Greek Management Manual

A Guide to Fraternity and Sorority Life at San José State University
In the service of the fraternal community at San Jose State University, the Greek Management Manual was created to guide the complexity and scope of fraternal life by being a consolidated source of policies, procedures, and programs that each member, chapter, and council of the fraternal community will abide by in order to achieve the best fraternal experience possible.

Purpose

The following are essential to achieving this objective:

- To support and uphold a values driven fraternity and sorority community;
- To foster compliance with San Jose State University codes and policies while also meeting National organization expectations;
- To provide for the safety of all in attendance at fraternity and sorority events and activities;
- To provide comprehensive risk reduction policies to each member of the fraternity and sorority community;
- To facilitate an atmosphere at social functions where it is acceptable to choose not to consume alcohol;
- To better assist chapters with membership intake and recruitment processes
- To reduce the social host liability for chapters;
- To reduce the risk incurred by chapters, chapter officers, chapter members, and guests when alcohol is present at social functions;
- To promote self-governance as a fraternal community;
- To ensure that the recruitment and intake processes are a joint positive and successful experience for all stakeholders in the community;
- To promote civic responsibility in both the university and city community;
- To have positive town-gown relations within the San Jose community;
- To provide a “one stop shop” for students for all Greek policies, programs, and procedures;
- To engage students in leadership development;

This manual does not supersede more stringent standards, policies, or procedures from national organizations, insurance, or other appropriate entities however every effort to accommodate San José State University policies should be made by individuals and organizations.
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Section One: Greek Chapter Responsibilities and Recognition Requirements

1) **General Requirements**
   a) All chapters shall maintain an accurate and updated list of officers, alumni advisor(s), faculty/staff advisor(s), and (inter)national representatives with Student Involvement.
   b) All chapters shall maintain an accurate and updated membership roster which follows the Student Involvement regulations. All chapter and council officers must be listed on the chapter’s active roster and must maintain active status during their term.
   c) All chapters shall adhere to the annual recognition process through SpartaNet.

2) **Fraternal Values Summit**
   a) The Fraternal Values Summit will be held in the winter and the date will be set by the Student Involvement Staff.
   b) It is required for the President and one other executive member of each chapter and council to attend the Summit. It is preferred that the other officer be an Emerging Leader in the organization.
   c) Participants must fully participate in all aspects of the retreat including, but not limited to, riding the bus to and from the retreat, attending all sessions, etc.
   d) It is required that all participants stay in the lodging provided for them for the duration of the retreat.
   e) The chapter or council will pay for the individual cost (total expenses divided by number of attendees) of each unexcused absence to the Summit. Payment in full over the course of the spring semester is required to maintain recognition for the fall.

3) **New Member Experience**
   a) Attendance at the New Member Experience during their candidate/pledge/new member semester is 100% mandatory for all new members regardless of class standing.
   b) The timeline for the New Member Experience for each semester will be set by Student Involvement.
   c) Participants must fully participate in all aspects of the New Member Experience whether electronic or in-person.
   d) Any chapter whose candidates/pledges/new members do not complete the New Member Experience will be immediately placed on Cease and Desist from all chapter activities until corrected and reviewed by Student Involvement. Failure to complete the New Member Experience for two out of four consecutive semesters will result in probation of no less than one year.

4) **Inter-Greek Council**
   a) Attendance at the Inter-Greek Council Monthly meetings is mandatory for all chapters. Each month the president must attend and one delegate determined monthly by Student Involvement. Failure to attend IGC meetings will result in probation or other applicable sanctions from the Councils and Student involvement.
      i) Collaboratives
         (1) Each semester there shall be meetings focused on, however not limited to, on the following topics: Academics, Risk Management, Public Relations, Recruitment, Living your Values, Presidential Transition, Greek Leader Responsibilities, etc.
         (2) These topics shall all be educational programming for continued education of Greek Chapter leaders.

5) **GREAT Sessions**
a) Each semester, every member of the Greek Community shall be required to attend two educational programs. Topics include leadership, cultural awareness, academic success, social justice, professional development, health, safety, and personal success.

b) Each chapter shall be required to achieve a minimum of 80% compliance. Each chapter shall be responsible for submitting their attendance records within one week of the GREAT Session or the event will not count towards the GREAT Session requirement.

c) **Will take effect in spring 2015:** All members must have one GREAT Session completed on or before the “middle term” submission deadline. No more than one session per term can be completed electronically.

d) Verification forms must be completed to verify attendance. These forms must be completed in their entirety. The two verification forms can be found in the FRSO tool kit and are:
   i) Independent – For individuals or groups of fourteen (14) or less.
   ii) Group – For groups of fifteen (15) or more attending the same session.

e) All electronic GREAT sessions must have the Completion/Confirmation Form attached to the Independent Verification form to be considered.
   i) Hosting a GREAT Session
      (1) The Request to Host a GREAT Session Form must be submitted at least ten business days prior to the proposed session date.
      (2) Sessions must be presented by a trained presenter from the SJSU or San José Community.
         (a) “Trained Presenters” shall consist of faculty/staff members, student mentors or pre-approval from Student Involvement.
      (3) Sessions must be at least one hour in length.
      (4) Sessions must be open to the entire Greek Community.
      (5) Sessions must be held within three miles of SJSU Main Campus.

6) **Standards of Excellence**
   a) Each chapter shall be responsible to submit Standards of Excellence annually. If a chapter does not submit a Standards binder, they will be immediately suspended until completed.
   b) Each chapter shall achieve a minimum of Bronze Laurel or 70%.

7) **Monthly Advising**
   a) Each chapter president will be required to meet monthly with their Student Involvement advisor. It is the responsibility of the Chapter President to schedule and attend all meetings.
   b) Each president shall prepare a verbal report of the chapter’s operations, upcoming events, etc. to ensure maximum transparency between the chapters and Student Involvement.
   c) Failure to meet with a Student Involvement Advisor for two months will result in probation or Cease and Desist for the chapter.

8) **Council Meetings**
   a) Each chapter president will attend regular council meetings (IFC, NPC, USFC, and NPHC) unless discussed and approved with Student Involvement. Councils can require additional or alternative delegates for voting purposes.
   b) All council meetings are open to the public and members of other Greek Councils.
c) All Council leaders shall attend all meetings unless discussed and approved with Council Student Involvement Advisor.

d) Council meetings occur regularly on Mondays in the following schedule:
   i) Interfraternity Council - 3:00 pm in Clark Hall 140
   ii) Panhellenic Council – 4:00 pm in Clark Hall 140
   iii) United Sorority and Fraternity Council – 5:00 pm in Clark Hall 140
   iv) National Pan-Hellenic Council – 6:00 pm in Clark Hall 140

Section Two: Intake and Recruitment Policies

1) General Requirements
   a) Substance-Free Recruitment and Intake will be set each semester by Student Involvement where chapters may not have any events with alcohol and may not associate with potential candidates/pledges/new members in the presence of alcohol. Substance-Free Recruitment will not end until a chapter has submitted all applicable candidate/pledge/new member paperwork.
   b) All flyers and themes for events must be in conjunction with the values of both the organization and San José State University. Flyers may not include any disrespectful or distasteful images or wording. Inappropriate flyers are subject to sanctioning from Student Involvement.
   c) Potential new members must pass GPA requirements from Student Involvement. Academic eligibility must be determined prior to inviting/bidding a candidate/pledge/new member to join.
   d) All candidate/pledge/new members must be approved for academic eligibility by Student Involvement before they are extended an invitation to join. The first day to extend bids or invitations to join for every council will be set by Student Involvement.
   e) Members may not make any derogatory reference, hint, insinuate or make any open statement to directly criticize another chapter, council or fraternity/sorority member. Any violations will be subject to sanctioning. SJSU fraternity and sorority members should make every effort to encourage their alumni to abide by the same standard of behavior.

2) Meetings and Documentation
   a) Paperwork noting intention to or abstain from recruitment must be submitted by the date set by Student Involvement. Failure to submit documentation by the deadline shall result in potential loss of recognition or appropriate sanctions. All deadlines are listed on the FRSO Toolkit.
   b) Information to be collected shall include but is not limited to:
      i) Intent to Participate in Recruitment/Intake Activities
      ii) Intent to Initiate/Cross
      iii) Initiation/Crossing Report
      iv) Chapter Officer Roster Changes
      v) Active Member Inactive/Terminate Form
      vi) Termination of a New Member
      vii) Hazing Compliance Form
      viii) Return to Active Status
      ix) The Memorandum of Understanding
      x) New Member Hazing Compliance Form
      xi) New Member List/Acknowledgement
c) It is understood that some recruitment/new member/pledge activities are confidential to the general student body, so all documents supplied to Student Involvement are kept confidential. They may be shared with university officials and inter/national organization staff as needed.

3) Presentation of New Members
   a) All organizations must adhere to the following guidelines when presenting new members to the campus community:
      i) All New Member Presentations (coming out shows, pledge dances, etc.) must be declared with Student Involvement on the Social Event Registration Form (see FRSO Toolkit) at least 72 hours prior to the event.
      ii) Presentation shows (i.e. new member show, coming out show, etc.) of new members must take place no more than 30 calendar days after the members have been initiated into the organization or one week prior to final exams, whichever comes first.
      iii) Presentation shows are not to be scheduled on the same night/time of a previously planned event of another chapter of the same council.
      iv) The space used must be properly reserved/secured by the appropriate University department.
      v) No explicit or revealing attire is to be worn by new members or other show participants/performers.
      vi) No unrecognized organizations should be invited or in any way participate in the event.
      vii) Disparaging comments about other organizations or use of foul language will not be tolerated.
      viii) NO alcoholic beverages will be permitted.
      ix) No physical abuse will be tolerated. This includes, but is not limited to: slapping, kicking, spitting, punching, pushing, poking, caning, etc. Canes, staffs, sticks, etc. may be used as a part of the performance, but may not be used as a weapon to harm another individual.
      x) In the event of a fight during the presentation, those fighting will be disciplined immediately by the appropriate person (e.g. Assistant Director and/or Coordinator for Student Engagement, graduate advisor, chapter president, etc.). If a member of the presenting organization is involved, show will be stopped immediately.
      xi) Disruptions by other attending organizations will not be tolerated. This includes, but is not limited to: walking through the presenters’ show, talking over the presentation, etc.
      xii) Entire duration of presentation set-up, show, and break down must begin no later than 9pm and/or may not last longer than 2 hours. All shows must be completed by 11pm. Following the show, members of the presenting organization must vacate the area within 30 minutes to assist with crowd dispersal. The presenting organization will be responsible for ensuring the site is in its original condition after use.

4) Substance Free Recruitment (SFR)
   a. The Substance Free Recruitment period will be determined by Student Involvement prior to the start of each semester.
   b. No alcohol or drugs may be used or presented at any fraternity/sorority recruitment event, on or off the fraternity/sorority premise during the entire recruitment period.
   c. No fraternity/sorority member, new members, or alumni may consume, serve, or purchase alcohol or drugs for a potential new member/unaffiliated student at any time.
   d. All fraternities/sororities must stay “dry” throughout the entire period, regardless of whether or not they are recruiting. Fraternities/sororities may not hold any events (including brotherhood/sisterhood events) involving alcoholic beverages.
   e. Fraternity/Sorority members MAY NOT be intoxicated at any recruitment event.
f. Fraternity/Sorority members MAY NOT drink in common areas or in front of the house (any place that would look like you are having an event).

g. Fraternity/Sorority members may go to bars or restaurants as long as it is not a fraternity/sorority event and no potential new member/unaffiliated students will be attending.
   (1) A chapter event, deemed by San Jose State University policy, is 5 or more fraternity/sorority members.
   (2) Inter/national fraternity/sorority policies may consider an event to be less than 5 members. Chapters are required to review their inter/national policies and insurance requirements.

h. Fraternity/Sorority members who are 21 or older may consume alcohol in their private rooms provided that no potential new members/unaffiliated students are on the premises and a recruitment event is not being held on the premises.

i. No official third party vendor events may be held during the Substance Free Recruitment period.

j. A Substance Free Recruitment waiver can be issued to chapters for a specific event. Waivers are not automatically granted and are approved on a case-by-case basis.
   (1) Waivers must be submitted 72 hours in advance and signed by advisor.
   (2) Participants must be fraternity/sorority members. Unaffiliated students cannot attend.
   (3) Events must follow all alcohol and social event policies

k. This is a zero tolerance policy. Violators of these policies will be categorized within a three level sanctioning process, which are subject to change depending on the severity of the offense, by the Fraternity and Sorority Life professional staff.
   (1) Level 1 (e.g. One fraternity member attends an event intoxicated)
      i. Fine, educational session
   (2) Level 2 (e.g. potential new member is offered alcohol at a recruitment event)
      i. Fine, educational session, loss of social privileges, notification to inter/national headquarters
   (3) Level 3 (e.g. publicized recruitment event with alcohol)
      i. Fine, educational session, loss of social privileges, potential probation and/or suspension of chapter, notification to inter/national headquarters

Section Three: Hazing Policies

1) Overview
   a) San José State University, as an educational institution, has a special set of interests and purposes essential to its mission. These include: (a) the opportunity for students to attain their educational objectives; (b) the creation and maintenance of an intellectual and educational atmosphere throughout the University; and (c) the protection of the health and welfare of all individuals. Hazing is contrary to the goals of the university and undermines the positive development of students

2) Policy Application
   a) Students, student organizations, athletic teams and other student groups of San José State University are strictly prohibited from engaging in any type of hazing activity. San José State University expects that all students as individuals and as members of student groups will observe and fully comply with any federal, state or local statute, University policy, as well as
regulations set forth by respective national organizations. Individual or group consent to hazing activity in no way validates the activity or excludes those perpetuating it from being charged with a crime.

3) Legalities
   a) The California Penal Code, SJSU Student Code of Conduct and the Student Organization Code of Conduct specifically and unequivocally prohibit any activities that may be construed as hazing. Any University student organization, group or individual student violating any of these policies on hazing, is subject to sanctions that may be imposed by the judicial or governing body of which the organization is a constituent member, the University, and/or a court of law. It is the responsibility of the officers of student organizations to be informed of all of the above-mentioned regulations and to see that they are brought to the attention of the rest of the membership.
      i) Definition
         (1) Hazing is generally defined as any action taken or situation created which, regardless of location, intent, membership status, or consent of the participants:
         ii) Produces, or is reasonably likely to produce, bodily danger, physical harm, mental or physical discomfort, embarrassment, harassment, fright, personal humiliation, intimidation, degradation, or ridicule, or otherwise compromises the dignity of an individual;
         iii) Compels an individual to participate in any activity which is unlawful, perverse, publicly indecent, contrary to the rules, policies, and regulations of the University, or which is known by the compelling person to be contrary to the individual’s genuine moral or religious beliefs; or
         iv) Will, unreasonably or unusually, impair an individual’s academic efforts.
   b) Section 245.6 of the California Penal Code reads:
      i) It shall be unlawful to engage in hazing, as defined in this section.
      ii) "Hazing" means any method of initiation or pre-initiation into a student organization or student body, whether or not the organization or body is officially recognized by an educational institution, which is likely to cause serious bodily injury to any former, current, or prospective student of any school, community college, college, university, or other educational institution in this state. The term "hazing" does not include customary athletic events or school-sanctioned events.
      iii) A violation of this section that does not result in serious bodily injury is a misdemeanor, punishable by a fine of not less than one hundred dollars ($100), nor more than five thousand dollars ($5,000), or imprisonment in the county jail for not more than one year, or both.
      iv) Any person who personally engages in hazing that results in death or serious bodily injury as defined in paragraph (4) of subdivision (f) of Section 243 of the Penal Code, is guilty of either a misdemeanor or a felony, and shall be punished by imprisonment in county jail not exceeding one year, or by imprisonment in the state prison.
      v) The person against whom the hazing is directed may commence a civil action for injury or damages. The action may be brought against any participants in the hazing, or any organization to which the student is seeking membership whose agents, directors, trustees, managers, or officers authorized, requested, commanded, participated in, or ratified the hazing.
      vi) Prosecution under this section shall not prohibit prosecution under any other provision of law.

4) Matt’s Law
a) **SEC. 5.** This act shall be known and may be cited as "Matt's Law" in memory of Matthew William Carrington, who died on February 2, 2005, as a result of hazing.

5) **Examples**

a) Any activity required or implied as an expectation during a pre-initiation, initiation, or any induction activity shall be presumed to be “compelled” activity, regardless of the willingness of an individual to participate.

a) Examples of actions and activities which are explicitly prohibited include, but are not limited to the following:

(1) Any form of physically demanding activity (calisthenics, runs, sit-ups, push-ups, swimming, etc.) not part of an organized voluntary athletic contest or not specifically directed toward constructive work.

(2) Paddling, shoving, or otherwise striking individuals.

(3) Compelling individuals to wear or carry unusual, uncomfortable, degrading, or physically burdensome articles or apparel (rocks, bricks, paddles, etc.)

(4) Depriving individuals of the opportunity for sufficient sleep (six hours continuous sleep per day minimum), decent edible meals, or access to means of maintaining bodily cleanliness. New member activities should not go beyond midnight on school nights.

(5) Activities that interfere with an individual’s academic efforts by causing exhaustion, loss of sleep, or loss of reasonable study time or by preventing an individual from attending class.

(6) Compelling individuals to consume alcohol or drugs.

(7) Compelling individuals to eat or drink anything to excess.

(8) Compelling individuals to eat foreign or unusual substances or odd preparations of food (raw meat, salt water, onions, etc.).

(9) Having substances thrown at, poured on, or otherwise applied to the bodies of individuals.

(10) Morally degrading or humiliating games or any other activities that make an individual the object of amusement, ridicule, or intimidation.

(11) Transporting individuals against their will, abandoning individuals at distant locations, or conducting any “kidnap,” “ditch” or “road trip” that might in any way endanger or compromise the health, safety, or comfort of any individual.

(12) Requiring individuals to wear apparel that is conspicuous and/or not normally considered in good taste or causing an individual to be indecently exposed.

(13) Violating accepted social customs in regard to sex and relations between the sexes.

(14) Activities that require a person to remain in a fixed position for a long period of time.

(15) Compelling an individual to become branded.

(16) “Line-ups” involving intense or demeaning intimidation or interrogation.

(17) Verbal harassment, including yelling, screaming, shouting obscenities or insults.

(18) Assigning activities (pranks, scavenger hunts, etc.) that compel a person to deface property, engage in theft, or harass other individuals or organizations.

(19) Tests of courage, bravery, or stamina.

(20) Compelling any type of personal servitude such as running errands, cleaning the house, yard work.

(21) Compelling walking or marching in formation.

(22) Any activity which is mandatory for new members only or for one group that is not required of another.

(23) Compelling individuals to enter a house or building only through a side door or back entrance or restricting where new members can go on campus or in the community.
(24) Intentionally deceiving new members prior to initiation to make them believe that they will not be initiated or will be hurt or struck.

(25) Intentionally creating a mess and compelling individuals to clean it up.

(26) Excluding an individual from social contact for prolonged periods of time or depriving individuals of sense awareness (sight, sound, etc.) which may cause mental and/or physical stress.

6) Enforcement
   a) It shall be the specific responsibility of the organization president to see that this policy is communicated each semester to all members and new members (initiates and pledges/associate members), and to see that his/her organization strictly adheres to the policy.
   b) The Fraternity and Sorority Hazing Compliance Form (see FRSO Toolkit) must be properly submitted by the deadline set by FASL each semester. All new members/candidates of the organization must sign the Candidate/Aspirant/New Member Hazing Compliance Form (see FRSO Toolkit) within one week of beginning the new member period.
   c) Student organizations should understand that not only is the organization responsible for preventing hazing in any form, but any and all members involved in a hazing violation will be held personally accountable for their actions and are subject to University judicial action and possible legal action.
   d) Organizations are responsible for controlling the actions of their alumni members and any other individuals during initiation, pre-initiation activities, or induction activities.
   e) The Vice President for Student Affairs will be notified promptly of all alleged hazing incidents; the handling of such cases is subject to the Student Code of Conduct, Student Organization Code of Conduct, the Vice President’s review as well as the appropriate Greek Council judicial review if applicable.
   f) The national/international office of the organization will be notified of any hazing charges pending against their organization and will be informed of the disposition of the case. For serious or repeated violations, the national/international office will be requested to take appropriate corrective action in addition to the sanctions imposed by the University and recognized Greek Council Judicial Board.
   g) Any proven hazing case involving serious bodily injury will result in revocation of University recognition and a recommendation to the national/international office of the organization for revocation of their charter.
   h) The Vice President for Student Affairs may also refer the matter to the University Police Department for additional charges.

7) Reporting Hazing
   a) If you or anyone else ever feels hazed, please report it. The following are ways to report hazing at SJSU.
      a) Office of Student Involvement – 408-924-5950
      b) Office of Student Conduct and Ethical Development – 408-924-5985
      c) University Police Department (UPD) – 408-924-2222

8) References:
   a) California Penal Code, Section 245.6
   b) California Education Code, Article 8, Sections 10851-10853
   c) SJSU Student Code of Conduct, Title 5. Education, California Code of Regulations, Sections 41301
   d) SJSU Student Organization Code of Conduct

Section Four: Policy on Alcohol and Drugs

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Updated 05/2014
1) The possession, use and/or consumption of alcoholic beverages while on chapter premises, during an official chapter event, or in any situation sponsored or endorsed by the chapter, must be in compliance with all applicable laws of the state, county, city and university.

2) No alcoholic beverages may be purchased through the chapter treasury or through any means that can be construed as a chapter activity, such as “passing the hat.” Nor may the purchase of same for a member or guest be undertaken or coordinated by any current/past (alum) member or guest in the name of or in the behalf of the chapter.

3) No alcoholic beverages shall be present at any chapter or Council recruitment function, regardless of the location. A recruitment function is defined as any chapter activity occurring during an official recruitment period established by each council and/or the Student Involvement staff or any event held at any time where the primary purpose is membership recruitment (e.g. pre-recruitment barbecues, etc.).

4) Each chapter must have a designated Risk Reduction officer or have a position whose formal description contains significant risk reduction education and duties. Position descriptions will be verified by Fraternity and Sorority Life.

5) The Risk Reduction officer or designated position must participate in appropriate risk reduction trainings as deemed necessary by Student Involvement and/or the organization’s insurance.

6) The possession, sale and/or use of any illegal drugs or controlled substances at any chapter house, chapter sponsored event or at any event that an observer would associate with the chapter or Greek community is strictly prohibited.

7) Chapters may choose to utilize a third party vendor for events held off chapter property (i.e. Formals). It is to be an alternative to BYOB, ("Bring Your Own Beverage") events. It is to be administered by a licensed or certified bartender who is not a member of the chapter, a new member, associate member, or an organization alumni member. Third party vendors can only be utilized on chapter property if their services do not include alcohol (Per. CA. A.B.C. code.). All third party vendor paperwork must be properly submitted no less than 10 business days prior to the event (see Student Involvement website).

8) Chapters that have alcohol on chapter property, must utilize BYOB, ("Bring Your Own Beverage"). A chapter shall not use a common source of alcohol (i.e. beer kegs, party balls, coolers, ice chest, trash containers filled with alcohol, pitchers, etc.) or any other bulk quantities of alcoholic beverages and shall not permit their possession or use by members or guest, on chapter premises or at a chapter function. (See Article I, Section C)

9) All participants who are of legal age to drink may not possess more than six servings of alcohol per registered event. One serving is defined as 12 ounces of a beer or wine cooler, 8-ounces of malt liquor, 5 ounces of table wine, 1.5 ounces of 80 proof distilled spirits such as gin, vodka, whiskey, etc.

10) No chapter members, collectively or individually, shall purchase for, serve to, or sell alcoholic beverages to any person under the age of 21.

11) No “Grain Alcohol” and any such distilled liquor that exceeds 100 proof (e.g. Everclear), or above 50 percent pure grade alcohol per volume, is to be served in any form or mixture during any fraternity or sorority hosted or sponsored event.

12) Any legal use of alcohol will not involve providing unlimited quantities. No activity (drinking games) shall encourage consuming alcohol, and no person shall be forced or compelled for any reason to consume alcohol.

13) No chapter may co-sponsor or co-finance a function where alcohol is purchased by any of the host chapters, groups or organizations.

Section Five: Social Events with Alcohol Policy
1) Definition of Social Events With Alcohol
   a) For the purposes of this policy, an social event with alcohol is characterized and defined by, but not limited to the following:
      i. Planning
      ii. A common party area
      iii. Publicity
      iv. The serving of alcohol
      v. Eight or more non-members
      vi. Any event an observer would associate with the organization.

2) Minimum Standards for hosting Social Events
   a) Chapter may not be on any type of probation, suspension or expulsion.
   b) **Starting spring 2015:** Chapters must participate in one Alcohol Safety GREAT Session with 80% attendance of the active membership the semester prior in order to host or participate in any social event where alcohol is present. Topics must be around alcohol safety, alcohol risk management, etc.
   c) All organizations with formal chapter houses must file information regarding their fire and safety inspections, landlord, property manager, and/or alumni corporation board with Student Involvement each fall semester.

3) General Guidelines
   a) Open parties on chapter property are prohibited. The term "open party" includes a social function with alcohol in which non-members of the host chapter(s) are:
      i. Permitted unrestricted access,
      ii. Invited without specific invitation,
      iii. Invited by a blanket or open invitation, express or implied;
      iv. Invited through any advertising or publicity; physical, internet, radio, or television.
   b) A guest list must be used to prohibit individuals who are not invited by the participating chapters from entering.
   c) Proper identification monitoring will be used to prohibit the illegal use of alcohol by those chapter members and guests who are under the legal drinking age. Proper I.D. monitoring (wristbanding, etc.) shall not include easily transferrable or reproducible means.
   d) Each participating chapter shall maintain non-drinking party monitors who are current members of their respective chapters. The following ratio of non-drinking party monitor to guest ratios shall apply to social events with alcohol:
      - 100% of chapter to have 5 guests per member
      - 75% of chapter to have 4 guests per member
      - 50% of chapter to have 3 guests per member
      - 15% of chapter to have 2 guests per member
   e) A social event with alcohol shall not exceed 5 guests per member.
   f) Their duties shall include, but are not limited to:
      i. acting as liaison (along with the president or highest ranking executive/chapter member present) between any law enforcement agent and the participating chapters,
      ii. help enforce above mentioned policy on alcohol and drugs,
      iii. help maintain order at the event.
g) The maximum capacity for a social event held on chapter property will be the square footage of the party area divided by 7 square feet per person. (e.g. a 350sqft party area may have 50 persons) All exits must be functional and unrestricted.

h) It is suggested that events where alcohol is present, have hired door/party monitors (e.g. licensed and bonded trained security) who are not affiliated with the participating chapters. If choosing not to hire door/party monitors, chapters are required to utilize non-drinking members as door/party monitors.
   i. Their duties shall include, but are not limited to:
      1. enforcement of guest lists, maintaining order at event,
      2. checking proper picture identification for proof of legal drinking age and distribution of “drinking wrist bands”, or whichever method in identification monitoring is being used.
      3. Maintain contact with UPD monitoring the event at the beginning, during, and end of the event.
      4. Ensure that activity does not move to street or sidewalk.
      5. Monitor and report excessive noise to a party organizer

i) It is suggested that all beverages be poured into plastic cups or containers.

j) Chapters holding events at third party vendors which alcohol is present must have a bartender (must be briefed on the Risk Management Policy, over 21 years of age, and not drinking during the function) to distribute beverages. The bartender may not serve alcohol to anyone obviously intoxicated. This means no individual may serve, provide or otherwise attain alcohol at their own accord. These bartenders should ascertain proof of legal drinking age for those individuals who request alcoholic beverages; whether this is by monitoring wrist-bands, or individual identification checks.

k) No flyers containing messages involving the consumption of alcohol may be used to advertise a party. Use of such words as "beer", "brew", "kegs", "wine", "cocktails", etc. is prohibited. However, use of such items as "beverages" and "BYOB or BYOA" are acceptable. Illustrations must not imply that alcoholic beverages will be served (i.e. no pictures of kegs, cocktails, beer mugs, etc.)

l) All flyers and themes for parties must be in conjunction with the values of both the organization and San Jose State University. Flyers may not include any disrespectful or distasteful images. Flyers must be approved by Fraternity and Sorority Life prior to internet dissemination or printing.

4) Post-Event Duties
   a) After each event, each chapter is responsible for cleaning any litter in the immediate vicinity of the house on the following day.

5) Non-Alcoholic Beverages
   a) Any event which has alcohol present, must also have non-alcoholic beverages in equal or greater supply readily available for any individual desiring such beverages (vending machines are not sufficient alternatives). In addition, ample food must be available.

6) Guest Membership
   a) All events with alcohol on chapter property with a guest to member ratio greater than two must have UPD present. UPD officers must be requested no less than 14 days before the event. (See Student Involvement website)

7) Registration Guidelines
   a) It is required that each social event with alcohol be approved by Student Involvement all throughout the calendar year (including summer, winter, breaks, etc). All events where
alcohol is present should be registered on the Social Event Registration Form (see FRSO Toolkit or bit.ly/social-event-reg).

i. A typed copy of the guest list to be used at the event must be submitted to fraternities-sororities@sjsu.edu after completing the Social Event Registration Form.

ii. For third party vendors, insurance documentation and an alcohol license must also be submitted.

b) Guest lists will not be provided by Student Involvement or any of the five Councils.

c) Social events with alcohol on chapter property must be registered at least 72 hours in advance. The president will be notified no later than 24 hours in advance of the event regarding its approval.

d) Failure to properly register a social event with alcohol and/or follow guidelines will result in possible sanctions, including but not limited to, probation or suspension.

Section Six: Publicity

1) Content

a) Flyers, posters, banners, gifts, give-aways, t-shirts, internet postings, websites, or other promotional material that is rude, lewd, distasteful, promotes drinking, promotes sex, or objectifies the opposite sex is prohibited.

b) All publicity is expected to be in good taste and be in compliance with guidelines established by the Inter-fraternity Council, National Pan-Hellenic Council, Panhellenic Association, and United Sorority and Fraternity Council. Councils may require material to be cleared before printing.

2) Posting Requirements

a) Note: Fraternities and sororities should be familiar with the posting policies of University Housing Services, Student Union, Inc. and SJSU’s Time, Place and Manner Regulations (reference the University website at www.sjsu.edu, keyword search “Time, Place and Manner”). Failure to adhere to these policies may result in denial of posting privileges and additional judicial sanctions. Following is a summary of the policies most applicable:

b) All publications (e.g. flyers, t-shirts, websites, etc.) must be in line with mission, and values of San Jose State University as well as the sponsoring organization. If flyers are for a social event, they must be approved in advance of distribution from the FASL team. Inappropriate publications are subject to sanctioning from the FASL team.

c) Signs and flyers are to be posted on designated bulletin Boards and Kiosks ONLY.

d) Do not put flyers or signs in the following locations:

   i. Trees, lampposts, phone booths, benches, building walls, windows, sidewalks, or any permanent structure not specifically designated for posting.

   ii. Cars and windshields of cars.

   iii. Bulletin Boards reserved for special purposes.

   iv. Fences surrounding campus constructions sites and the vacant lots on or adjacent to campus.

      1. Banner space is available on a first-come, first serve basis and is reserved through the Student Union Scheduling Office. Banners and large signs may be placed in the following locations:

      v. Between Central Classroom Building and Clark Building

      vi. On the palm trees on Paseo de Cesar Chavez

      vii. On the 7th Street Balcony on the second floor of Sweeney Hall
viii. On the west balcony of the Student Union Ballroom

ix. Under special circumstances A-frames may be used, but approval to use A-frames must be granted by the Student Union Scheduling Office or the University Housing Office.

e) The residence halls have these requirements:

i. ALL materials to be posted or distributed in University Housing must first be approved by the Programming and Leadership Development Coordinator or University Housing designee at the University Housing Services Office.

ii. All materials must be stamped before posting; all events must be accessible to individuals with disabilities.

iii. Only University Housing Staff may post/place materials in the appropriate places.

iv. There will be only one flyer per event allowed to be posted in the lobby of each Housing building. To assure adequate materials for distribution, University Housing asks for 200 copies of flyers.

v. Banners may only be displayed in the Dining Commons in designated spaces, and all banners must be approved through University Housing Services.

vi. Sandwich Boards and other materials in the Campus Village Courtyard follow the same posting procedures and content regulations, but additionally require that organizations reserve the space through University Housing Services.

vii. All materials must be left at the University Housing Office for posting/distributing at least 7 days prior to the event.

1. NO materials are allowed to be distributed under student residence hall doors.

viii. Chapters may not remove flyers, signs, or banners of other organizations, unless all of the events advertised thereon have been concluded. Violation of this policy will result in judicial sanctions.

ix. All publicity and posted material must be removed within the week preceding the event.

3) Posting and Publicity Off-Campus

a) All posting and publicity off campus is subject to the rules and regulations of the City of San Jose (reference the City of San Jose’s website at http://www.sanjoseca.gov/codeEnforcement/)

b) All fraternities and sororities will ask the appropriate permission before posting any items on public or private areas off-campus.

c) No fraternity or sorority is allowed to chalk, deface, or otherwise blight public sidewalks or any building façade.

Section Seven: Fundraising Policy

1) General Guidelines

a) All student organizations are to abide by university policies when conducting any type of fundraising events (i.e. Time, Place and Manner.)

b) Student Organizations must acquire the proper permits from Scheduling Office and Spartan Shops when conducting any type of fundraiser event.

c) Auctions which involve selling, bidding for, or in any way paying for a person’s company or services are not allowed.

d) Student Organizations may not profit from the sale of alcoholic beverages.
e) Student organizations may sponsor a “prize drawing” or “give-away” but “raffles” are not allowed on State of California property (Penal Code 330). A raffle is defined as “the sale of a chance at a prize.” Tickets must be free of charge but a donation may be accepted. On the printed ticket, you must also disclose the beneficiary of the drawing (name of your student organization) and the fact that the tickets are available free of charge.

Section Eight: Relationship Statement and Agreement

San José State University fraternities and sororities have a rich history and have been an integral part of the institution’s total educational experience since 1896. Fraternities and sororities share responsibility with the university for strengthening and enhancing the quality of campus life by embracing SJSU’s Shared Values and by making a positive contribution to the educational and personal development of its members.

This Statement of Relationship and Policies and Guidelines sets out the expectations, responsibilities, and standards that affirm that the SJSU Greek community continually strives for excellence and is committed to supporting the mission of the university by enhancing the quality of the undergraduate college experience.

1) Statement of Relationship
   a) The university recognizes that a special relationship exists between the institution and its fraternity and sorority chapters, their national and regional organizations, and the SJSU Greek Councils. This document serves as a commitment by the university to support the Greek community and likewise sets out the conditions by which a fraternity or sorority and Greek Councils may function on campus. In addition, San José State University and the campus Greek community understand that not only does a relationship exist between them, but also with their neighbors and the greater San José State community.

b) Definition of Social Fraternities and Sororities
   i. Purpose
      (1) Social fraternities and sororities and/or women’s fraternities are student organizations whose primary purpose is the personal development of their members, as distinguished from honorary, professional, departmental and service Greek letter organizations. Through their shared ideals and goals, fraternities and sororities provide opportunities for the development of leadership skills, civic involvement, social and personal growth, lasting bonds of friendship, community service, and association with alumni.

      (2) Social fraternities and sororities typically have rituals and creeds that also promote values such as loyalty, academic achievement and intellectual development, honor and integrity, personal responsibility, and commitment. Some social fraternities and sororities are culturally-based and strive to further the ideals of their heritage and community. Traditionally, most social fraternities and sororities are designated by Greek letters; hence, the organizations and their members are often referred to as “Greek organizations” “the Greek community,” or simply “Greeks.”

   ii. Membership
      (1) Social fraternities and sororities may select members according to subjective criteria consistent with the University’s nondiscrimination policies. Social
Fraternities and sororities are entitled to single-gender membership, provided they qualify under the Title IX of the U.S. Education Act of 1972.

(2) Unlike most other student organizations, membership in a social fraternity or sorority is usually a lifetime affiliation, and generally students are not permitted to be initiated into more than one social fraternity or sorority. Many social fraternities and sororities have an education and orientation period prior to initiation, and pre-initiated members are commonly referred to as pledges, associates or associate members, candidates, intakes, or new members.

iii. Greek Councils

(1) The following councils are currently recognized by San José State University as coordinating/governing bodies for social fraternities and sororities:

(2) Interfraternity Council (IFC) – Governing/coordinating council for general national fraternities affiliated with the North-American Interfraternity Conference (NIC)

(3) Panhellenic Association (PHC) – Governing/coordinating council for general sororities that are members of the National Panhellenic Conference

(4) United Sorority and Fraternity Council (USFC) – Governing/coordinating council for cultural-interest fraternities and sororities

(5) National Pan-Hellenic Council (NPHC) – Governing/coordinating council for the historically African-American fraternities and sororities that are affiliated nationally with the NPHC.

2) Principles

i. The underlying principles which provide the foundation for the relationship between San José State University and social fraternities and sororities are:

(1) The co-curricular activities of a fraternity or sorority supplement and give balance to a total educational experience and should not detract from a student’s academic relationship with the university.

(2) A chapter is recognized by SJSU on the premise that its goals are compatible with those of the university and that the organization demonstrates consistent effort towards achieving those goals.

(3) Each chapter is expected to observe all university regulations relating to the social and personal conduct of students and organizations.

(4) Fraternities and sororities and the university share the common value of nurturing personal growth. Individual chapters and the Greek community shall contribute to the development of the “whole” person by:

   a) emphasizing the intellectual, cultural, and social aspects of membership and promoting effective leadership, responsible decision making, and consideration and respect for others

   b) encouraging active participation in university events and activities through effective organization and coordination

   c) role modeling, mentoring, and holding members accountable

   d) creating a chapter climate conducive to learning and the development of responsible chapter and university citizenship

   e) providing structured opportunities for the development of social and leadership skills

   f) complying with university, city, state, federal, and national fraternity/sorority regulations, laws and guidelines

(5) Self-governance is an essential aspect of the Greek life community and fosters the development of personal and group responsibility and maturity.
(6) Members will serve as role models of leadership within chapters and throughout the campus.

(7) Chapters with housing are expected to maintain comfortable, safe, and sanitary facilities that are conducive to a living-learning environment.

(8) Social and community building activities inherent in a small group setting can make significant contributions to students’ education and can provide for a more positive college experience.

(9) Fraternities and sororities have a unique opportunity to foster future loyal alumni not only with their respective organizations but also the University.

(10) Chapters are to demonstrate a strong service ethic through contributions to the campus, local, national, and global community.

(11) Fraternities and sororities should be a source of pride for the University and the surrounding community.

3) Mutual Interests, Support, and Obligations
   a) A well-developed and defined relationship between San José State University and its fraternities and sororities presents mutually beneficial opportunities. The University acknowledges that fraternities and sororities can add substantially to creating a more vibrant campus life and more meaningful student experience, and fraternities and sororities acknowledge that their reason for existence is to help students reach their college and academic goals.
   b) From the University Perspective:
      i. By this statement, the University publicly acknowledges the educational value of fraternities and sororities. The University is committed to assisting groups in clearly identifying how each can make its distinctive contribution to the University’s educational program. As is the case with all of its programs, the University will, in concert with each group, periodically and systematically assess the group’s education contributions, including their intellectual, social, and interpersonal benefit to each new generation of students at SJSU.
      ii. Within the guidelines set out in this document as well as Council constitutions and SJSU policies, the University expects and encourages fraternities and sororities to operate with as much independence as their performance warrants. Because it recognizes that self-governance fosters development of personal and group responsibilities and maturity, the University allows substantial independence for its fraternities and sororities. In conjunction with its belief that fraternities and sororities have the capability to self-govern, the University also believes that they will be more successful if the University and the Greek community work closely together. With this commitment to enhancing chapter success and the development of fraternity and sorority members, the University established a Fraternity and Sorority Life (FASL) program in the Office of Student Involvement.
   c) From the Fraternity/Sorority Perspective:
      i. By this statement, the Greek community publicly acknowledges its responsibilities to the University and surrounding community. Individual chapters and the Greek community as a whole are committed to contributing in a positive way to the educational mission of the University. It also recognizes that the Greek community including the Greek Councils and individual chapters will be more likely to achieve their goals with the support, encouragement, and guidance from the University.
ii. The University should strive to meet the standards set out by the Council on the Advancement of Standards as it develops and delivers the Fraternity and Sorority Life Program at SJSU. This includes but is not limited to providing:

1. Advisors and support staff to meet community needs
2. Educational and leadership development programs
3. Assistance with chapter operations and Greek Council officer development and transition
4. Facilitation of communication between the campus and advisors/alumni/national offices
5. Education and information on issues and trends that affect today’s students and Greek organizations
6. Assistance with administering membership recruitment programs
7. Space for Council officers to meet and maintain records
8. Assistance with public relations, publications, and Greek Life visibility on campus
9. Means for building bridges among chapters and Councils
10. Showcasing fraternity and sorority contributions to the campus and the community
11. Communication and cooperation from faculty and staff as the Greek organizations work to meet standards and expectations

**d) From the Community Perspective:**

i. San José State University and the Greek community are an integral part of the downtown community. The SJSU/Downtown community is made up of not just students, but working professionals, SJSU faculty members and alumni, families, children, as well as many types of group-home communities. Neighbors can be impacted positively or negatively by the behavior and activities of fraternities and sororities and their members and guests. For the past several years, the Greek Life program and student leaders and alumni have participated in neighborhood organizations and have formed on-going relationships and partnerships. Everyone has benefited from the bridges that have been built because they have opened up dialogue and mutual problem solving.

ii. In turn, the surrounding community acknowledges its commitment to working with the university and the fraternity/sorority community. The surrounding community recognizes that fraternity and sorority members share mutual interest and responsibility in the issues that affect all who live and work in the university neighborhoods, including maintaining a safe and vibrant community. The community acknowledges that the university and the Greek community are an integral part of the fabric of the university neighborhoods and can be valuable partners.

**e) Fraternity and Sorority Life Program Responsibilities**

i. Through advising, acts as liaison between fraternities and sororities and the University to promote communication and public relations

ii. Provides information to fraternities and sororities regarding University policies, procedures and regulations, and federal, state and local laws affecting them

iii. Collects information on officers, members, grade point average standings, activities, policies, Greek governing/coordinating council minutes, and updated constitutions and bylaws

iv. Acts as a advisor to Greek governing/coordinating councils and chapters for their organizational development including: officer training, advising, attending meetings, and reviewing constitutions, bylaws, and other governing documents that guide the Greek community
v. Facilitates community relations by encouraging cooperation and involvement with the University and neighbors

vi. Facilitates inter-fraternity/sorority relations and communication; organizes all-council interaction through regular roundtables and joint meetings; utilizes mediation, intervention and the use of other University resources when deemed appropriate.

vii. Organizes leadership, educational, and developmental programs including workshops, seminars, speakers, and retreats.

viii. Coordinates with Student Involvement the production of publications and websites that promote the Greek community and the Greek experience at SJSU.
ix. Through correspondence, meetings, conferences, and telephone contacts, maintains cooperative relationships with local alumni, chapter advisors, house directors, community groups, the professional staffs of national fraternity and sorority offices, professional and fraternity-related organizations, campus organizations, public and private agencies, and other University offices and departments.

x. Reviews University policies, procedures, and regulations relating to fraternity and sorority affairs.

xi. Provide oversight and implementation of chapter assessment and leadership development programs.

xii. Consults with chapters and alumni in their efforts to secure chapter housing and the necessary approval from the City of San José.

xiii. Consults with the Director of Student Involvement, the Director of Student Conduct and Ethical Development, and the Vice President for Student Affairs when a chapter’s on-campus status is in question including probation, suspension, removal of recognition, and expulsion.

4) Standards and Requirements for Social Fraternities and Sororities

a) Outlined below are minimum standards and requirements for operation. Councils and chapters are free to enforce more stringent policies.

i. Conduct

(1) Every student and every organization is to comply with federal, state and local laws, and the San José State University Student Code of Conduct and Student Organization Code of Conduct. In addition, every chapter is expected to comply with its national/regional conduct and risk management policies, as well as the governing documents of their respective Greek Council. Every chapter with a national/regional affiliation must remain in good standing with the national/regional fraternity or sorority. Chapters and their members must also adhere to Section II of this document, Policies and Guidelines for Fraternity and Sorority Programs and Activities.

ii. Scholarship

(1) In congruence with the missions of San José State University and the chapters of its fraternal community, each fraternity and sorority shall value and promote individual and collective academic excellence.

a) Every chapter must maintain a 2.6 minimum semester average to maintain good academic standing at SJSU.

b) Any chapter with a total/active/new member collective GPA below a 2.6 will be under review and placed on an Academic Progress Plan (please see Appendix A).

c) Any chapter that falls below 2.6 more than once in any 2-year period (4 consecutive semesters) is subject to additional sanctions including suspension and review of recognition.

d) Every active chapter member must be in good academic standing with the University and with their respective national/regional organizations. Additionally, any member with a previous semester GPA of 2.0 or less shall be considered academically disqualified from Greek active membership. Change of membership status for all disqualified individuals must be confirmed with FASL staff no later than three weeks into the semester following the grade report.
e) All chapter and council officers shall maintain a 2.6 minimum semester or cumulative GPA, and shall not be on probation of any kind.
f) In order to be eligible to join a fraternity or sorority, a candidate must have a 2.6 minimum semester or cumulative GPA, and shall not be on probation of any kind.

iii. Membership
   (1) Each chapter must maintain a roster of eight or more members to maintain recognition.
   (2) Undergraduate members or pledges/new members/candidates must be enrolled in 6 or more units at San José State University. Graduate students must be enrolled in 3 or more units at San José State University.
   (3) Social fraternities and sororities shall not restrict membership on the basis of race, religion, national origin, age, marital status, sexual orientation, or physical disability.

iv. Council Affiliation
   (1) All social fraternities and sororities will affiliate with a recognized governing/coordinating council. General interest fraternities affiliated with the National Interfraternity Council (NIC) may belong to the Interfraternity Council, general interest sororities affiliated with National Panhellenic Council (NPC) will belong to the Panhellenic Council, cultural-interest organizations may belong to the United Sorority and Fraternity Council (USFC), and historically African American organizations associated with National Pan-Hellenic Council (NPHC) shall belong to the NPHC at San José State University.

v. Expectations of Officers
   (1) All chapter officers agree to accept full responsibility for the chapter’s adherence to the Constitution, Bylaws, rules and judicial procedures of the council of which it is affiliated, University policies and directives by authorized University officials, the Student Organization Code of Conduct, Student Involvement Policies and Procedures for Student Organizations, and local, state, and federal laws. Accordingly, officers must become familiar with such policies, laws, regulations, directives, and procedures and must educate their constituencies.
   (2) Chapter and council officers are required to attend meetings/trainings and submit materials as called for by Fraternity and Sorority Life, the Director of Student Involvement, or the Vice President for Student Affairs to ensure optimum functioning of the Greek community.

vi. Advisors
   (1) Advisors should meet regularly with chapter officers. Each chapter will maintain a minimum of at least two chapter alumni advisors who will be responsible for guiding chapter officers and maintaining a relationship with the University and the regional/national organization. An alumni board of advisors who can advise in the basic areas of chapter operations is strongly recommended (Scholarship, Finances, Standards, Recruitment, and New Member Development). Each chapter is also required to create a relationship with University faculty and obtain a faculty advisor. Advisors are expected to attend meetings set by Fraternity and Sorority Life and meet all requirements set forth by the national/regional organization.

vii. Chapter Information
   (1) Chapters are responsible for providing and maintaining updated versions of the following:
a) Chapter Information Sheet (includes officer directory, advisor contacts, housing contacts, national/regional contacts)
b) Certificate of Liability Insurance (for those applicable)
c) Addition and termination of member/new member forms
d) Recruitment Packet
e) Copies of council, chapter, and national constitutions and bylaws updated as changes occur
f) Chapter calendar
g) Event Registration Forms for events with alcohol (see Greek Management Manual)
h) Other materials as requested by SJSU

viii. Individual and Organizational Development

(1) The engagement of students in learning and personal development is an integral focus of the University and fraternities and sororities will contribute to this end. As such, the following shall exist to better prepare members for life and leadership both in and beyond college:

a) All candidates/pledges/new members are required to attend the New Member Experience during the semester they are joining their organization. Greek history, community values, hazing, health/safety, and personal success topics shall be delivered at the New Member Experience.

b) 80% of each chapter’s active members must attend two GREek Active personal development (GREAT) experiences per semester. GREAT experiences will encompass academic success, leadership, cultural awareness, social justice, professional development, health, safety, and personal success subjects; other topics may be accepted with FASL approval.

c) Each chapter will adopt an alcohol-free new member education process. Organizations may not have alcohol at new member/pledge events.

d) Each semester, a chapter will ensure that at least one active member is a GAMMAH (Greens Advocating Mature Management of Alcohol and Health) Trainer able to provide education on risk management and health.

e) Council and chapter officers will participate in community-wide function-specific teams/knowledge communities (Collaboratives) and attend additional leadership programming as required by FASL.

ix. Hazing

(1) California Senate Bill 1454 and Section 245.6 of the California State Penal Code

a) To close the legal loopholes and deter students from participating in hazing, California Senate Bill 1454 was passed, and the California Penal Code was amended in 2006, by adding Section 245.6, "Matt’s Law," which repealed the Education Code hazing provisions and instead codified the definition of hazing within the Penal Code. "Hazing" covers any student in attendance at any public, private, parochial, or military school, community college, or other educational institution. Section 245.6 proscribes misdemeanor penalties for people or organizations who haze and felony penalties for hazing that results in death, great bodily injury or great psychological injury. It also prohibits prosecution for hazing against the person hazed and allows him/her to bring a civil action against the hazing perpetrators. Prosecutors now have the authority to bring charges against any person or organization (e.g., fraternity officials/chapters, non-enrolled students) involved in hazing.
Section 245.6 of the California Penal Code, which went into effect on January 1, 2007, reads:

a) It shall be unlawful to engage in hazing, as defined in this section.

b) "Hazing" means any method of initiation or pre-initiation into a student organization or student body, whether or not the organization or body is officially recognized by an educational institution, which is likely to cause serious bodily injury to any former, current, or prospective student of any school, community college, college, university, or other educational institution in this state. The term "hazing" does not include customary athletic events or school-sanctioned events.

c) A violation of this section that does not result in serious bodily injury is a misdemeanor, punishable by a fine of not less than one hundred dollars ($100), nor more than five thousand dollars ($5,000), or imprisonment in the county jail for not more than one year, or both.

d) Any person who personally engages in hazing that results in death or serious bodily injury as defined in paragraph (4) of subdivision (f) of Section 243 of the Penal Code, is guilty of either a misdemeanor or a felony, and shall be punished by imprisonment in county jail not exceeding one year, or by imprisonment in the state prison.

e) The person against whom the hazing is directed may commence a civil action for injury or damages. The action may be brought against any participants in the hazing, or any organization to which the student is seeking membership whose agents, directors, trustees, managers, or officers authorized, requested, commanded, participated in, or ratified the hazing.

f) Prosecution under this section shall not prohibit prosecution under any other provision of law.

(3) SEC. 5. This act shall be known and may be cited as "Matt's Law" in memory of Matthew William Carrington, who died on February 2, 2005, as a result of hazing.

a) Matt Carrington, a Pleasant Hill resident and student at California State University, Chico, died in February of 2005 of water intoxication after being forced to drink gallons of water and do push-ups as part of his initiation into a fraternity. For the full text of Senate Bill 1454, and subsequently, Matt’s law, follow this link: http://info.sen.ca.gov/pub/05-06/statute/ch_0601-0650/ch_601_st_2006_sb_1454

x. Membership Recruitment

(1) All fraternity and sorority recruitment activities shall be alcohol and drug free. Each fraternity and sorority is expected to fully explain the obligations of membership before offering a candidate or potential new member an offer to join. Every new member will be required to attend new member education programming provided by the FASL staff in the semester they are extended a bid.

xi. Community Relations

(1) Greek organizations share mutual interests and obligations with the neighbors who live in the university community. Concern about crime, blight, neighborhood beautification effect both students and families alike who live, work, or study in the downtown San José area. Greek organizations and their members are expected to be positive and productive members of the greater community by living by the
“Good Neighbor Policy” in Section II of this document, Policies and Guidelines for Fraternity and Sorority Programs and Activities.

(2) Greek organizations should seek to be full-fledged members and active participants in neighborhood organizations and neighborhood events. Greek organizations should affirm their commitment to service by encouraging members to participate in hands-on service projects directly in the surrounding neighborhoods.

xii. Chapter Houses

(1) Chapters who occupy housing are expected to properly maintain their facilities and yard, to abide by all noise regulations, and to work in good faith to reduce traffic and parking impacts on the surrounding neighborhood. All Greek organizations that occupy housing will abide by code enforcement regulations, fire regulations, and all other guidelines and requirements set forth by the city of San José. Appropriate respect and responsible behavior are expected by any organization and their guests when utilizing or renting a facility on or off campus, regardless of whether they maintain a chapter house in the downtown area.

(2) Each chapter that operates a chapter house shall also pass an annual fire inspection conducted by the City of San José Fire Department. Each chapter house must be equipped with fire/smoke detectors in all living areas.

xiii. Expansion

(1) Expansion should be undertaken when adding an additional social fraternity or sorority would strengthen the Greek community and benefit the University. The Greek coordinating councils in consultation with the University set policies and procedures regarding expansion. When a decision to pursue expansion is made, invitations to participate in the expansion process will be extended jointly by the Vice President for Student Affairs and the appropriate coordinating council. On behalf of the University, only the Vice President for Student Affairs may extend invitations to colonize a chapter at SJSU.

xiv. Auxiliary Organizations

(1) A fraternity or sorority that restricts membership to a single gender may not sponsor an auxiliary organization or activity for members of the opposite gender that connotes membership of any kind in their organization (e.g., little sisters, sweetheart groups, etc.). Fraternity/sorority activities which shall be evidence that a group of students who are members of the opposite gender are operating as an auxiliary organization include, but are not limited to, membership recruitment/rush, group meetings, collection of dues, group officers, inclusion on chapter composites, etc.

xv. Assessment and Evaluation

(1) All Greek organizations will be required to complete the Standards of Excellence program to evaluate compliance with minimum recognition requirements and to encourage and recognize chapter achievement. The evaluation process is designed to identify organizational strengths and weaknesses while providing guidance for making constructive improvements. Organizations that do not meet minimum standards will be placed on probation and may be subject to suspension and the loss of University recognition as stipulated in the Standards of Excellence preface.

xvi. Policies and Procedures

(1) All fraternities, sororities, council, and individual members must adhere to all policies, programs, and procedures as outline in the Fraternity and Sorority Life Management Manual, which is distributed annually to every chapter and council.