Fraternity and Sorority Chapter Recognition Standard
The University of North Carolina at Chapel Hill

I. Introduction

The University of North Carolina at Chapel Hill (the "University") Fraternity and Sorority Life community offers undergraduates a fraternal experience that complements the mission of the University. The University recognizes that fraternal organizations have been an integral part of the campus community since 1851 and support their continued role in enhancing the quality of the Carolina student experience and making contributions to present and future generations of students. This Recognition Standard (the "Standard") expresses the commitment of the University to support the fraternity and sorority community in our shared goals: to challenge and educate students in the areas of integrity, commitment, accountability, leadership, cultural awareness, personal and group development, scholarship, and civic service and responsibility.

This Standard affirms the relationship between the University and its recognized fraternity and sorority chapters, including their respective inter/national organizations. When fraternities and sororities function in accordance with their stated missions and values, the entire University community can benefit from their student leadership, involvement, and service. With this, the privilege of recognition as fraternal organizations to exist in affiliation with the University brings with it a high level of responsibility.

Fraternity and sorority chapters are private, legal entities, existing independently from the University. They are financially independent and are responsible for the operation and management of their own financial accounts or may manage University accounts funded by student fees. The Chapter and the University acknowledge and agree that the Chapter is not an agent, servant, or employee of the University, and neither has authority to act for the other nor commit the other to any activity, transaction or agreement. The University does not supervise, direct, or control the Chapter's activities; provided, however, the University does control its own facilities, resources, and property, and to the extent that the Chapter seeks to use the University's facilities, resources, or property to conduct its private activities or affairs, the Chapter may be subject to additional terms and conditions governing their use. Chapter alumni, House corporations, and inter/national and regional organizations are also incorporated separately from the University and exist independently.

The Chapter understands and agrees that the University, the State of North Carolina, and its current or former trustees, employees, and agents will not be liable for injuries or harm caused to anyone in connection with or arising out of the Chapter's activities, except to the extent that injuries and damages arise from the negligence of the University, the State of North Carolina, or its current or former trustees, employees, or agents. Nor will the University, the State of North Carolina, or its current or former trustees, employees, and agents be liable for any of the Chapter's contracts, torts, or other acts or omissions, or those of the Chapter's directors, officers, members, advisors, staff, activity participants, or any other persons associated with the Chapter. The Chapter understands and agrees that neither it nor its directors, officers, members, advisors, staff, activity participants, or any other persons associated with the Chapter are protected by the University's or the State of North Carolina's insurance policies or self-insurance plans, and that the University and the State will not provide any legal defense for the Chapter or any such person in the event of any claim against any of them.
II. General Provisions

This Standard, with the Instrument of Student Judicial Governance, University Alcohol Policy, the COVID-19 Community Standards, the Policy on Non-Discrimination for Student Organizations, the Policy on Prohibited Sexual Harassment Under Title IX and Policy on Prohibited Discrimination, Harassment and Related Misconduct, Student Organization Handbook, and other University policies, outline the requirements for recognized fraternities and sororities at the University. Violations of these requirements will be adjudicated through the appropriate procedures defined in the relevant policy. The Chapter's compliance with this Standard is a prerequisite to being granted the Benefits of Recognized Fraternal Organizations, as set forth below.

III. Benefits of Recognition

The University recognizes social fraternities and sororities that are affiliated with an inter/national organization. Local social fraternities or sororities may be recognized under this Standard if they affiliate with one of the four campus Greek councils. Academic, honorary, service-based, and other non-social Greek letter organizations may be recognized through the University's standard student organization recognition process.

Recognition affords fraternities and sororities all of the rights, privileges, and resources available under this Standard, as follows:

A. Chapter Support

a) Use of the University's name, identity, and marks when approved in writing by the University
b) Use, by reservation, of specified University facilities, property, services, and equipment, in compliance with the Facilities Use Policy
c) Access to Fraternity and Sorority Life ("FSL") advisors for marketing, communication, and student support and inclusion in FSL marketing materials and web/social media presence
d) Access to alumni records in order to communicate with chapter alumni
e) Assistance from FSL and University partners in fulfilling academic expectations, including assistance with academic improvement plans when necessary
f) Assistance from FSL and University partners in procuring and delivering leadership training and educational workshops, as well as providing general advisement, publicity, and marketing assistance; program planning; and development of resource materials.
g) Training and support to alumni and other advisors regarding University policies, procedures, and fraternity and sorority chapter advisement
h) Participation in an annual leadership training retreat(s) to address the leadership transition of all chapters

B. Community Support

a) Membership within a governing council which provides opportunities for leadership development, networking, education, philanthropic support, formalized meetings within the community, and more
b) Ability to run for leadership positions on the executive boards for Interfraternity Council ("IFC"), Multicultural Greek Council ("MGC"), National Pan-Hellenic Council ("NPHC"), and Panhellenic Association ("PHA")
c) Opportunity to participate in the council (IFC/MGC/NPHC PHA) accountability process as documented in council constitutions and bylaws
d) Participation in community-sponsored events (recruitment, speakers, etc.)
e) Social functions with other recognized chapters
f) Access to resources for membership recruitment

C. Advisor Support

a) Services and communication to inter/national (local) headquarters including meetings with visiting consultants and providing pertinent information to headquarters staff
b) Bi-annual meetings and trainings for alumni
c) Quarterly meetings for Chapter advisors and house corporation presidents
d) Training and support for Live-In Advisors and House Directors
e) Resources and advising for Chapter operations

IV. Additional Responsibilities of the University

The University commits to the following for all fraternities and sororities, including their alumni and inter/national organizations, that are recognized by this Recognition Standard:

a) Provision of advisement, regular communication, and support for all chapters from staff in FSL.
b) Recognition of the governance of the IFC, MGC, NPHC, and PHA and provision of training regarding relevant University policies and protocols for officers of these organizations at least once per year.
c) Assistance in promoting the benefits of membership in fraternities and sororities to prospective and incoming students.
d) Facilitation of annual reviews for compliance with University policies and practices
e) Support, upon request, for chapter development activities, such as providing an evaluation of an individual chapter’s progress for the chapter members, alumni board, and inter/national associations in terms of fulfilling its role of leadership, service, and education for members.
f) Provision of advising in planning programmed events on or off campus.
g) Provision of a grade report for all members of the chapter to the respective chapter representatives upon submission of FERPA-compliant authorization forms executed by chapter members.
h) Provision of access to alumni records in order to communicate with chapter alumni.
i) Promotion of campus resources and collaboration with other campus departments to provide programming opportunities focused on leadership, diversity education, sexual violence prevention, health promotion strategies, career development, or other relevant topics.
j) Assistance from FSL (including coordination of support from other campus partners) in fulfilling academic expectations, as well as communication regarding any unmet academic expectations and assistance with academic improvement plans when necessary.

V. Responsibilities of Recognized Fraternities and Sororities

The University’s initial and continued recognition of each fraternity and sorority chapter is conditioned upon compliance with the following requirements by the chapter and its members:
(See Appendix A for more information regarding University Policies)
a) Follow and abide by all federal, state, and local laws, including those governing the operation of a chapter facility and property.
b) Comply with lawful requests from police, fire safety officials, EMS, State ALE officials, and requests consistent with applicable University policies from University officials.
c) Abide by The Instrument of Student Judicial Governance including but not limited to its provisions on Hazing and Drug Violations.
d) Abide by the Alcohol Policy.
e) Abide by the Policy on Prohibited Harassment, Discrimination, and Related Misconduct (PPDHRM) and Policy on Sexual Harassment Under Title IX.
f) Abide by the Policy on Non-Discrimination for Student Organizations.
   a. To be eligible for official recognition from the University—and the privileges that accompany official recognition—a student co-curricular organization must abide by the following:
      i. Membership and participation in the organization must be open to all students without regard to age, color, gender, gender expression, gender identity, genetic information, national origin, race, religion, sex, or sexual orientation. Membership and participation in the organization must also be open without regard to sex or gender, unless exempt under Title IX.
      ii. Student organizations that select their members on the basis of commitment to a set of beliefs (i.e., religious or political beliefs) may limit membership and participation in the organization to students who, upon individual inquiry, affirm that they support the organization’s goals and agree with its beliefs, so long as no student is excluded from membership or participation on the basis of the student’s age, color, gender expression, gender identity, genetic information, national origin, race, religion, or sexual orientation or, unless exempt under Title IX, the student’s gender or sex.
g) Adhere to their Inter/National Organization risk management policies. In the event a recognized organization does not have an inter/national organization risk management policy, organizations will adhere to risk management and social event policies as provided in the UNC-CH Student Organization Handbook and as applicable through the University Alcohol Policy.
h) Maintain active membership with the IFC, MGC, NPHC, or PHA, and further agree to abide by the constitution, bylaws, rules, and regulations of its applicable governing council.
i) Retain an advisor who is a current University faculty or staff member and a chapter advisor (who may be an alumni or non-alumni member) to serve as primary contacts for FSL, as well as for other University officials. Chapters are encouraged to have additional advisors who can support the chapter operations and facility, if applicable. If a faculty/staff advisor vacates the position, the chapter is required to identify a new advisor no later than 60 days from the date of the position vacancy. Advisors should:
   • Be informed about University policies, rules, regulations, and responsibilities.
   • Support the chapter's compliance with the conditions of the University's Recognition Standard.
   • Meet at least annually, and on an “as-needed basis,” to review chapter performance and progress.
   • Regularly attend executive and chapter meetings.
   • Serve as a resource regarding University, Council, and inter/national organization policies.
   • Advise the chapter on recruitment, risk management, house management (if applicable), membership development, initiation, and social/philanthropic/financial matters.
- Partner with the University to address concerns related to the performance and conduct of the chapter and notify FSL in a timely manner of any concerns regarding chapter activities that could affect the health and safety of chapter members or other members of the University community.

j) Meet or exceed a chapter-wide single-semester average Grade Point Average (GPA) of 2.5 for the most recent semester. Chapters that do not maintain this GPA will be placed on academic probation by the University, which prohibits all social programming where alcohol is present, and requires organizations to work with FSL staff to develop and implement an academic improvement plan. (Note: Exceptions to this GPA requirement may be made at the discretion of the Vice Chancellor for Student Affairs or their designee, particularly for chapters that are newly formed and still actively working to increase membership or for chapters that have modest membership and show good-faith efforts, and specific plans, to address progress toward the GPA standards.)

k) Abide by the UNC-CH Performance Based Recruitment Policy, requiring chapters to maintain or exceed a 3.0 average GPA in order to recruit first year, first semester students.

l) Ensure that all members sign a FERPA-compliant written release of information provided by the University to permit release of their grades and GPA information, as well as confirmation of enrollment and credit minimums, to the chapter.

m) Consistent with the UNC-CH Student Organization Handbook, a majority of chapter members must be currently enrolled UNC-CH students.

n) Provide FSL an up-to-date, complete, and accurate roster of all current and new members by October 1 and April 1 of each semester, as well as contact information for the chapter officers, Advisors, and House Corporation president and leadership, as applicable.

o) Ensure, in partnership with FSL, that any potential new members who have completed at least one semester at the University have achieved at least a 2.5 cumulative GPA before an offer of membership is extended.

p) Submit a recruitment and new member education plan to FSL annually, inclusive of key dates, learning objectives, and operational goals. Chapters are not expected to include private ritual information.

q) In partnership with FSL, conduct at least one University-approved education and prevention training or workshop each year for all appropriate chapter leadership on the following topics:
   - Chapter risk-management (hazing prevention, alcohol and other drug prevention, and sexual assault prevention)
   - Organizational Leadership
   - Recruitment and New Member Education

r) In partnership with FSL, conduct at least one University-approved education and prevention training or workshop each year for chapter members on the following topics:
   - Hazing
   - Alcohol and drug use and abuse
   - Sexual violence prevention
   - Health and mental health
   - Diversity, equity, and inclusion

s) Any fraternal organization that owns a residence will maintain a clean and orderly environment inside the chapter house that is conducive to student health and welfare and a tidy and well-kept chapter exterior and grounds to reinforce Carolina’s commitment to being a good neighbor to our Chapel Hill community members.

t) Any fraternal organization that owns a residence will adhere to all city and county requirements regarding physical entry and egress from the chapter house, as well as any
structural/temporary changes to the building, property, or surrounding area that would create a potential safety hazard to students, University community members, or emergency responders.

u) Any fraternal organization that owns or leases an officially recognized chapter residence must participate in the Fire Safety Program. This includes completing an annual fire drill for the chapter house, maintaining an accurate and up-to-date escape plan that is reviewed annually by the Chapel Hill Fire Department and that is publicly posted and readily available for all members, and having the chapter house inspected twice annually by the Chapel Hill Fire Department (with a copy of the report provided to FSL by December 1 of each year). Chapter house managers must attend mandatory fire and safety training each semester and be present for the entire duration of the fire and safety inspection.

v) In partnership with FSL, educate chapter members on the terms and requirements of this Standard.

w) Notify FSL in a timely manner regarding organizational incidents of hazing, drug violations, serious bodily injury, sexual misconduct, and bias.

x) Maintain compliance with the University requirements for “Associated Entities” including the following insurance requirements:
   a. General and liability insurance (at least $2M general aggregate and $1M per occurrence liability policy, listing the University as “additional insured”)
   b. If applicable, property insurance (commensurate with property value)

VI. Non-Compliance

a) In the event that a chapter believes the University has violated the terms of this Standard, a chapter may submit a written request for a meeting with the Vice Chancellor for Student Affairs (or designee) in order to resolve the issue.

b) In the event that a chapter is alleged to have violated the terms of this Standard, the Vice Chancellor for Student Affairs (or designee) will convene a meeting with the chapter president, advisor, and inter/national organization leadership in order to resolve the issue through an appropriate remedy. Remedies may include, but are not limited to, written warnings, reprimands, educational programming and other remedial action plans, probation, temporary organizational suspension, or loss of recognition. The Vice Chancellor may include other individuals in this meeting who may be relevant to addressing the matter. This meeting does not preclude the submission of a report of any alleged violation of University policy, corresponding to the appropriate reporting, investigation, and adjudication protocols for that policy.

c) If non-compliance with this Standard involves a potential violation of University policy, the issue will be referred to the appropriate adjudication body (e.g., The Honor Court) before any remedy is fashioned. Allegations of non-compliance will be reported to the inter/national organization, with a request for collaborative action and support.

d) If non-compliance results in the loss of recognition of the chapter, the University shall notify the national/international parent organization that the chapter is no longer recognized by the University. Chapters wishing to gain recognition or re-recognition following a loss of recognition shall follow the University policies in place at the time of the request to gain recognition. Inter/national organizations are invited to partner with the University to establish an intent to return after a designated period of time.

e) In the event of an urgent health or safety matter involving the organization, the Chapter will be referred to the Emergency Evaluation and Action Committee, consistent with the procedure outlined in the University’s EEAC policy. As delegated by the Vice Chancellor for Student Affairs, the EEAC may immediately take action upon the Chapter to pursue interim measures or
administrative remedies that are reasonable and appropriate under the circumstances, including, as necessary, interim suspension of the chapter. Notice of any such suspension or other action will be sent to the chapter president, advisor, and inter/national organization. In cases involving an immediate suspension or other action due to an urgent health or safety matter, the Vice Chancellor for Student Affairs (or designee) will convene a meeting within 3 business days with the chapter president, any relevant major officers, and the chapter advisor in order to address the issue. Following this meeting, the Vice Chancellor (or designee) may either: (1) lift the interim suspension or discontinue the other action(s); or (2) pursue the appropriate remedy or conduct process for student organizations as outlined in the Instrument of Student Judicial Governance or other policies while maintaining the interim suspension or other action. The Vice Chancellor may include other individuals in this meeting who may be relevant to addressing the matter.

f) There may be instances in which a time-limited pause in activities (e.g., social events, new member recruiting events) for the FSL community or councils within the FSL community may be required (e.g., loss of a life). Such a pause is not intended to disrupt the day-to-day operations (chapter meetings, facility management, etc.) of a chapter unless absolutely necessary. The University will not impose community-wide restrictions to address specific behavioral concerns or allegations involving an individual chapter.

g) Either party reserves the right to suspend or terminate this Standard for violation or breach of the terms.
   a. In the event that a chapter suspends this Standard, the University shall withdraw recognition of that fraternity or sorority, on either a temporary or permanent basis.
   b. In the event that the University suspends this Standard, the University shall withdraw recognition of that fraternity or sorority, on either a temporary or permanent basis.

VII. Term of this Standard

This Standard shall be effective January 1, 2023 until such time as it is amended, suspended, or terminated.
Appendix A. Fraternity and Sorority Life Policies & Procedures Manual

Table of Contents

I. Introduction

II. University Policies
   A. University Alcohol Policy
   B. University Policy on Non-Discrimination for Student Organizations
   C. The Instrument of Student Judicial Governance (Honor Code)
   D. University Policy on Prohibited Harassment, Discrimination, and Related Misconduct
   E. University Policy on Prohibited Sexual Harassment Under Title IX
   F. FSL Performance Based Recruitment Policy
   G. UNC-CH FSL Recognition Standard
   H. Other Policies

III. Fraternity and Sorority Life Procedures
   A. Heel Life Registration
   B. Chapter Rosters
   C. Recruitment and Intake
   D. Event Registration

I. Introduction

This document is an informational "one stop shop" for chapters, councils, advisors, and inter/national headquarters staff to access highlighted policies and procedures relevant to fraternity and sorority chapter operations at Carolina. The Policies and Procedures Manual was reviewed and approved by the Vice-Chancellor of Student Affairs Office, Fraternity and Sorority Life Staff, campus partners, and chapters/advisors/alumni of Carolina. It is subject to change at the discretion of the University. The procedures and resources set forth in this manual, along with the Instrument of Student Judicial Governance, University Alcohol Policy, and the Policy on Prohibited Discrimination, Harassment and Related Misconduct Including Sexual and Gender-Based Harassment, Sexual Violence, Interpersonal Violence and Stalking outline the expectations for recognized fraternities and sororities at UNC-Chapel Hill with the goal of FSL to assist and support chapters in meeting standards and desired goals.

II. University Policies

A. University Alcohol Policy
The Alcohol Policy of The University of North Carolina at Chapel Hill ("Policy") is designed to support the larger mission of the University, and to promote the values of honor and integrity, personal responsibility, dynamic learning, and community engagement. Through incorporation of a public health perspective, this Policy strives to cultivate an educational environment that encourages healthy and responsible behaviors, fosters academic and personal success, supports student, staff and faculty retention – including support for non-punitive self-seeking behaviors, and promotes the safety and well-being of all members of the University community. This Policy also seeks to foster a campus culture in which all members of the University community have a meaningful awareness of this Policy and of the resources available to address alcohol misuse.

B. University Policy on Non-Discrimination for Student Organizations

To be eligible for official recognition from the University - and the privileges that accompany official recognition - a student co-curricular organization must abide by the following:

Membership and participation in the organization must be open to all students without regard to age, race, color, national origin, disability, religious status or historic religious affiliation, veteran status, sexual orientation, gender identity, or gender expression. Membership and participation in the organization must also be open without regard to gender, unless exempt under Title IX.

Student organizations that select their members on the basis of commitment to a set of beliefs (e.g., religious or political beliefs) may limit membership and participation in the organization to students who, upon individual inquiry, affirm that they support the organization's goals and agree with its beliefs, so long as no student is excluded from membership or participation on the basis of his or her age, race, color, national origin, disability, religious status or historic religious affiliation, veteran status, sexual orientation, gender identity, gender expression, or, unless exempt under Title IX, gender.

C. The Instrument of Student Judicial Governance (Honor Code)

Hazing - Instrument of Student Judicial Governance Section II. C. d

Hazing that causes or permits an individual, with or without consent, to engage in activities that subject that individual or others to risks of physical injury, mental distress, or personal indignities of a highly offensive nature, in connection with recruitment, initiation, or continued membership in a society, fraternity or sorority, club, or similar organized group, whether or not recognized by the University.

Note: If you believe an organization/any chapter member is hazing or you know someone who is being hazed, it is your responsibility to report it to the University.

The Hazing referral form can be accessed via:


D. University Policy on Prohibited Harassment, Discrimination, and Related Misconduct
The University is committed to providing a safe, diverse, and equitable environment to all members of the Carolina community. This policy addresses acts that are contrary to these values. These acts include discrimination, harassment, sexual assault or sexual violence, interpersonal (relationship) violence, sexual exploitation, stalking, and retaliation.

E. University Policy on Prohibited Sexual Harassment Under Title IX

The University is committed to providing an inclusive and welcoming environment for all members of our community. The University values safety, diversity, education, and equity and is firmly committed to maintaining a campus environment free from Sexual Harassment. This Policy is grounded in Title IX of the Education Amendments Act of 1972 and its implementing regulations. Allegations of Sexual Harassment, including Sexual Assault, as well as Interpersonal Violence and Stalking not meeting the definitions of this Policy will be addressed the University's Policy on Prohibited Discrimination, Harassment and Related Misconduct.

F. FSL Performance Based Recruitment Policy

Those fraternities and sororities seeking to recruit, pledge, and offer membership to first-year, first-semester students shall meet the following requirements:

- Meet or exceed an average semester GPA of 3.0 (current or cumulative GPA)
- Offer a Spring semester joining opportunity
- Provide new member transition/orientation educational programming in partnership with FSL

G. UNC-CH FSL Recognition Standard

The UNC-CH Recognition Standard with FSL Chapters lays out additional Chapter expectations for maintaining University recognition.

H. Other Policies

Student organizations at UNC-Chapel Hill, including Fraternities and Sororities, are expected to adhere to all applicable institutional policies. Those listed above are not an exhaustive list, but do represent those most frequently relevant for recognized social fraternities and sororities. FSL staff can provide additional policy links and advisement upon request.

III. Fraternity and Sorority Life Procedures

A. Heel Life Registration

Each organization is responsible for registering their organization on Heel Life each academic year. It is up to the organization to ensure the appropriate chapter leadership is added as an administrator to their Heel Life page to ensure all communication is being received. If you do not
register your organization on Heel Life, you will not be a recognized student organization at UNC-Chapel Hill for the upcoming academic year. Please see FSL or Student Life and Leadership for questions and concerns regarding Heel Life registration.

NPHC/MGC must complete registration in the fall semester and IFC/PHA must complete registration in the spring semester within the applicable deadlines set forth by SLL.

https://carolinaunion.unc.edu/departments/student-life-leadership/student-organizations/registration

B. Chapter Rosters

Each organization is responsible for updating and maintaining a current roster on their Heel Life portal page. New members must be added to the roster after each recruitment and intake process. Members who disassociate, are financially expelled, graduate, etc. must be removed from your roster to ensure accurate numbers and data are being communicated to FSL.

Here is a how-to for managing rosters on Heel Life: https://engagesupport.campuslabs.com/hc/en-us/articles/115001617606-Roster-Walkthrough

C. Recruitment and Intake

- The Panhellenic Association (PHA), the Interfraternity Council (IFC), with the guidance of FSL, determine the formal and informal recruitment periods for the fall and spring semester.

- The organizations overseen by the National Pan-Hellenic Council (NPHC) and the Multicultural Greek Council (MGC) determine individually when they will conduct intake assuming all FSL requirements have been completed and met. This process will be completed with the assistance of the advisory board and/or graduate chapter.

- If organizations extend a bid for membership to a new member who does not meet the minimum GPA requirements, FSL will notify the council and chapter and work through process.

- In the event recruitment or intake events start without prior approval of FSL, the organization will be referred to the respective governing council’s judicial board and/or graduate chapter/regional leadership.

- All new members are required to sign and submit an Anti-Hazing and Grade Release Forms.

- All chapters must follow and adhere to their inter/national office’s required new member education program.

- FSL staff will work with council Presidents to set dates for fall and spring semesters to make sure that they are completed within 8 weeks.

Please refer to the council constitution and bylaws for more recruitment/intake information

https://www.uncpanhellenic.com

https://www.IFCUNC.com
D. Event Registration

FSL strongly encourages chapters to register all of their events on FSL Heel Life page under forms. Event registration allows FSL staff to provide resources and advisement to chapters as they plan events.

https://heellife.unc.edu/organization/ofsl

The type of events to register include:

- “Late Night Parties” (on campus)
- Social events at 3rd Party Vendors
- Sisterhood/Brotherhood/Siblinghood
- Philanthropy/Community Service
- Educational Initiative/Program/Workshop
- BYOB Social Events at a Chapter Facility or other private residence