

**Phi Delta Epsilon  
International Medical Fraternity  
Bylaws**

Last Updated July 25, 2015

**Title I: International Organization**

**Article I: Membership**

**Section 1. Classification of Members**

Active Membership – Active members are those who have been duly initiated and are current in all financial obligations to the Fraternity. Active members can be premedical student, medical student, or graduate members.

Alumni- Alumni members are those members who joined a premedical chapter and graduated from college but did not attend medical school.

Inactive- All previous medical school initiates who do not meet the requirements of active membership are inactive members and are ineligible to hold office or receive benefits of membership.

**Section 2. Resignation/ Suspension/ Expulsion**

a. Any member of the Fraternity may voluntarily withdraw from the Fraternity in writing to the Executive Board of the Fraternity. Their membership shall be classified as resigned.

b. Any premedical member not continuing membership in Phi Delta Epsilon throughout his/her undergraduate career is considered expelled from the Fraternity.

c. The Fraternity may, by two-thirds vote at any meeting, after a hearing, suspend any member or affiliate until the next meeting for violations of any provisions of the Constitution and Bylaws of this Fraternity.

d. The Fraternity may, by three-fourths vote at any meeting, expel any member for willful or negligent violations of any provisions of the Constitution and Bylaws of this Fraternity. Before a member may be expelled from membership in this Fraternity, the Executive Board shall send to the said member due notice thereof, in writing. This said notice shall contain a statement of the alleged violations and the advice that the member is on suspension pending official action after a hearing thereon at the next scheduled meeting of the Fraternity.

## **Article II: Officers and Directors**

The Officers of the Fraternity shall be a President and Immediate Past President. The Executive Board shall be comprised of the Fraternity Officers, a Premedical Student Representative, a Medical Student Representative and 6-8 Members at Large. Members at Large and student representatives shall be nominated by the President and approved by the Executive Board. The President shall be nominated by a committee of Past Presidents and approved by the executive board one meeting prior to the biannual International Meeting. The PhiDE Foundation President, the PhiDE Foundation Treasurer, and the CEO of the Fraternity shall be ex-officio members of the Executive Board.

The Executive Board will hold meetings for the conduct of Fraternity business. In the interim between meetings, business coming before the Executive Board may be conducted via regular mail, facsimile, electronic mail, telephone, or any other method accepted by a simple majority of the Board. Each elected member of the Executive Board shall be entitled to one vote.

Should the office of President become vacant, the Immediate Past President shall take the responsibilities of Presidency, to serve for the unexpired term until which time new elections can take place. The President may serve two consecutive terms for a total of four years in office.

## **Article III. Description of Officers and Duties**

### **Section I. Officers**

#### **a. The President shall:**

- a. Preside at the Fraternity Business Meetings as the chair person of the Executive Board
- b. Coordinate and supervise the activities of the Executive Office with the CEO
- c. Serve as an ex-officio member on all committees
- d. Serve as the official representative of the Fraternity
- e. Appoint board members
- f. Approve honorary and individual membership

#### **b. The Immediate Past President shall:**

- a. Oversee the publications of the Fraternity
- b. Perform the duties of the President in his/her absence

**Section II. The Chief Executive Officer** is selected and hired by the Executive Board and shall:

- a. Manage and oversee the business of the Fraternity in coordination with the President
- b. Serve as an ex-officio member of the Executive Board
- c. Approve all Fraternity publications

- d. Enter into contracts on behalf of the Fraternity with the approval of the Executive Board
- e. Review all Fraternity receipts and deposits
- f. Collect and disburse all Fraternity funds and prepare the budget for presentation
- g. Need not be a member of the Fraternity

#### **Article IV. Election and Term of Office**

All officers shall be elected by a majority vote of the Executive Board. Elections may be conducted via electronic or mail-in ballot. The term of office shall be two years. All officers will assume the duties of the office at the close of the Annual Spring Business Meeting or July 1, whichever is earlier, of the appropriate year.

#### **Article V. Qualifications for Office**

All officers shall be active members, with a minimum of five years of membership, in Phi Delta Epsilon Medical Fraternity. Student Representatives shall be active within their chapter for at least one term.

#### **Article VI: Executive Administration**

The CEO may hire personnel or consultants to conduct the business of the Fraternity with approval of the Executive Board. Any expense exceeding \$1000 requires approval from both the CEO and President.

#### **Article VII: Meetings**

The Fraternity shall meet at least annually, unless the Executive Board deems it unwise. The time, length of meeting, and place shall be determined by the Executive Board.

#### **Article VIII: Government**

##### **Section 1. Governing Body**

The Executive Board shall be the governing body of the Fraternity.

##### **Section 2. Quorum**

A quorum shall consist of a majority of the members present and in good standing.

## **Article IX: Finances**

### **Section 1. Organizational Member Dues**

Annual dues, payable to the Fraternity, shall be determined on an annual basis by the Executive Board.

### **Section 2. Fiscal Year**

The fiscal year shall be from January 1 through December 31, inclusive.

### **Section 3. Delinquency**

Student initiates may join the Fraternity twice a year (fall semester and spring semester). All Members/Chapters shall become delinquent if dues have not been paid within 30 days of the dues deadlines as determined by the CEO.

## **Article XI: Disbursements**

### **Section 1. Banking**

The Executive Board is authorized to designate a depository bank or banks for the funds of the Fraternity, shall determine the manner of withdrawals therefrom, and the officer or officers required to sign checks and to write drafts thereon.

### **Section 2. Reporting**

The CEO shall present a full report to the Fraternity at the Spring Business Meeting, and to the Executive Board as requested, of the revenues, disbursements, assets, liabilities, and equity of the Fraternity.

## **Article XII: Parliamentary Procedure**

*Robert's Rules of Order*, latest revision, shall be the parliamentary authority with respect to all procedures not specifically provided for in the Constitution and Bylaws of the Fraternity.

## **Article XIII: Amendments**

The Bylaws may be amended at any Executive Board meetings by a two-thirds vote of the members present, provided that notice and content of proposed amendment(s) be submitted to the CEO and distributed to members at least thirty (30) days prior to the meeting, at which such amendment(s) is (are) to be considered. Between meetings, proposed amendments may be sent to each Executive Board member, specifying the vote to be returned to the CEO within *ten (10)* days. A favorable vote on three-fourths of the ballots returned by

members shall be necessary for any amendments submitted between meetings; results will be reported.

## **Title II: Premedical/Collegiate Chapters**

### **Article I: Expansion**

**Section 1. Expansion Opportunities.** The Executive Board may grant a charter to any group of post-secondary students at a Fraternity approved college/University currently enrolled in a course of study that leads to qualification for admission (or post-secondary graduates who are actively involved in the application process) to a medical or osteopathic college that is accredited by the American Medical Association, the American Osteopathic Association, or their equivalent. Any colony must abide by the policies and procedures in the current Colonization Manual.

**Section 2. Chapter Name.** Each colony shall be named by their location (state or province) and Greek letter designating the order in which they were founded in their location.

**Section 3. Removal of a Collegiate Colony.** The Executive Board shall have the power, by two-thirds vote, to remove a collegiate colony for reasons deemed appropriate. A notice shall be sent by either hand delivery or certified mail, return receipt requested, to the colony in care of the colony president. The collegiate colony shall have the right to appeal the appropriateness of the decision within 15 days of its receipt of the letter of removal. If no appeal is made, the decision shall stand as rendered.

**Section 4. Installation of a Collegiate Chapter.** When the colony has completed the guidelines set forth by the CEO, a charter shall be issued to the colony and it shall be installed as a collegiate member of Phi Delta Epsilon. The International President, or deputy appointed by the International President, shall install collegiate chapters.

**Section 5. Alumni Members.** Persons who are pledged to collegiate chapters and do not continue to medical school or graduate member status may be Alumni. Alumni may petition the Executive office to remain active internationally for one year after their graduation if taking a year off before medical school. Any students active as alumni may not participate in chapter activities or events, formal or informal.

## **Article II. Collegiate Chapter Membership**

The members of a collegiate chapter shall be the duly initiated members of that chapter who are enrolled as full-time degree seeking students at the college or university where the chapter is located. Members should maintain a GPA of 3.0 or higher.

### **Article III. New Member Selection and Initiation of Premedical Chapter Members**

#### **Section 1. New Member Qualifications**

- A. To join Phi Delta Epsilon on the premedical level, collegians must be presently enrolled as full-time post-secondary students in a course of study that leads to qualification for admission to a medical or osteopathic college that is accredited by the Liaison Committee on Medical Education (LCME), the American Osteopathic Association, or their equivalent. Premedical students must be affiliated with a chapter or colony at their institution.
- B. The minimum cumulative GPA to be considered for membership is a 3.0.
- C. Potential new members are required to attend at least two events to be considered for membership.
- D. Collegians should embody the international values standard for membership listed below:
  - a. Integrity: Embody our Motto: Facta-Non-Verba.
  - b. Passionate: Be Committed to a Medical Career as an MD/DO.
  - c. Talented: Bring something unique and diverse to the Fraternity.
  - d. Dedicated: Be committed to being involved fully in all aspects of the Fraternity.
  - e. Leader: Show leadership potential and the willingness to serve.

#### **Section 2. Chapter Involvement**

- A. Officer participation and attendance is essential and mandatory for all events except in the case of academic requirement or emergency.
- B. Committee Chairs must attend all events except in the case of academic requirement or emergency.
- C. The Recruitment committee is expected to participate in every aspect of planning and implementation in addition to attending all events.
- D. Members are required to attend at least 1/2 of all recruitment events.

#### **Section 3. Recruitment Events**

- A. All recruitment activities are alcohol-free as per our Risk Management Policy.

- B. Chapters are required to host a minimum of three recruitment events including an Information session (not a chapter meeting), social event with member interaction and an invitation-only event.
- C. Chapters are required to have on-line applications for membership. Any potential new member may complete an application. This does not promise an interview or membership. Application deadlines will occur before the invitation-only event.
- D. Chapters must hold interviews.
  - a. Potential New Members who meet the minimum requirement are not guaranteed an interview but those who meet the target standard will be considered.
  - b. Only those potential new members invited to the invitational event may be granted an interview. Additional interviews can be added by consensus of all five officers.
  - c. One officer is required to be present at each interview. No less than two members may be present at each interview and no more than three members may be present, only one potential new member may attend each interview. Preferred interviewers are one officer, one chair and one active member who attended all events.

#### **Section 4. New Member Selection.**

- A. Applications will be available electronically to potential new members by the date of the first recruitment event of the academic term. They will be due to the Vice President of Recruitment electronically at least a day before the invitational event.
- B. Before the invitation-only event, the chapter will host a selection session where every member in good standing is given a paper ballot with each PNM name listed. Only members in good standing and advisors of that chapter may attend this meeting. Through silent and private voting, members may give PNMs a numerical score 1-2-3-4 (one being best and 4 being lowest score) that corresponds with the chapter rubric. All PNMs must be given a score by each member. Additional feedback is accepted via paper submission to the Vice President of Recruitment only.
- C. The Vice President of Recruitment and Recruitment Chair will use these scores to decide what PNMs may attend the invitation-only event. It is suggested that strong consideration be given to the PNMs with the top 50% of scores. Scores will be kept confidential.
- D. After the invitational event, the executive board and recruitment chair will organize the interview schedule.
- E. After all interviews have occurred, the executive board will privately review all candidates for membership. The executive board will have the final vote on each bid with a 3/5 vote being majority. The Vice President of Recruitment shall vote last in all decisions in case

a tie-breaker is needed. These votes will be confidential and fully supported by the entire board when presented to the chapter.

### **Section 5. Legacies**

- A. A legacy is the son, daughter, sister, or brother of a Phi Delta Epsilon member.
- B. When a chapter is made aware or is aware of a verified (by the chapter executive board contacting the Executive Office) legacy participating in the recruitment process, the legacy must be accorded special consideration as a courtesy to the frater. Special consideration is defined as being invited to an interview. If the chapter makes the determination not to consider the legacy for membership, that decision must be approved by the chapter President.

### **Section 6. Affiliation policy**

A member in good standing who transfers from one undergraduate institution and premedical chapter to another undergraduate institution that hosts a Phi Delta Epsilon premedical chapter may affiliate with that chapter once membership status is verified (by the chapter executive board contacting the Executive Office.)

### **Section 7. New Member Education.**

- A. New members should be taught relevant information regarding PhiDE, its Founders, and purpose.
- B. Each chapter shall present their new member education program to the executive office for review and approval each fall.
- C. No members or prospective members can be hazed.
- D. All members will sign an approved membership contract with expectations upon joining the fraternity and every year after.

**Section 8. Initiation.** A member shall be initiated at the time and place set by the chapter provided all of the Fraternity requirements for initiation have been fulfilled. All new members will be initiated in the same term in which they are inducted.

## **Article IV. Collegiate Chapter Meetings**

**Section I. Regular Meetings.** Collegiate chapters shall hold meetings at least once a month to discuss medical-related activities and chapter operations.

**Section II. Order.** Robert's Rules of Order, or Parliamentary Procedure, shall be used.

## **Article V. Elections and Duties of Collegiate Chapter Officers**

**Section I. Election.** The officers of each collegiate chapter shall be elected annually in either November or February as deemed by the Executive Office) from the collegiate membership. All officers shall be installed within 14-28 days of their election.

**Section II. Duties.** The duties of the chapter officers will include but not be limited to the following:

- A. The President shall:
  - i. Preside over all chapter and officer meetings (non-voting member, unless tie) and prepare all agenda items
  - ii. Act as the official representative of the chapter.
  - iii. Be responsible for carrying out the decisions of the chapter.
  - iv. Appoint and disband committees with the aid of the chapter officers.
  - v. Be available upon request to the CEO and chapter membership.
- B. The Vice President of Programming shall:
  - i. Assume the responsibilities of the President in his absence.
  - ii. Oversee all Committees/Chairmen unless otherwise noted in the chapter's bylaws. (Such committees can include social, new member education and medical education.)
  - iii. Provide a report of committee activities at all officer and chapter meetings.
- C. The Vice President of Finance shall:
  - i. Preside over all billing of members.
  - ii. Prepare an annual budget for approval of the officers no later than the second meeting of the term.
  - iii. Regulate the expenditures of the chapter in accordance with the budget.
  - iv. Prepare and distribute a monthly written statement of the chapter finances.
- D. The Vice President of Recruitment shall:
  - i. Preside over all fraternity recruitment activities.
  - ii. Provide programs and resources on recruitment for all chapter/colony members.
- E. The Secretary shall:
  - i. Record all attendance and take minutes at all officer and chapter meetings.
  - ii. Maintain and distribute current phone and email lists of members and officers.
  - iii. Be responsible for all chapter correspondence and property needs.
  - iv. Prepare agendas for all meetings

- v. Review the Constitution and Bylaws annually with the officers.
- vi. Maintain an archive of all chapter minutes.

**Section III. Officer Accountability.** Officers are required to attend all chapter and officer Meetings, be on time, and remain for the duration of the meeting. Officers must uphold the values of the Fraternity. Each fall, officers must complete the International recognition packet for the executive office in order for the chapter to remain in good standing.

### **Article VI. Advisors to Collegiate Chapters**

**Section I.** Each collegiate chapter or colony is required to have at least one faculty advisor and one graduate advisor. Faculty advisors should be employed at the college or university where the chapter is located and do not need to be members of the Fraternity. Graduate advisors should be Graduate members within 50 miles of the college campus and approved by the CEO. If there is no graduate advisor within that area, the chapter is able to ask another graduate to help until a permanent advisor can be located.

### **Article VII Deactivation of a Collegiate Chapter**

**Section I. Reasons.** When a collegiate chapter fails to comply with the conditions stipulated by the International Fraternity or proves without a reasonable doubt to the executive office that it cannot continue to operate, the chapter will deactivate and all operation will cease.

**Section II. Resources.** When a chapter has officially withdrawn from active status, all monies and resources will be sent immediately to the International Fraternity.

## **Title III: Medical Chapters**

### **Article I: Expansion**

**Section 1. Expansion Opportunities.** The Executive Board may grant a charter to any group of students presently enrolled in a medical or osteopathic college that is accredited by the Liaison Committee on Medical Education (LCME), the American Osteopathic Association, or their equivalent. Any colony must abide by the policies and procedures in the current Colonization Manual.

**Section 2. Chapter Name.** Each chapter shall be named by Greek letter (s) designating the order in which they were founded. If a chapter is reactivated, they will assume the designation from the original chapter.

**Section 3. Installation of a Medical Chapter.** When the chapter has completed the guidelines set forth by the CEO, a charter shall be issued to the colony and it shall be installed as a medical school member of Phi Delta Epsilon. The International President, or deputy appointed, shall install chapters.

## **Article II. Medical Chapter Membership**

The members of a medical school chapter shall be the duly initiated members of that chapter who are enrolled as medical students at the college where the chapter is located.

## **Article III. New Member Election and Initiation of Medical Chapter Members**

**Section I. New Member Election.** The members of a medical chapter shall vote to offer membership. All proceedings in membership consideration meetings shall be confidential and kept within the Fraternity.

**Section 2. Initiation.** A member shall be initiated at the time and place set by the chapter provided all the Fraternity requirements for initiation have been fulfilled.

## **Article IV. Elections and Duties of Medical Chapter Officers**

**Section I. Election.** The officers of each medical chapter shall be elected annually from the chapter members in either November or February (as deemed by the Executive Office.) All officers shall be installed within 14 -28 days of their election. Medical chapters shall, at a minimum, have the following officers: President, Vice President of Finance and Secretary/Risk Management Officer and may have additional officers as deemed necessary.

**Section II. Duties.** The duties of the chapter officers will include but not be limited to the following:

- a. The President shall:
  - i. Preside over all chapter and officer meetings (non-voting member, unless tie) and prepare all agenda items
  - ii. Act as the official representative for of the chapter.
  - iii. Be responsible for carrying out the decisions of the Chapter.
  - iv. Appoint and disband committees with the aid of the officers.
- b. The Vice President of Finance shall:
  - i. Preside over all billing of members.
  - ii. Prepare an annual budget for approval of the officers no later than the second meeting of the term.
  - iii. Regulate the expenditures of the chapter in accordance with the budget.
  - iv. Prepare and distribute a monthly written statement of the finances to the officers.

- c. The Secretary shall:
  - i. Record all attendance and take minutes at all officer and chapter meetings.
  - ii. Maintain and distribute current phone and email lists of members and officers.
  - iii. Be Responsible for all chapter correspondence and property.
  - iv. Prepare agendas for all meetings
  - v. Review the Constitution and Bylaws annually with the officers.
  - vi. Maintain an archive of all minutes.

**Section III. Officer Accountability.** Officers are required to attend all chapter and officer meetings, be on time, and remain for the duration of the meeting. Officers must uphold the values of the Fraternity. Each fall, officers must complete the International recognition packet for the executive office in order for the chapter to remain in good standing.

#### **Article V. Advisors to Medical Chapters**

**Section I** Each medical school chapter or colony is required to have at least one faculty advisor and one graduate advisor. Faculty advisors should be employed at the college or university where the chapter is located and do not need to be members of the Fraternity. Graduate advisors should be Graduate members within 50 miles of the college campus and approved by the CEO. If there is no graduate advisor within that area, the chapter is able to ask another graduate to help until a permanent advisor can be located.

#### **Article VI Deactivation of a Medical Chapter**

**Section I. Reasons.** When a medical chapter fails to comply with the conditions stipulated by the International Fraternity or proves without a reasonable doubt to the executive office that it cannot continue to operate, the chapter will deactivate and all operation will cease.

**Section II. Resources.** When a chapter has officially withdrawn from active status, all funds, properties and resources will be sent immediately to the International Fraternity.

### **Title IV: Graduate Clubs**

#### **Article I: Membership**

The members of a graduate club shall be physicians duly licensed to practice medicine in their country of residence or having retired as a duly licensed physician and approved by the Executive Board.

## **Article II. New Member Election and Initiation of Graduate Club Members**

**Section I. New Member Election.** The members of a graduate club shall vote to offer membership. All proceedings in membership consideration meetings shall be confidential and kept within the Fraternity.

**Section 2. Initiation.** A member shall be initiated at the time and place set by the club provided all the Fraternity requirements for initiation have been fulfilled.

## **Article III: Deactivation of a Graduate Club**

**Section I. Reasons.** When a graduate club fails to comply with the conditions stipulated by the International Fraternity or proves without a reasonable doubt to the executive office that it cannot continue to operate, the club will deactivate and all operation will cease.

**Section II. Resources.** When a club has officially withdrawn from active status, all funds, properties and resources will be sent immediately to the International Fraternity.

## **Article IV: Non Club Graduate Members**

Graduate members may be active and not affiliated with a Graduate club. Initiation shall be determined by the Executive Board.

## **Title V: Policies**

### **Article I: Risk Management**

The following risk management policy regarding alcohol and drugs is intended to assist Phi Delta Epsilon in reducing the exposure of the Fraternity by reducing the risk of members acting in a negligent manner. It has been drafted after consultation with a wide variety of persons including attorneys, insurance brokers and staff executives of other professional fraternities.

Phi Delta Epsilon is, above all else, a fraternity which bonds together students and physicians with a common interest in the field of medicine. It is the professional nature of our Fraternity of which we are all most proud but, the fact that we are a fraternity presents societal concerns which we must face in a proactive rather than a reactive manner. We must evaluate our actions in each

of these areas and be prepared to abide by certain responsibilities to prevent negligence.

This policy is not a substitute for individual responsibility by all members of Phi Delta Epsilon and it must be followed in conjunction with any applicable university policies.

### **Section I. Alcohol and Drugs.**

The Fraternity will take responsible and good faith measures to assure that our members abide by law and Fraternity policies and that our actions reflect in a positive way on ourselves and on Phi Delta Epsilon. As stated earlier, none of these actions can provide an adequate substitute for personal responsibility for risk on the part of those who opt to consume or to provide alcoholic beverages.

1. The possession, sale, use or consumption of ALCOHOLIC BEVERAGES, while on chapter premises or during a fraternity event, in any situation sponsored or endorsed by the chapter, or in any event an observer would associate with a fraternity, must be in compliance with any and all applicable laws of the state, province, county, city and institution of higher education, and must comply with either the BYOB or Third Party Vendor Guidelines.
2. No alcoholic beverages may be purchased through chapter funds nor may the purchase of same for members or guests be undertaken or coordinated by any member in the name of, or on behalf of, the chapter. The purchase or use of a bulk quantity of common sources of such alcoholic beverage, e.g. kegs or cases, is prohibited.
3. OPEN PARTIES, meaning those with unrestricted access by non-members of the fraternity, without specific invitation, where alcohol is present, shall be forbidden.
4. No members, collectively or individually, shall purchase for, serve to, or sell alcoholic beverages to any minor (i.e., those under legal "drinking age").
5. The possession, sale or use of any ILLEGAL DRUGS or CONTROLLED SUBSTANCES while on chapter premises or during a fraternity event or at any event that an observer would associate with the fraternity, is strictly prohibited.
6. No chapter may co-sponsor an event with an alcohol distributor, charitable organization or tavern (tavern defined as an establishment generating more than half of annual gross sales from alcohol) where alcohol is given away, sold or otherwise provided to those present.
7. No chapter may co-sponsor or co-finance a function where alcohol is purchased by any of the host chapters, groups or organizations.
8. All recruitment activities associated with any chapter will be a DRY recruitment function.
9. No member shall permit, tolerate, encourage or participate in "drinking games."
10. No alcohol shall be present at any pledge/associate member/novice program, activity or ritual of the chapter.

## **Section 2. Hazing**

No chapter, colony, student or alumnus shall conduct or condone hazing activities. Hazing activities are defined as:

"Any action taken or situation created, intentionally, whether on or off fraternity premises, to produce mental or physical discomfort, embarrassment, harassment, or ridicule. Such activities may include but are not limited to the following: use of alcohol; paddling in any form; creation of excessive fatigue; physical and psychological shocks; quests, treasure hunts, scavenger hunts, road trips or any other such activities carried on outside or inside of the confines of the chapter house; wearing of public apparel which is conspicuous and not normally in good taste; engaging in public stunts and buffoonery; morally degrading or humiliating games and activities; and any other activities which are not consistent with academic achievement, fraternal law, ritual or policy or the regulations and policies of the educational institution or applicable state law."

## **Section 3. Sexual Abuse and Harassment**

The fraternity will not tolerate or condone any form of sexually abusive behavior on the part of its members, whether physical, mental or emotional. This is to include any actions which are demeaning to women or men including but not limited to date rape, gang rape or verbal harassment.

## **Section 4. Fire, health and safety**

1. All chapter houses should meet all local fire and health codes and standards.
2. All chapters should have posted by common phones emergency numbers for fire, police and ambulance and should have posted evacuation routes on the back of the door of each sleeping room.
3. All chapters should comply with engineering recommendations as reported by the insurance company.
4. The possession and/or use of firearms or explosive devices of any kind within the confines and premises of the chapter house is expressly forbidden.

## **Section 5. Education**

Each fraternity should annually educate its students and alumni/alumnae in the Risk Management Policy of FIPG, Inc. (Fraternity Insurance Purchasing Group.) Additionally, all student and associate members and key volunteers shall annually be sent a copy of said Risk Management Policy.

## Non-Discrimination Language:

“A student organization is ineligible for CIO status when the organization restricts its membership, programs, or activities on the basis of age, color, disability, gender identity, marital status, national or ethnic origin, political affiliation, race, religion, sex (including pregnancy), sexual orientation, veteran status, and family and genetic information. Notwithstanding these requirements, a CIO may petition to restrict its membership based on gender (e.g. all-male or all-female a cappella groups) or an ability to perform the activities related to the organization’s purpose by filing a written request with the Office of the Dean of Students. In evaluating any such requests, the University will look not merely to the constitution of an organization but to its actual practices and operations.”