

2017 Relationship Agreement for Non-Residential Fraternities and Sororities

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Washington State University

RELATIONSHIP AGREEMENT FOR NON-RESIDENTIAL FRATERNITIES AND SORORITIES

I. Introduction

This agreement ("Agreement") is entered into by and between Washington State University ("WSU" or "University") and the local chapter of _____ fraternity/sorority ("Chapter"). The parties agree to the following provisions:

The University recognizes the right of each fraternity and sorority to exist and create policies and regulations for self-governance independent of this Agreement. Fraternal organizations enter into this Agreement only to seek certain benefits from the University. The purpose of this Agreement is to describe the entire relationship between the University and the fraternal organizations, including the benefits the fraternal organization may receive from the University if the conditions set forth in this Agreement are met.

The University understands that each recognized Greek letter student organization is a not-for-profit corporation duly organized, validly existing and in good standing under the laws of the state of Washington. Furthermore, the University understands that fraternities and sororities have the authority and ability to enter into and perform in accordance with this Agreement and have taken all necessary action to do so.

The purpose of this statement is to reaffirm the relationship between WSU, its recognized chapters and their respective inter/national or regional organizations. When fraternal organizations function in accordance with their stated mission and values, the entire University community benefits from their student leadership, involvement and service in addition to the array of developmental benefits from their individual members. In recognition of the ongoing contributions and potential of the Greek community, WSU continues to provide ongoing support as outlined in this document.

The University is committed to assisting each member chapter of the Interfraternity, National Pan-Hellenic, Panhellenic and United Greek Councils to develop and pursue a positive academic and social atmosphere and to meet both University standards and the standards of its inter/national or regional organization.

The University and the Chapter are two separate and distinct entities that operate independently of one another. The Chapter and the University acknowledge and agree that the Chapter is not an agent, servant or employee of the University, and neither has authority to act for the other nor commit the other to any activity, transaction or agreement. The University does not supervise, direct or control the Chapter's activities; provided, however, the University does control its own facilities, resources and property, and to the extent that the Chapter seeks to use the University's facilities, resources or property to conduct its private activities or affairs, the Chapter may be subject to additional terms and conditions governing their use.

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

II. General Provisions

This Agreement is not the sole agreement between the University and this Chapter and shall not be construed as such. The Chapter shall be solely responsible for meeting the requirements of this Agreement.

The Chapter's signature of and compliance with this Agreement is a prerequisite to being granted the *Benefits of Recognized Non-Residential Fraternal Organizations*, as set forth below.

III. Benefits of Recognized Non-Residential Fraternal Organizations

Each recognized fraternity and sorority enjoys benefits as a result of recognition by the *University*.

These include, but are not limited to the following:

CHAPTER SUPPORT

- A mailbox for each organization
- Access to a student organization financial account
- Philanthropy funds collected by CougCard/RSO Financial Services for disbursement
- Advisement and other services from the Center for Fraternity and Sorority Life ("CFSL")
- Room Reservations at a free or discounted rate
- Organizational advocacy by the CFSL
- Inclusion in all marketing materials from the CFS L and IFC/PHC/NPHC/UGA
- Use of the University's name when identifying the fraternity or sorority in print and other media
- Ability to have council participation in University-sponsored events (i.e. ALIVE, All-Campus BBQ, Week of Welcome)
- Leadership development and educational opportunities through retreats for Chapter presidents and executive board members
- Administrative support, including, but not limited to, gathering and ranking of Chapter grades, organization of rosters
- Use of space in the CFSL
- Eligibility for annual Arete Awards
- Access to resources for membership recruitment including a provision of mailing lists for recruitment purposes
- Receive all rights and benefits provided in the Standards of Conduct for Students outlined in WAC 504-26

COMMUNITY SUPPORT

- Membership within a governing council which provides opportunities for leadership development, networking, education, philanthropic support, formalized meetings within the community and more
- Ability to run for positions on the executive boards for IFC, PHC, NPHC, and UGC
- Opportunity to be judged by peers through the Greek Standards Board for organizational violations of the IFC/PHC/UGA constitutions and bylaws
- Participation in community-sponsored events (recruitment, speakers, etc.)
- Social functions with other recognized chapters
- Access to resources for membership recruitment

ADVISOR SUPPORT

- Provide services and communication to inter/national (local) headquarters including meetings with visiting consultants and providing pertinent information to headquarters staff

- Bi-annual meetings and trainings for alumni
- Quarterly meetings for Chapter advisors and house corporation presidents
- Training and support for Live-In Advisors and House Directors
- Advisement on risk management and Chapter operations

The CFSL has the ability to consider additional support to all recognized fraternities and sororities that may not be listed.

IV. Specific Provisions Governing Activities of the Chapter and Its Individual Members

WSU and the Chapter have agreed upon the following provisions from the date both parties sign this Agreement through February 1, 2018 or until a new relationship agreement is signed, whichever occurs earlier. This Agreement will remain in effect at all times, including all University holidays, breaks, and vacations. In order for the Chapter to maintain University recognition, the Chapter shall have an active non-residential relationship agreement in place at all times. Failure to enter into a non-residential relationship agreement is grounds for loss of University recognition. WSU shall continue to recognize each fraternity and sorority as long as their chapter and membership complies with the following:

- A. **The Chapter and its individual members shall comply with all applicable laws and policies.**
 1. If a recognized fraternity or sorority is affiliated with or chartered by a inter/national or regional organization, it is the responsibility of each fraternity or sorority to provide that inter/national or regional office with written notice of any violation or infraction of local, state or federal laws, WSU rules, or inter/national or regional rules within a reasonable time. WSU reserves the right to contact the inter/national or regional organization, regarding violation at any time; however, if the local fraternity or sorority chapter fails to contact the inter/national or regional organization regarding an within a reasonable time, the University is more likely to contact the inter/national or regional organization. When an infraction or violation occurs, each recognized fraternity/sorority must provide WSU with a copy of any written notice to the inter/national or regional office and the response from the inter/national or regional organization, , within thirty (30) calendar days of the fraternity/ sorority receiving notice of the infraction. (See Appendix B for WSU's Group Accountability Policy). When requested, WSU does not withhold information regarding chapters from their inter/national or regional organization, provided such disclosure is allowed by law.
 2. The Chapter is accountable for the conduct of its individual members, residents, and guests. The Chapter is expected to take disciplinary action against members who violate the rules and expectations of the Chapter, the University, or the community. Failure to take such action may lead to sanctions against the Chapter. The Chapter shall confirm, upon request of the University, that the Chapter took appropriate disciplinary action. Disciplinary action taken by the Chapter does not preclude additional disciplinary action imposed by the University if warranted. (See Appendix B for WSU's Group Accountability Policy)
 3. Compliance with federal, local and state laws, as well as WSU's Standards of Conduct for Students, requires that the possession, use, sale, or distribution of controlled substances (*i.e.*, illegal substances/drugs) be prohibited at Chapter social events, regardless of the event's location.
 - a. *Federal law and WSU's policies and regulations prohibit the use and possession of marijuana. Recognized fraternities and sororities and their individual student members that are found to be in violation of the law or University policies are subject to University discipline. Recognized fraternities*

and sororities must also comply with their own inter/national fraternity/sorority policies regarding marijuana possession, use, etc.

4. It is a violation of this Agreement for minors to consume alcohol at Chapter functions, regardless of the function's location.
- B. Chapter officers and members shall cooperate fully with the police, fire safety officials, representatives of the Washington State Liquor Control Board, and University officials as they carry out their responsibilities.
- C. The Chapter shall submit their Emergency / Crisis Protocol, as well as identify the persons who can be contacted by the police and other enforcement agencies twenty-four (24) hours a day to handle emergency concerns. This information must be submitted to the CFSL no later than February 1, 2017. Information will be submitted through CougSync.
- D. The Chapter shall adhere to its inter/national risk management policies, its Governing Council's Social Policy, the WSU Standards of Conduct for Students, and the WSU Drug and Alcohol Policy (WAC 504-26-212 and Executive Policy 20) pertaining to alcohol and drugs (see Appendix G WSU Alcohol and Drug Policy). If its organization does not have a risk management policy, the Chapter shall adhere to the Risk Management and Social Event guidelines as provided by the CFSL. In accordance with the Chapter's inter/national risk management policies, the Chapter will be required to contract with a third-party vendor for all functions with alcohol, provide security, and verify legal age, as well as FIPG policies (as applicable). In addition, the Chapter will be required to ensure that a banquet permit has been obtained from the Liquor and Cannabis Control Board for all functions held where alcohol is consumed.
- E. Individuals of legal drinking age will follow their national, international, and university policies (WAC 504-26-212 and Executive Policy 20) for the consumption of alcohol. Refer to university policies at <https://conduct.wsu.edu/policies/>
- F. The Chapter shall abide by Interfraternity Council, National Pan-Hellenic Council, Panhellenic Association, or United Greek Association Social Policies (as applicable), and/or other University policies (*i.e.*, Alcohol Policy, recognized student organizations policies/procedures as formulated by Student Involvement, etc.), and the WSU Standards of Conduct for Students.
- G. The Chapter shall abide by the WSU Statement of Expectations for Non-Residential Fraternities and Sororities (Appendix A)
- H. The Chapter shall abide by the Office of Student Conduct Group Accountability Statement (Appendix B)
- I. The Chapter shall abide by the WSU Hazing Policy (Appendix C)
- J. The Chapter shall abide by the WSU Discrimination, Sexual Harassment, Sexual Misconduct & Title IX Policies (Appendix D)
- K. WSU Non-Residential Programming Plan ([CougSync](#)). Non-residential fraternities and sororities must complete required programming each academic year for their respective chapters. Educational programming will be fulfilled via the model established in the United Greek Association bylaws. Annual programming may include drug and alcohol awareness, risk management, health and wellness, social justice, and member development. WSU requires that at least one in-house program each semester is on the subject of alcohol use/abuse.

- L. **WSU Greek Pillars of Excellence (Cougsync)**. The Chapter must submit an annual report, as outlined in Cougsync, by April 15th and October 15th of each year.
- M. **New Member Intake and Presentation Guidelines**. The Chapter must adhere to the new member intake and presentation guidelines as set forth by the CFSL.
- N. **Non-residential WSU fraternities and sororities will meet or exceed a 2.65 chapter GPA**. When the Chapter cumulative grade point average does not meet the standard, additional resources will be provided to assist the Chapter in meeting or exceeding the Chapter GPA requirement as outlined in Appendix F.
- O. **Chapters operating during a loss of University recognition or those returning after University recognition was revoked for a conduct matter may seek official re-recognition after the period of loss of recognition has lapsed. To do so, the Chapter must submit a request to the CFSL no later than 60 days before the date the Chapter requests to be recognized. This request must include documentation substantiating compliance with all expectations in this document, probationary terms, and terms of the Chapter's loss of recognition. Upon completion, the CFSL will submit a recommendation on the Chapter's behalf to the Office of Student Conduct.**
 - 1. The Chapter's request must include the following:
 - a. A roster of Chapter members and officers; and
 - b. A roster of Chapter advisory board and house corporation officers.
 - 2. To be eligible for recognition after a period of loss of recognition, the Chapter must arrange a minimum of two meetings with the Dean of Students and CFSL staff and the Chapter advisor and house corporation president (if applicable) to discuss the expectations of recognized fraternities/sororities at WSU.
 - 3. If the Chapter is re-recognized by the University, they will be required to meet certain conditions, including, but not limited to, the condition that the Chapter maintain an alcohol-free Chapter leased/owned facility for no less than two years after recognition is granted.
 - 4. Chapters that do not meet these conditions will be referred to the Office of Student Conduct, which may impose sanctions including permanent loss of recognition.
 - 5. University recognition after a period of loss of recognition is not guaranteed.
- P. **University Petition for Re-Recognition**. Following the process outlined in Article IV, Section P., chapters are required by WSU Policy to petition for re-recognition through the Office of Student Conduct. This petition is housed in Office of Student Conduct and can be obtained at any time by request.

V. Non-Compliance

As with any agreement, a lack of compliance results in a negation of privileges outlined at the beginning of this Agreement and may result in the following:

- 1. Sanctions may be addressed by the CFSL in conjunction with the Vice President of Student Affairs and / or the Office of the Dean of Students if applicable. Specific sanctions resulting may include, but are not limited to, written warnings, reprimands, educational programming, probation, or temporary organizational suspension.
- 2. Violations of this Agreement may be referred to the Greek Standards Board, and/or the Office of Student Conduct who will arrange conduct proceedings in accordance with Washington

Administrative Code 504-24-040(2) and 504-26. Specific sanctions resulting from proceedings under the Standards of Conduct for Students may include, but are not limited to, warnings, reprimands, educational programming, restitution for property damage, monetary fines, probation, suspension, or withdrawal of WSU recognition.

3. Non-compliance may be reported to the inter/national or regional organization, with a request for action and support.
4. Upon withdrawal of recognition of the Chapter, the University shall notify the national/international parent organization that the Chapter is no longer recognized by the University. Withdrawal of recognition may be for a limited term or permanent.

VI. Dates of Agreement

This Agreement shall be in effect from the date both parties sign this Agreement through February 1, 2018 or until a new relationship agreement is signed, whichever occurs earlier. If a new agreement is not signed before the expiration of this Relationship Agreement, recognition of the fraternal organization will be lost until until a new agreement is signed. *(Note: University staff and student representatives shall review this Agreement for renewal on an annual basis.)*

Local Chapter of: _____

Chapter President Name (Print): _____

Signature of Chapter President: _____

Date Signed: _____

By signing this form, I certify that I have reviewed and understand its contents.

Chapter Advisor Name (Print): _____

Signature of Chapter Advisor: _____

Date Signed: _____

Interim Vice President, Student Affairs: Melynda Huskey _____

Signature: _____

Date Signed: _____

Appendix A
Washington State University

NON-RESIDENTIAL FRATERNITY AND SORORITY STATEMENT OF EXPECTATIONS

- A. **Inter/national or regional policy:** If applicable, it is expected that fraternity and sorority chapter leaders and members understand all policies set forth by the chapter's inter/national and/or regional headquarters and that they assume accountability for adherence to these policies.

In the event of conflict between inter/national or regional and University policy, the stricter of the two policies and/or interpretations shall be enforced unless the University determines that the inter/national or regional policy is in conflict with University policy or values. In that situation, University policy shall take precedence. The University will work with the inter/national or regional headquarters to address any discrepancies.

- B. **Council Participation:** All chapters shall be active and contributing members of a university recognized fraternity/sorority council/association.

Chapters shall maintain membership in one of the five university recognized fraternity/sorority Councils/Associations (Interfraternity Council, Panhellenic Association, National Pan-Hellenic Council, United Greek Association, or Professional Council) and shall comply with its constitution and other adopted policies and procedures.

- C. **Advisory Support:** Chapters shall have active advisory support from the Center for Fraternity and Sorority Life ("CFSL") and a university faculty member, staff member or graduate student. In addition, the University recommends chapters maintain a faculty advisor.

A professional from the CFSL will be assigned to work directly with each chapter. Chapters may select their university advisor and are encouraged to also appoint an alumni/a advisor from their respective organization. Chapters who are unable to identify a university official to advise their organization may contact the CFSL for assistance in identifying possible candidates.

- D. **Administrative Information:** Chapters shall provide the CFSL with updated chapter administrative information and maintain monthly communication with the CFSL.

Administrative information must be updated with the CFSL by February 1 and September 1 of each year. This information includes a complete list of alumni, faculty, and/or graduate advisors, and all chapter officers.

- E. **Membership:** Chapters shall be in compliance with the minimum requirements to be a Registered Student Organization, as determined by Student Involvement.

Chapters that do not meet the minimum number of members for two (2) consecutive semesters will be subject to loss of recognition or may be placed on probationary status by the CFSL. The CFSL may honor exceptions given from inter/national or regional headquarters. *(See Appendix E for more information.)*

- F. **Risk Management:** All chapters/colonies shall carry liability insurance.

All chapters shall coordinate with the CFSL to ensure a current certificate of insurance, verifying a policy of at least one million dollars of general liability coverage is on file.

- G. **Annual Report:** Each chapter/colony shall conduct an annual self-evaluation.

All chapters shall submit an Annual Report to receive other University benefits associated with being a recognized fraternal organization. (see [Greek Pillars of Excellence](#)).

Appendix B
Washington State University

GROUP ACCOUNTABILITY STATEMENT

Washington State University has always emphasized the importance of individual responsibility and accountability in the lives of its students. Additionally, the rights and duties of recognized student organizations also carry with them an obligation on the part of their members, collectively, to uphold the Washington State University Standards of Conduct for Students.

This statement of group accountability acknowledges that unacceptable behaviors by individuals functioning as members or officers of a student organization may have consequences for those individuals as well as for the organization. *Also, the privilege of being an officer of a student organization carries with it particular responsibility for the reasonable anticipation and prevention of foreseeable violations of University policies, resulting from either deliberate or negligent behavior of the organization's members or guests.*

In general, a recognized student organization may be held accountable for the behavior of its members and guests on its premises, at events sponsored (or co-sponsored) by the organization, or when a group including significant numbers of members or guests violates University policies. Organizations that violate University policies and Standards of Conduct are subject to sanctions. It is the responsibility of organizational officers or those in charge of an event to identify foreseeable problems that may arise and to take timely corrective action. Sometimes it is appropriate for an organization's officers or members to ask for assistance from University offices (WSU Police, Center for Fraternity and Sorority Life, Office of Student Conduct, Student Involvement) or outside agencies (police, fire department, ambulance).

The conditions under which an organization maintains responsibility for violations of University policies and standards include (but are not limited to):

- the actions constituting the violation were tacitly or overtly condoned by the organization or its officers;
- the organization or its officers should have foreseen yet failed to take reasonable precautions against such actions;
- a policy or practice of the organization was responsible for a violation; or
- the behavior in question was committed by, condoned by or involved organization officers or a significant number of organization members or guests.

In determining whether an organization or its officers failed to take reasonable precautions, the University may take into account the repeated occurrence of relevant other incidents involving the organization.

In general, reported organizational violations of Departmental policies and standards should be addressed, and appropriate sanctions imposed, by the University office with administrative oversight of the organization. Possible violations of University Standards of Conduct should be reported to the Office of Student Conduct for disciplinary action.

Appendix C
Washington State University

HAZING POLICY

All Washington State University fraternities and sororities must file this form with the Center for Fraternity and Sorority Life by the end of the second week of each semester to certify compliance with anti-hazing policies and Washington State law. The previously filed Hazing Policy remains in effect until a new one is filed.

Washington State University Hazing Policy (WAC 504-26-206 Hazing)

(1) No student or student organization at Washington State University may conspire to engage in hazing or participate in hazing of another.

- (a) Hazing includes any activity expected of someone joining a group (or maintaining full status in a group) that causes or is likely to cause a risk of mental, emotional and/or physical harm, regardless of the person's willingness to participate.
- (b) Hazing activities may include but are not limited to the following: Abuse of alcohol during new member activities; striking another person whether by use of any object or one's body; creation of excessive fatigue; physical and/or psychological shock; morally degrading or humiliating games or activities that create a risk of bodily, emotional, or mental harm.
- (c) Hazing does not include practice, training, conditioning and eligibility requirements for customary athletic events such as intramural or club sports and NCAA athletics, or other similar contests or competitions, but gratuitous hazing activities occurring as part of such customary athletic event or contest are prohibited.

(2) Washington state law also prohibits hazing which may subject violators to criminal prosecution. As used in RCW 28B.10.901 and 28B.10.902, "hazing" includes any method of initiation into a student organization or living group, or any pastime or amusement engaged in with respect to such an organization or living group that causes, or is likely to cause, bodily danger or physical harm, or serious mental or emotional harm, to any student or other person attending a public or private institution of higher education or other postsecondary education institution in this state.

(3) Washington state law (RCW 28B.10.901) also provides sanctions for hazing:

- (a) Any person who violates this rule, in addition to other sanctions that may be imposed, shall forfeit any entitlement to state-funded grants, scholarships, or awards for a period of time determined by the university.
- (b) Any organization, association, or student living group that knowingly permits hazing by its members or others subject to its direction or control shall be deprived of any official recognition or approval granted by the university.

Washington State University Expectations on Hazing and New Member Activities:

- Hazing is not tolerated in any form; neither as part of the new member program nor as acts by individual members of the chapter.
- The chapter's initiation is to be a positive, educational experience for all involved. Names such as "Hell Week", "I Week", etc. should not be used in reference to pre-initiation activities.
- New member activities cannot take place between 12:00 am (midnight) and 8:00 am Monday through Friday.
- The new member program (membership intake/pledging ceremony/initiation ceremony) is to be no longer than the length prescribed by the (Inter)National Organization. All activities must be completed one (1) week before classes end each semester.

- New members shall never be subject to sleep or food deprivation and shall never be required to stay or live anywhere in inappropriate health and/or safety conditions.
- Forced, required, or condoned application of foreign substances to the body resulting in lewdness or potential ridicule or bodily harm (such as tattooing or branding) is prohibited.
- All activities associated in any way with new members must be alcohol free.
- All activities associated in any way with sorority prospective members should not involve members/prospective members of fraternities, likewise, fraternity prospective member activities should not involve members/prospective members of sororities.
- Due to the nature of intimate association and deliberate seeking of acceptance into a fraternity/sorority by new members, "free will" (meaning someone has agreed to participation in or be hazed) cannot be used as an exception to these policies.

2017 Chapter Non-Hazing Agreement

We, the undersigned representatives of _____ at Washington State University, certify the following:

1. We have read, understand, and shall abide by Washington State University's Hazing Policy.
2. We have read, understand, and shall abide by the State of Washington Hazing law.
3. We have read, understand, and shall abide by our Inter/National Organization's Hazing Policy, if applicable.
4. We shall ensure this policy is read to all members in our chapter.
5. We shall ensure all new members/those in our intake process receive a copy of this policy.
6. We shall ensure all activities sponsored or required by our chapter, in whole or part, comply with this policy.
7. Failure of my organization to uphold this policy, in whole or part, will result in the referral of the organization and individuals involved for discipline.

By signing this form as representatives of our chapter we agree our chapter shall abide by the above requirements.

Chapter President's Name	Signature	Date
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New Member Educator's Name (or equivalent)	Signature	Date
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Recruitment Chair's Name (or equivalent)	Signature	Date
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Appendix D
Washington State University

TITLE IX COMPLIANCE

**Fraternity and Sorority Acknowledgment of Compliance Requirements related to:
Discrimination, Sexual Harassment, and Sexual Misconduct Policies**

All Washington State University (WSU) fraternities and sororities must file this form with The Center for Fraternity and Sorority Life by the end of the second week of each semester. The preceding document remains in effect until a new one is filed.

WSU Policy Prohibiting Discrimination, Sexual Harassment, and Sexual Misconduct, Executive Policy #15 (EP 15)

EP 15 applies to all students, faculty, staff, and others having an association with WSU, including but not limited to such personnel at all campuses and WSU employment sites. It is the responsibility of all students, faculty, staff, and others having an association with WSU, including fraternities and sororities, to be familiar with the provisions of EP 15, including changes and updates to EP 15. The full document is available here:

<http://public.wsu.edu/~forms/PDF/EPM/EP15.pdf>

The WSU Office for Equal Opportunity (OEO) looks into matters that implicate EP 15 and works closely with the WSU Office of Student Conduct (OSC) on matters that involve student conduct. For more information about OEO please see: oio.wsu.edu

WSU Standards of Conduct for Students (WAC 504-26)

WSU's Standards of Conduct for Students (Standards of Conduct) outlines proscribed conduct, including: discrimination, sexual harassment, sexual misconduct, and other forms of sex and gender based violence. All WSU students and recognized fraternities and sororities are responsible to understand and be aware of the Standards of Conduct. The Standards of Conduct, including the following provisions, are available at: standards.wsu.edu

1. WAC 504-26-220 Discrimination and Discriminatory Harassment
2. WAC 504-26-221 Sexual Misconduct
3. WAC 504-26-223 Stalking
4. WAC 504-26-227 Sexual Harassment

OSC looks into matters that implicate the Standards of Conduct. For more information about OSC please see: standards.wsu.edu

WSU Expectations on Discrimination, Sexual Harassment, and Sexual Misconduct, as well as New Member Activities:

- Discrimination, Sexual Harassment and Sexual Misconduct, as defined by the Standards of Conduct, are not tolerated in any form; neither by the organization as a whole nor as acts by individual members of the chapter.
- All chapter members must attend annual educational programming on compliance with the policies mentioned herein (EP 15 and the Standards of Conduct). This educational programming must take place by the ninth week of the academic year.
- All new members will be required to read, discuss, and attest they have an understanding of the meaning and scope of EP 15 and the Standards of Conduct, as well as the principles and recommendations for bystander intervention.
- Within two weeks of the start of the fall semester, the Chapter President will read the “WSU’s Response to Sex and Gender Based Violence and Discrimination” document available from OEO’s web site at: <http://oio.wsu.edu/?p=417>

Discrimination, Sexual Harassment, and Sexual Misconduct Policies Agreement

We, the undersigned representatives of _____ at Washington State University, certify the following:

1. We have read, understand, and shall abide by the WSU Policy Prohibiting Discrimination, Sexual Harassment, and Sexual Misconduct, Executive Policy #15.
2. We have read, understand, and shall abide by the WSU Standards of Conduct for Students provisions on Discrimination, Sexual Harassment, and Sexual Misconduct.
3. We have read, understand, and shall abide by our Inter/National Organization's Anti-Discrimination and Sexual Misconduct policies, if applicable.
4. We shall ensure these policies are read to all members in our our chapter.
5. We shall ensure all new members/those in our intake process receive a copy of these policies.
6. We shall ensure all activities sponsored or required by our chapter, in whole or in part, comply with these policies.
7. Failure of my organization to uphold these policies, in whole or in part, may result in the referral of the organization and individuals involved for discipline to the Office of Student Conduct and the Office for Equal Opportunity.
8. We understand that Executive Policy #15 and the Standards of Conduct for Students apply to all WSU students and recognized fraternities and sororities regardless of whether this form is signed.

By signing this form as representatives of our chapter we agree our chapter shall abide by the above requirements.

Chapter President's Name	Signature	Date
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New Member Educator's Name (or equivalent)	Signature	Date
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Standards Chair's Name (or equivalent)	Signature	Date
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Appendix E
Washington State University

NON-RESIDENTIAL FRATERNITY AND SORORITY MINIMUM MEMBER POLICY

In conjunction with the requirements set forth by the Office of Student Involvement the Center for Fraternity & Sorority Life expects each fraternity and sorority chapter to maintain a minimum of four (4) undergraduate members of this institution in order to be recognized by the University.

In understanding the demographics of Washington State University and circumstances impacting certain fraternities and sororities, the Center for Fraternity and Sorority Life reserves the right to support and offer assistance to chapters that fall below the four (4) member requirement and have the support of their international, national or regional headquarters.

Support for such chapters will be extended on a chapter by chapter basis and will require cooperation and communication from the local chapter and their international, national or regional headquarters when applicable.

Expectations in such cases shall include but are not limited to the following:

- A letter of support for the chapter from their current state, regional or national officer for the continued recognition of the chapter.
- A detailed action plan from the chapter to outline their membership intake plan to increase membership signed by the chapter President and Advisor(s).
- A letter of explanation from the chapter detailing the contributing factors of their current membership number to help guide their planning for their future growth.
- An understanding that the chapter shall not remain under the required number of members for longer than eighteen (18) months.
- Approval from the Director of the Center for Fraternity and Sorority Life.
- Approval from the Executive Director of Student Involvement.

Appendix F
Washington State University

ACADEMIC SUCCESS PLANS FOR
NON-COMPLIANCE WITH ACADEMIC STANDARDS

Academic Success Plan: Level One	Written Plan for Scholastic Improvement Regular meetings with a CFSL Staff Member 4 hours study tables mandatory for each member Midterm grade report due to CSFL
Academic Success Plan: Level Two	All Level One Activities Individualized Plan for Scholastic Improvement for each member 6 hours study tables mandatory for each member Bimonthly attendance at professor's office hours Chapter, CFSL, MSS, and/or AEA Intervention Activities
Academic Success Plan: Level Three	All Level Two activities Ineligible for Areté Awards Recognition 8 hours of study tables mandatory for each member Bimonthly individual meetings with retention counselor in MSS/AEA Loss of participation in Fraternity/Sorority-sponsored Homecoming and Greek Week activities, and SHAPING, CASHE, and VIBES conferences
Academic Success Plan: Level Four* (See Below)	Loss of University Recognition

*A chapter below the academic requirement will be automatically assigned Academic Plan Level One status. For each additional semester a chapter is below the academic requirement, and does not improve by .10 (therefore remaining on the same plan level), the next level will be assigned. Each success plan remains in effect as the next level is added to the previous sanction(s). All success plans shall remain in effect until the organization has met the academic requirement, in which case the chapter is no longer on an Academic Plan Level.

Appendix G
Washington State University

WSU DRUG AND ALCOHOL POLICY

Alcohol and Drug Policy

Campus and local police will enforce all Washington State laws pertaining to drugs and alcohol, and the Office of Student Conduct will follow procedures outlined in Standards of Conduct for Students (WAC 504-26) when violations occur. Students of legal age who choose to drink alcoholic beverages are expected to do so responsibly and according to the policies and regulations of their living environment (i.e., residence halls, Greek residences, campus apartments, etc.).

Students may not:

- Distribute alcohol to anyone under the age of 21.
- Drink or possess alcohol if under the age of 21.
- Drink or possess alcohol regardless of age if alcohol is prohibited at the location.
- Use, manufacture, or possess drugs (marijuana, narcotics, or other controlled substance) and drug paraphernalia (pipes, bongs, scales, cigarette papers, etc.).
- Drink alcohol at a sponsored event on any University property without an alcohol license or banquet permit.
- Over-consume alcohol or be intoxicated in public.

If you are under the age of 21 or are in a location that prohibits all alcohol or drugs regardless of age (including residence hall rooms, shared areas in residence halls, Greek houses that are alcohol-free), if alcohol or drugs are present, **leave the area immediately**. Any person present may face disciplinary actions from the University and/or local police. Even if you just walked in the room, the alcohol and/or drugs isn't yours, you did not drink any alcohol or use any drugs, and/or you are completely sober, you may still be held accountable for violating University Policy.

Remember you are accountable to the Standards of Conduct whether you are on campus or off campus and during University breaks.

Use of alcoholic beverages in residence halls and all recognized group living areas

All students recognize that their presence during an alcohol/drug violation subjects them to disciplinary action. If students find themselves in a situation where alcohol/drug policy violations are occurring, they should immediately leave.

Students of legal drinking age and their legal-aged guest(s) may possess and consume alcohol in the privacy of their own room if alcohol is permitted in that location. The door to the room must be closed at all times.

Alcohol is prohibited in restrooms, corridors, study rooms, lounges, or any other public areas inside or outside the building.

Kegs or bulk alcoholic beverages are prohibited.

Students must comply with "No Alcohol" policies if established for floors, living groups, and/or designated residence halls.

Use of marijuana and other controlled substances

The use, possession, manufacture, or distribution of marijuana and other controlled substances anywhere on campus is prohibited by federal law, and is a violation of the Standards of Conduct.

Medical marijuana use is also prohibited on campus, including in campus housing. All questions regarding the reasonable accommodation of medical conditions, including conditions treated with medical marijuana, should be directed to the Access Center at 509-335-3417.

Guests

Individuals are responsible for the behavior of their guests. In cases where the guests of residents become unruly or violate University and organized living group policies, the resident host will be held accountable. University or Pullman police may be utilized in the confrontation of guests and other nonresidents who are disruptive or otherwise in violation of University policies.

Fraternity and Sorority Social Policy

All fraternities and sororities which house freshmen must be alcohol-free.

Fraternities and sororities must comply with Interfraternity Council and Panhellenic social policies and procedures outlined for social functions, as well as with FIPG policies.

Members are required to be in compliance with their national or international regulations regarding alcohol consumption.

Alcohol consumption is prohibited entirely during ANY social event on chapter property. All social events on chapter property must be alcohol free.

Alcohol consumption on chapter property, if permitted at all, is prohibited for students under the legal drinking age and is restricted to the private rooms of students 21 years of age or older. Fraternities must review their Fraternal Organization Agreements and the Alcohol-Free House Agreement to know whether their fraternity is permitted to have alcohol on chapter property.

All off-property social functions where alcohol is present require a third-party vendor to serve alcohol, provide security, and verify legal age.

All event co-sponsors will be held equally responsible for policy compliance.

The social policy will remain in effect throughout the calendar year, including breaks and summer for chapter houses while occupied by chapter members.

Alcoholic Beverages at Concerts or Athletic Events

Consumption or possession of alcohol in public areas of any University-owned or controlled property is prohibited except when those who are 21 years of age or older are participating in a sponsored event for which there is an alcohol license or banquet permit.

University and Community Alcohol and Substances Abuse Resources

Resources to assist students with any problems associated with alcohol or substance abuse are listed on the Office of Student Conduct website: conduct.wsu.edu

The Office of Student Conduct (509-335-4532) can answer any questions pertaining to the Standards of Conduct and drug and alcohol use.

Appendix H
Washington State University

RELATIONSHIP AGREEMENT CHECKLIST

The following document is meant to be educational for both Chapter officers and alumni/advisory support and should be used to strengthen students understanding of the Relationship Agreement. There are more specific requirements in the Relationship Agreement that all Chapter Officers should be aware of, including, but not limited to, language regarding alcohol, hazing, risk management, discrimination, sexual harassment, policy compliance, etc. This document does not supplant the requirements as listed in the Relationship Agreement and this document is subject to change at any time. Should Chapters have questions regarding the specific requirements as listed within the Relationship Agreement, they should contact their specific CFSL Advisor.

Deadlines are subject to change and questions related to the dates referred to the Center for Fraternity and Sorority Life

Requirement	Deadline
Turn in R.A.	January 20, 2017
Turn in Crisis Management Plan	January 20, 2017
Turn in R.A. Appendices C & D each semester	February 3, 2017 & September 8, 2017
Abide by Council Bylaws	Ongoing
RSO Policy Compliance (events, finances, etc.)	Ongoing
Intake Procedures and New Member Presentation Guidelines	Ongoing
Maintain minimum membership requirements	Ongoing
Maintain 2.65 GPA Minimum Requirement	Ongoing
Academic Success Plan	
Attend programming as required by council	Ongoing
Turn in Greek Pillars of Excellence	April 14, 2017 & October 13, 2017
Follow Group Accountability guidelines, procedures, policies, etc.	Ongoing
Be part of Council and Association	Ongoing
Follow all Inter/National/Local policies	Ongoing
Compliance with Insurance Policies	Ongoing
Meet with CFSL Advisor	3x per semester (minimum)
Have chapter advisor	January 20, 2017
Turn in roster by September 1 st and Feb 1 st	February 1, 2017 & September 1, 2017
New Member Registration and Member Change Status Form	Ongoing
Academic Roster for grades	April 28, 2017 & December 8, 2017
Insurance Policy (\$1 million)	February 3, 2017
Non-Hazing Agreement Compliance	Ongoing
Discrimination, Sexual Harassment, and Sexual Misconduct Compliance	Ongoing