their disciplinary probation. He/She is prohibited from being elected to a university office and must relinquish any office he/she holds. Involvement in further misconduct subjects the student to suspension or dismissal from the University.

The Office of Student Affairs reserves the right to alter the terms of disciplinary probation based upon individual and/or organization sanctions.

1. **Suspension** prohibits a member and/or organization from participating in social and/or Greek related activities for a designated period. Organizations and/or member(s) suspended must petition for reinstatement after the suspension through the Office of Student Affairs and Student Conduct.
2. **Dismissal** - This disciplinary sanction terminates a member(s) and/or organization for an indefinite period.
3. **Expulsion and removal of charter** is a permanent release from the University without the privilege of reinstatement.

Student Organizations will not be allowed to have events at off-campus sites where alcohol is served. Any groups found in violation of this directive will face disciplinary sanctions up to revocation of charters. Using the name of the organization and excluding the chapter (that is issued to Xavier University) will not be an exception to this directive. Off-campus groups will not be allowed to advertise on campus if alcohol is served.

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