

## ***NPV Unanimous Agreements***

### ***IV. Standards of Ethical Conduct***

1. National Panhellenic Conference fraternities shall impress upon their undergraduate and alumnae members that they shall respect and obey the letter and the spirit of all NPC UNANIMOUS AGREEMENTS.
2. In case of Panhellenic difficulties, all chapters involved shall do their utmost to restore harmony and to prevent publicity, both in the college and the community.
6. It is in accord with the dignity and good manners of fraternity women:
  - A. To avoid disparaging remarks about any fraternity or college woman;
  - B. To create friendly relations between fraternity and nonfraternity women;
  - C. To avoid negative publicity on Panhellenic matters.
7. National Panhellenic Conference discourages the use of Greek-letter fraternity names and insignia in inappropriate or distasteful commercial advertising.

### **2. Judicial Process Overview**

Fraternities are encouraged to resolve alleged infractions through informal discussion with the involved parties. Should the informal discussions be unsuccessful, the Judicial Process will be set in motion by the filing of a report of an alleged violation. Violations must be reported in the following manner on the College Panhellenic Violation Report available from the College Panhellenic:

#### **A. Timing**

1. The College Panhellenic Violation Report shall be completed and presented to the President of the College Panhellenic Association in a timely manner, but not more than 30 calendar days from the date of the alleged infraction (including university/college breaks). If the College Panhellenic President is unavailable or the violation is against her fraternity, the report shall be presented to the College Panhellenic Vice President or Panhellenic Advisor.
2. The College Panhellenic President and Panhellenic Advisor shall review the College Panhellenic Violation Report to ensure it has been filled out completely, including proper signatures and indication of rule/policy violated. An incomplete report shall be returned to the reporting party for completion prior to proceeding.

#### **B. Proper Reporting Authority**

1. Infractions excluding recruitment infractions must be reported and signed by the President of a member group on behalf of her chapter.
2. Recruitment infractions may be reported and signed by either:
  - a. President of the member group on behalf of her chapter.
  - b. College Panhellenic officer in charge of recruitment or the recruitment counselor.
  - d. Potential New Member.
  - e. Panhellenic Advisor.

#### **C. Notice**

1. When a report of an infraction is properly received by the College Panhellenic, the accused fraternity shall be given formal notification in writing. The College Panhellenic

President shall notify the member group using the College Panhellenic Notice of Infraction. The College Panhellenic Violation Report is retained by the College Panhellenic President or Panhellenic Advisor and is available upon request from the accused fraternity. A copy of the College Panhellenic Violation Report shall be given to the NPC Area Advisor.

2. The College Panhellenic Notice of Infraction shall be delivered to the President of the accused fraternity within one week of the College Panhellenic President's receipt of the College Panhellenic Violation Report. If the President of the accused fraternity is unavailable, delivery may be made to another appropriate fraternity officer or advisor. The record of delivery shall be documented on the report. A copy of the College Panhellenic Notice of Infraction shall be given to the Panhellenic Advisor and the NPC Area Advisor within the same time period.

3. Upon receipt of the College Panhellenic Notice of Infraction the accused fraternity shall contact the College Panhellenic President within one week to schedule mediation or choose to proceed directly to a judicial hearing.

a. If the College Panhellenic Notice of Infraction is delivered during a college/university break, the mediation/judicial hearing may be scheduled after classes resume or held during the break if all parties are available.

b. On those campuses where the small size of the College Panhellenic makes a judicial hearing ineffective because of conflicts of interest and mediation has proved ineffective, an appeal may be made directly to the NPC College Panhellenics Judicial Appeals Committee.

#### D. Mediation

1. The purpose of mediation is to find a solution satisfactory to both the complaining party and the accused fraternity, which is appropriate under NPC UNANIMOUS AGREEMENTS, the College Panhellenic Association Constitution, Bylaws and rules.

2. The College Panhellenic President shall appoint a neutral party to serve as the mediator. The mediator shall not be an undergraduate student. The Panhellenic Advisor may serve as a mediator if she/he has not filed the violation.

3. Mediation shall be closed to the public. All participants in the mediation shall keep strict confidentiality. The participants shall be representatives from each fraternity involved, including a chapter advisor or the complaining party if other than a fraternity. In cases of recruitment infractions, the College Panhellenic Recruitment Chairman shall attend only if she has information that explains the violation. After she presents her information, she shall be excused from the mediation.

#### E. Judicial Board Hearing

1. In the event mediation is not successful, a judicial board hearing shall be held.

2. The College Panhellenic shall establish procedures to be followed during a judicial board hearing. The procedures shall be adopted in accordance with the College Panhellenic Association Bylaws.

3. Judicial board hearings shall be closed to the public. The participants in the judicial board hearing shall be representatives from each fraternity involved, including a chapter advisor, or the complaining party if other than a fraternity, the College Panhellenic President, the Panhellenic Advisor and in cases of recruitment infractions, the College

Panhellenic Recruitment Chairman.

### **3. Penalties**

Each College Panhellenic shall strive to achieve a fair and reasonable resolution for infractions. Penalties should be assessed to fit the nature and degree of the offense.

#### **A. Inappropriate Penalties**

1. Monetary fines shall only be acceptable for measurable recruitment infractions (i.e., late invitation lists, late events, etc). The amounts shall be predetermined by a vote of the College Panhellenic Council and stated in the membership recruitment rules.
2. Penalties shall not forbid formal or informal entertainment that is part of membership recruitment or the observance of an inter/national fraternity celebration.
3. Penalties shall not affect a fraternity chapter's Quota or Total.
4. Penalties shall not affect the time of new member acceptance and/or initiation.
5. Penalties shall not forbid the right of an NPC fraternity to vote in College Panhellenic meetings.

#### **B. Duration of Penalties**

The duration of any penalty imposed shall not exceed one calendar year from the time the decision is final.

#### **C. NPC Notification of Penalties**

Within 24 hours of the successful completion of mediation or the judicial hearing, the College Panhellenic President shall send a copy of the College Panhellenic Record of Mediation or Judicial Board Hearing (not including the minutes) to the NPC Area Advisor, the NPC Delegate and the Inter/National President.

### **4. Appeals**

**A. Judicial Board Decision.** A decision of the College Panhellenic Association Judicial Board may be appealed by any involved party to the NPC College Panhellenics Judicial Appeals Chairman. An appeal shall be filed with the College Panhellenic President using the College Panhellenic Notice of Appeal within one week of the decision. A penalty shall begin only after all properly filed appeals have been decided; however, should a sanctioned fraternity choose to begin fulfilling all or part of the stipulations of the sanction pending the outcome of filed appeals, the fraternity shall have that option.

**B. NPC College Panhellenics Judicial Appeals Committee.** If the NPC College Panhellenics Judicial Appeals Committee is unable to resolve the appeal, the Committee Chairman shall be responsible for the further conduct of the case. She shall submit by certified mail, return receipt requested, all data regarding the appeal to the Inter/National President(s) of the fraternity(s) involved.

**C. Inter/National Presidents.** If the Inter/National Presidents cannot resolve the case by discussions among themselves, the case may be referred by any Inter/National President involved to the NPC Executive Committee.

**D. NPC Executive Committee.** If the NPC Executive Committee cannot resolve the case, it may be appealed either by the Inter/National President or by the NPC Executive Committee to the National Panhellenic Conference.

**E. National Panhellenic Conference.** The decision of the National Panhellenic Conference shall be final.