

The University of Montana-Missoula and Associated Fraternal Organizations Fraternity and Sorority Relationship Agreement

Preamble

We, the members of Fraternity and Sorority organizations at The University of Montana, commit ourselves to the high ideals and principles of our national men or women's fraternities. We dedicate our fraternal experience to the virtues of diligence, brotherly/sisterly love, unity, loyalty, truth, honor, friendship, knowledge, service, ethics, excellence, mutual respect and dignity. Our purpose is not to consider ourselves better than other students, but to better ourselves by incorporating the ideals of our rituals and creeds into our daily lives.

We acknowledge the central role of the University of Montana and its mission. Our actions and activities will complement The University's mission to provide "high quality and diverse educational opportunities and service to the people of Montana." The University acknowledges the important role that men and women's fraternities play in the development of students and the achievement of its mission. The University further acknowledges that participation in fraternity and sorority life can be a valuable and rewarding experience for students.

Therefore, the University of Montana, the Vice Provost for Student Success, chapter leaders and alumni, and the national men and women's organizations, establish this document to define the supportive relationship they enjoy.

Fraternity and Sorority Life Relationship Agreement

The University of Montana (UM) extends recognition to fraternities and sororities based upon collective interests, common goals, and mutual support. UM recognizes that membership in a fraternity or sorority can offer additional social and learning opportunities to students and enhance their overall educational experience.

A fraternity or sorority chapter is an organization that has received a charter from an

inter/national chapter office. As such, UM acknowledges fraternities and sororities as private organizations having the right to be recognized as student groups by the University. With recognition, the University of Montana enforces reasonable rules and regulations in order to maintain institutional standards of excellence.

Governance

Each chapter has a constitution and/or governing document that define the core values of the organization, and the chapters' leadership establishes goals. The University of Montana recognizes the chapter on the premise that the goals are compatible with those of the University and that the chapter consistently works towards their own goals, as well as those of the University.

The role of College Panhellenic Council (CPC) and Interfraternity Council (IFC), as defined by inter/national policy, are the governing councils of the sororities and fraternities. CPC and IFC serve as self-governance authority, communication, and coordinating entities for issues involving both fraternities and sororities.

CPC and IFC are the registered and recognized student organizations with the Associated Students at the University of Montana (ASUM). The individual sorority and fraternity chapters are subsequently recognized by affiliation.

The University requires every student organization to have a faculty or staff advisor. As such, the University funds a staff position, Director of Fraternity and Sorority Involvement reporting to the Director of the University Center, to advise CPC and IFC as well as coordinate and advise Greek Life as a whole on UM campus.

Chapter Facilities

Chapter facilities are defined as structures maintained by a fraternity or sorority housing corporation. Housing corporations are responsible for providing safe and healthy living facilities. All facilities must comply with local, state, and federal codes and guidelines.

Chapter facilities may also include homes and/or rentals that are not controlled under housing corporations; however, a significant number of members live together and share housing.

While each chapter has its own move-in policy, freshman (e.g., first-year students, may not

include transfer students) members must adhere to the University's Freshman Residency Policy. This policy requires students with less than 30 credits to reside in UM Housing resident halls. Therefore, any students with less than 30 credits are not allowed to live in any fraternity or sorority facility.

Risk Management

All Greek facilities must comply with local, state, and federal codes and guidelines. The University of Montana can assist in these areas through consultation and advisement; however, local house corporations are responsible for providing safe and healthful living facilities, appropriate inspections, and written reports.

Each fraternity and sorority chapter must annually submit a copy of their risk management plan to the Office of Fraternity and Sorority Involvement.

Health and safety practices are essential for each fraternal group. The number of guests present in a chapter house at any one time cannot exceed local fire codes. Chapter houses should be inspected each spring by the Fire Marshall and the appropriate city or county officials. Written reports from these inspections should be sent to individual house corporations, each active chapter, and the Office of Fraternity and Sorority Involvement. A chapter will have until the end of the fall semester, following the preceding spring inspection report, to correct major code violations such as health and fire safety issues.

Men and women's fraternities should obtain property and liability insurance to protect their organization and members. Chapters are prohibited from knowingly housing sexual offenders and individuals who have been expelled from the University of Montana for academic or disciplinary reasons.

Alcoholic Beverages

Allowing consumption of alcoholic beverages at any Greek chapter function or location in violation of the Agreement can result in severe penalties being imposed on the chapter, including cancellation of all chapter rights, privileges and recognition on the University of Montana Campus.

All possession, use, and/or consumption of alcoholic beverages on the University of Montana

campus, in Greek chapter houses, on the premises of any chapter, or at any entertainment or function of any chapter, must conform with national chapter policies and guidelines, The University of Montana's alcohol policies and guidelines, and all applicable state, county and city statutes. Violations are subject to the Judicial Board Process and/or University penalties. The Judicial Board will not adjudicate any violations of national policies, except if the violation is also contrary to UM's policies and/or the provisions outlined in this document. This policy is a minimum requirement for the fraternity and sorority community. Chapters and inter/national organizations may have more stringent regulations.

University of Montana's alcohol policies can be found on line at <http://www.umt.edu/policies/browse/facilities-security/alcohol>.

Mutual Agreement Policy

1. A function/social event is a gathering, spontaneous or otherwise, of 10 people or more or which is scheduled, arranged, or announced by the chapter; or when the member(s) of the chapter planned, solicited funds for, or promoted the gathering in a manner that creates a reasonable belief that he event has been organized, hosted, sponsored, or co-sponsored by the chapter.
2. Chapter meetings, study groups, trainings, etc. are not considered functions/social events.
3. Regardless of location, all functions/social events must be registered with FSI prior to the event. However, those events that will include the consumption of alcohol must register with FSI minimally one week (5 business days) prior to the event.
4. Under no circumstances is alcohol consumption allowed at spontaneous events.
5. Sale of alcohol or any indirect means of collecting monies to pay for alcohol is prohibited unless a licensed vendor caters the event.
6. Open parties, meaning those with unrestricted access, that involve the consumption of alcoholic beverages are prohibited.
7. Planned parties must control access for invited guests by establishing a guest list. It is mandatory that sober monitors (chapter members) are at the entry of the event and responsible for checking identification cards and guest list upon entry to the event. A Griz Card reader is mandatory in order to check identification and swipe student

identification. The reader can be arranged to be checked-out with the FSI office.

8. Provide a copy of the guest list to FSI prior to the event. In order to verify attendees, chapters must check out a student identification card scanner through the FSI office.
9. Have a licensed third-party vendor, or follow appropriate BYOB guidelines:
 - a. (1) Six-pack of 12-ounce beers or (1) four pack of malt beverages, seltzers, or hard ciders brought by a member or guest who is legally able to consume an alcoholic beverage.
10. For functions/social events held at a chapter facility, it is strongly encouraged that the chapter have at least one (1) currently licensed Montana or federal law enforcement officer.
11. Griz Card readers are not required where wine and/or beer only are being served at a sit-down dinner or during an alumni event/gathering where the target audience is not current members but specifically the alumni.
12. Have means to prove members/guests are over the legal drinking age (wristbands are encouraged).
13. The purchase or use of a bulk quantity (e.g., kegs, cases, etc.) is prohibited.
14. Drinking games are prohibited.
15. Have water clearly available and labeled during the function.
16. Have no less than (4) sober monitors/members present at the function.
17. Safe transportation must be provided to and from off-campus social activities, which may include a designated driver program or bus rental.
18. No men or women's fraternity will serve or permit the use, possession, or consumption of alcoholic beverages at recruitment functions.

Group Accountability

The University of Montana recognizes 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 UM's student standards of conduct. Each chapter recognizes that unacceptable behaviors by individuals functioning as members or officers of a fraternal order may have consequences for those individuals as well as for the organization. The privileges of being a recognized 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 chapter may be held accountable for the behavior of its members and guests on its premises, at events sponsored or co-sponsored by the chapter, or when a group involving a significant number of members or guests violate university policy.

It is the responsibility of chapter officers to identify foreseeable problems that may arise, take timely corrective action, and to notify and/or seek assistance from appropriate UM officials. CPC, IFC or Greek Judicial Boards are not to adjudicate violations of university policies and/or UM's student conduct code.

Specifically addressed in the Student Code of Conduct is discrimination, harassment, sexual misconduct, stalking, and retaliation. University of Montana Community Standards and Student Code of Conduct can be found at <http://www.umt.edu/student-affairs/community-standards/>.

Mutual Agreement Regarding Hazing

No chapter, colony, student or alumni shall conduct or condone hazing activities. Hazing activities are defined as any action taken or situation created, whether on or off chapter premises, to intentionally produce mental or physical discomfort, embarrassment, harassment, or ridicule. Such activities may include, but are not limited:

- Use of alcohol
- Paddling in any form
- Creation of excessive fatigue
- Physical and psychological shocks
- Quests, treasure hunts, scavenger hunts or any other such activity carried on outside or inside the confines of the chapter house
- Wearing of public apparel which is conspicuous and not normally in good taste
- Engaging in public stunts or buffoonery
- Morally degrading or humiliating games and activities
- Application of foreign substances to the body
- Depriving students of sufficient sleep (at least 6 hours per day), decent and edible meals, or access to means of maintaining bodily cleanliness

- Forcing, coercing, or permitting students to eat or drink foreign or unusual substances or alcoholic beverages
- Any other activities that are not consistent with academic achievement, fraternal law, ritual or policy, or regulations and policies of the educational institution or applicable state law, regardless of one's willingness to participate in such activity

Community & Neighborhood Relations

Members of Greek organizations must accept the responsibility of being citizens within the Missoula community and adhere to community and neighborhood norms, as well as all local, state and federal statutes.

They must also be respectful of fellow Greek chapter property, privacy, and security. Behavior damaging to property, privacy, and security is grounds for judicial adjudication.

Members need to be aware of neighborhood parking restrictions, the adverse consequences of disruptive behavior, improper language and dress, and the importance of maintaining well-groomed chapter houses and grounds that are acceptable to neighborhood norms.

Respecting the rights and privileges of the neighbors precludes loud and raucous behavior and the use of amplified sound. All activities must be acceptable to the neighborhood environment.

Recruitment

The recruitment guidelines of the IFC and CPC shall be applied to their respective chapters at UM.

Information provided during Greek recruitment activities must be accurate and compatible with the University's mission. FSI must approve CPC, IFC, and individual chapter recruitment plans.

Formal, organized recruitment does not end until the prospective new members are offered a bid into a chapter.

All recruitment events must exclude the use of alcohol.

Promotional or marketing programs must avoid demeaning sexual, discriminatory, or

homophobic portrayals of individuals. Activities should promote self-worth, human dignity, and a positive Greek image.

In no aspect of its programs shall there be any difference in the treatment of persons on the basis of race, creed, color, religion, national origin, age, sex*, pregnancy, disability, genetic information, status as a U.S. veteran, service in the U.S. military, sexual orientation, gender identity, associational preferences, or any other classification which would deprive the person of consideration as an individual. *Fraternities and sororities may, however, pursuant to 20 U.S.C. 1681(a)(6)(A), limit membership on the basis of sex.

The University of Montana fraternity and sorority community prohibits the creation of Little Sister and Little Brother auxiliary groups.

Academics

Scholastic achievement ultimately depends on the performance and motivation of the individual. However, chapters are to provide the necessary support and assistance to its members in order to achieve academic excellence. Each fraternity and sorority is to maintain an environment conducive to learning.

1. Chapters are to adhere to the academic requirements of their respective inter/national organizations.
2. Chapters are responsible for providing academic programs to assist new and active members who fail to meet minimum University GPA standards.

Chapter Obligations

To evaluate if chapters are meeting the mission and expectations of this Agreement, the Office of Fraternity and Sorority Involvement will meet annually with national and local representatives of the chapters to discuss and review the prior year's activities and plans for the coming year. The chapter officers will advise the Office of Fraternity and Sorority Involvement progress, problems encountered, and operational efforts.

The Office of Fraternity and Sorority Involvement will implement annual programming to enhance learning and leadership development.

1. FSI will set attendance requirements for programs.

2. Each chapter must meet attendance requirements for programs.
3. Chapters must have representation of all officers at an annual leadership training/retreat hosted by FSI.

All fraternity and sorority chapters are required to participate in an annual evaluation managed by the Office of Fraternity and Sorority Involvement.

Areas of assessment may include but not limited:

- Chapter academic performance
- Membership strength
- Neighborhood/community relations
- Community service
- Intra-Greek relations
- Alumni advising
- Leadership development
- Campus participation
- Intrahouse programming
- Adherence to the University's Greek policies

Amendments

Amendments to this document may be proposed by a majority vote of the collective memberships of IFC and PHC or by UM Official on behalf of Vice Provost for Student Affairs. IFC and CPC representatives are encouraged to bring the amendments before their chapter membership for input prior to the final approval. Amendments are passed with the approval of the Vice Provost for Student Affairs in conjunction with a two-thirds vote of IFC and CPC. The Office Fraternity and Sorority Involvement will submit amendments to the national organizations and alumni for comment.

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