

**Fraternity & Sorority Life
Alumni Adviser Resource Manual**



**TRINITY
UNIVERSITY**

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Alumni Adviser Overview

The alumni adviser is a person who is selected by alumni and undergraduate members of the organization to serve as a sounding board for current active members, as well as a liaison between Trinity University and organization members. Ideally, this person should be a member of the organization they are advising; however, organizations may ask a non-member to advise them. The adviser serves as a facilitator and helps to promote the consistency and continuity of the organization by acting as a resource and mentor to undergraduate members. Each organization will have two lead advisers who will be the main points of contact with the University. One of these lead advisers must have graduated five or more years ago unless the organization is less than five years old. Although not required, it is strongly recommended that one of the two advisers live in or near San Antonio to be available in-person when needed. It is expected that alumni advisers be available via e-mail, telephone, or video chat as needed.

Selection process

Alumni and actives collaboratively select the alumni adviser(s) via a process that best fits each organization (e.g. nomination, election, etc.). If the organization needs assistance in finding someone to serve in this role, Student Involvement will help to identify individuals who might be a good fit. An organization may choose to have two alumni advisers or a team of advisers fulfill the responsibilities listed earlier. Two advisers act as the primary points of contact for the organization; however, multiple advisers may be utilized to fulfill this role.

Training

Alumni advisers will be supported with electronic resources regarding campus policies and procedures, anti-hazing training, and sexual assault training/resources. Alumni advisers are required to utilize these resources, be familiar with them during their tenure, and assist the students when problems arise based on this information.

Non-Trinity Employees

All alumni s who are NOT Trinity University employees are required to complete the following steps prior to serving in an official capacity as a fraternity/sorority alumni adviser.

1. **Annually:** Complete Fraternity & Sorority Alumni Adviser List for University Liability Coverage [form](#).
2. **Annually:** Complete Clery Act compliance steps (view video, complete relevant paperwork). Instructions are sent via email by TUPD each spring.
3. **Annually:** Complete Trinity University Risk Management “Title IX and Campus SaVE for Employees” virtual training (approximately 60 minutes in length; videos include

brief quizzes that require completion). Instructions and access are provided via email by Risk Management.

4. **Once every two years:** In compliance with Texas Education Code 51.9361 and House Bill 2639/Senate Bill 1138, complete virtual Student Organization Risk Management Training consisting of several short videos and a quiz. Instructions are shared via email by Student Involvement.

Alumni Adviser Duties and Responsibilities

The adviser will:

- Attend a fraternity/sorority organization meeting once per semester (in person or video conference).
- Meet with a Student Involvement staff member, as desired or necessary (in person or video conference).
- Approve and sign off on the Orientation calendar before it is submitted to Greek Council each spring semester.
- If local/able, attend a minimum of one recruitment and one orientation event.
- Communicate regularly with the alumni network within the organization.
- Be knowledgeable about the constitution, mission, and values of the organization.
- Be aware of internal and external judicial sessions and conduct issues occurring within the organization or through Greek Council and attend judicial hearings, if necessary/able.
- Correspond with student leaders each semester, specifically: president and alumni chair.
- Provide advice and support for the executive board and general organization, as needed.
- Serve as a Campus Security Authority by reporting criminal offenses (please visit the [Clery Center website](#) for additional information and see “Clery Reporting Requirements & Campus Security Authority” below for further details).
 - Please visit the Trinity University [Dean of Students website](#) for additional information regarding reporting.
- Understand Title IX requirements, including requirements for reporting sexual assault at Trinity University (please see “Title IX Reporting Requirements” below for further details).
 - Please review the [“Questions and Answers on Title IX and Sexual Violence”](#) document distributed by the U.S. Department of Education for more information.
- Become knowledgeable about and comply with, the policies and procedures pertinent to student organizations by reading and following the [Student Organization Handbook](#) annually.

- Be familiar and comply with applicable federal, state and local laws and ordinances, as well as [Trinity policies and procedures](#). Review pertinent policies with the organization on a regular basis.
- Sign an acknowledgement form, via the “[Fraternity & Sorority Alumni Adviser List for University Liability Coverage](#),” to be submitted once per academic year acknowledging receipt of the aforementioned policies and procedures.

The adviser should:

- Attend multiple orientation and recruitment events as your schedule allows.
- Offer to host a dinner for active members at your home ([in compliance with Trinity University alcohol policies](#)).
- Make an effort to meet the new members during orientation or in their first semester.
- Attend Bid Day, if possible.
- Ensure traditions, history, objectives, and philosophy are continued and be responsible for ensuring the sanctity of the events.
- Provide/facilitate leadership training with assistance from Campus & Community Involvement or from other alumni members.

University Responsibilities to the Adviser

The University will:

- Provide liability insurance coverage to alumni advisers as volunteers of Trinity University (details below).
- Provide an adviser manual and other resources.
- Provide staff support.
- Provide resources from Alumni Relations.
- Possible recognition as a Fraternity/Sorority Adviser of the Year.



Clery Reporting Requirements & Campus Security Authority

According to federal law, specifically The Student Right to Know and Campus Security Act of 1990 (re-named the Clery Act in 1998), the Trinity University Police Department is required to report "statistics concerning the occurrence of certain criminal offenses reported to the local police agency or any official of the institution who has significant responsibility for student and campus activities." As alumni and faculty advisers, you have significant contact with students and, therefore, may be subject to Clery reporting requirements.

The criminal offenses that Trinity is required to report are murder/non-negligent manslaughter, negligent manslaughter, sex offenses (forcible and non-forcible), robbery, aggravated assault, burglary, motor vehicle theft, arson, liquor law violations, drug violations and/or illegal weapons possession.

Trinity is also required to report statistics for hate (bias) related crimes for the following classifications: murder/non-negligent manslaughter, negligent manslaughter, sex offenses (forcible and non-forcible), robbery, aggravated assault, burglary, motor vehicle theft, arson, larceny, vandalism, intimidation, simple assault, liquor law violations, drug violations and/or illegal weapons possession. Offenses that occur on campus, in residence facilities, in off-campus property and on public property are required to be reported.

Once annually, Trinity University will reach out to all advisers on record to complete the federally-mandated reporting form.

In addition, on an ongoing and immediate basis you must report any crimes listed above of which you are aware that occurred during the current calendar year. If you are reporting, please call 210-999-7070 and ask to speak with the University Policy Administrative Assistant. Please be prepared to provide the date or timeframe the information was reported to you, as well as the location, individuals involved and any other information you have about the crime.

If a serious crime that may cause an ongoing threat to the Trinity University community is reported to anyone who is defined as a Campus Security Authority, this information must be immediately reported. The institution has a responsibility to notify the campus community about any crimes that pose an ongoing threat to the community, and as such, Campus Security Authorities are obligated by law to report crimes immediately to the Trinity University Police

Department. If there is any question about whether an ongoing threat exists, immediately contact TUPD at 210-999-7070.

For further information, it may be helpful to consult the Department of Education's "[Handbook for Campus Safety and Security Reporting](#)."

Title IX Reporting Requirements

Title IX promotes equal opportunity by providing that no person may be subjected to discrimination on the basis of sex under any educational program or activity receiving federal financial assistance. A school must respond promptly and effectively to discrimination based upon sex, including sexual harassment, including sexual violence.

It is important for students to feel comfortable reaching out to campus personnel for support, guidance, and advice. Under Title IX, when "responsible employees" know or should know about possible sexual harassment or sexual violence they must report it to the Title IX coordinator or other school designee. Most staff and other University officials, including Alumni Advisers, are NOT designated as "responsible employees," though, and can generally maintain student confidentiality and privacy. Even without this "responsible employee" designation, alumni advisers still do possess certain reporting requirements. Reporting need only include general information of the incident, and the adviser need not share personally identifiable information about the report unless: 1) The reporting person gives permission, or 2) In the rare event that the incident reveals a need to protect the student or other members of the community.

If an Alumni Adviser has any concern that he or she may be aware of a Title IX violation, the Alumni Adviser should immediately report that information to Trinity University's Title IX Coordinator (see [web page](#) for current contact information). For a comprehensive review of Title IX, sexual misconduct, and reporting requirements, please consult [Trinity University's brochure of official policies and procedures](#).



Off-Campus Party Guidelines

Trinity University acknowledges that students will drink alcohol, cares deeply about student health and safety, and enforces policies as proscribed by law.

Because students in privately owned or rented off-campus residences sometimes host formal or informal private or public gatherings, Trinity University offers guidance for students to act as responsible hosts, peers, and neighbors.

In the spring of 2016, a student panel comprised of Greek Council representatives, fraternity and sorority presidents, and Student Athlete Advisory Council representatives met to reimagine the off-campus party policies. The panel identified nine recommendations that, when followed by organizations, will likely lead to a significant reduction in student over-consumption of alcohol, drinking and driving, unwelcome and violent behavior, and disturbance affecting neighbors and the community. The recommendations below represent suggested practices that help foster student safety, well-being and responsibility at off-campus events involving alcohol. The full text of Trinity's Safer Parties Initiative (SPIn), including suggestions for how to implement the student recommendations, can be found by visiting the [Safer Parties webpage](#).

University Expectations of Students

1. Students are responsible for their own consumption of alcohol. Policies on public intoxication will be enforced on campus even if the alcohol was consumed off campus.
2. Individuals are expected and encouraged to seek assistance for students in danger of over-consumption. All students who seek such assistance will receive amnesty through the Trinity University responsible friend policy and will not face campus judicial action.
3. Trinity University maintains the right to consider action, in accordance with published student conduct procedures and policies, against individual students in the following circumstances, when those students, in the judgment of the Dean of Students:
 - Have created unsafe situations for others and/or not sought assistance for others from helping professionals.
 - Have shown a pattern of creating unsafe situations and have not taken steps to remedy their behavior.
 - Have created disturbances in the community.
 - Fail to cooperate with the reasonable request of law enforcement officials off-campus.
4. When deemed appropriate, Trinity University will send notice to all students identifying any off-campus location that, in Trinity's judgment, fails to meet expectations related to student safety.

Safer Parties Recommendations:

Compact with student groups

The Greek Council and the Student Athletic Advisory Council have agreed to lead student efforts to train and educate students about safer alcohol and party practices. Students from these groups will work cooperatively with staff in reviewing issues and striving to improve such situations in the future.

In hosting, students and organizations hosting events should strive to:

- 1. Serve all alcohol in a specific and restricted area, and responsibly monitor service throughout event.**
 - Hosts should ensure that guests are not allowed free and unrestricted access to alcohol while on the premises. Host students should ensure that alcohol is limited to a designated area and that an appropriate amount of supervision exists to encourage each guest is consuming alcohol in a responsible manner within reasonable limits, such as those outlined in Trinity's "Optimal Buzz" standard.
 - Reasonable supervision of alcohol includes, but is not limited to: restricting "self-serving" of drinks among guests, encouraging the equivalent of one standard drink maximum per serving, discouraging rapid "binge" drinking, and refusing to serve alcohol to guests who are clearly intoxicated beyond a reasonable degree.
- 2. Have certified bartenders monitor alcohol and serve drinks.**
 - While sober monitors may serve alcoholic drinks, an even greater level of prudence is for hosts to provide a trained individual (either through a TABC certified program or a comparable Trinity sponsored alcohol education class) to dispense and serve alcoholic drinks. This will further serve to encourage responsible levels of consumption.
- 3. Have a reasonable number of sober monitors at all times.**
 - Hosts can help ensure a safe event by providing a sufficient number of student sober monitors. Sober monitors actively observe and oversee the event to ensure reasonable levels of safety.
 - Duties of monitors include, but are not limited to, monitoring for signs of over-intoxicated guests, helping guests find safe rides home, assisting with identification of guests, guaranteeing no unsanctioned alcohol is present, and regulating event size.

- Hosts have the discretion to determine how many sober monitors are necessary. Hosts should consider gathering size and type, location, time of year, and any other relevant factors.
- 4. Attend TABC training and/or other alcohol education awareness provided by Trinity University.**
 - This training will teach students “best practices” of hosting a safe event where alcohol is served (including the guidelines listed herein), as well as important skills like identifying signs of alcohol poisoning, safely addressing emergencies that may arise, and more.
 - 5. Ensure safe transportation.**
 - Getting students home and back to campus safely should be an important concern for event hosts. This can take the form of student-provided sober monitor rides, calling a taxicab or securing a ride-sharing service (Uber, Lyft, etc.), and having sober monitors stay with individuals as they wait for a reliable ride.
 - Hosts should encourage group transportation when appropriate and should discourage any situation leading to students becoming isolated in a “one-on-one” context (one student driving only one other student, one student walking one other student to the residence halls, etc.).
 - 6. Prevent congregation in outside areas; ensure guests mostly stay inside.**
 - This will reduce noise and ensure that hosts are respecting Trinity’s “Respect for Community” policy. Reducing outside congregation also helps regulate the number of people in attendance to a reasonable amount.
 - 7. Limit guests to current Trinity Students**
 - A limited number of escorted guests who are non-Trinity students is acceptable.
 - 8. List alcohol ingredients and amount used for mixed drinks.**
 - Mixed drinks are a popular form of alcoholic beverage consumed, yet strength and ingredients can vary greatly from one event to the next. Providing a listing of ingredients utilized (especially the specific types of alcohol) and the alcohol content percentage of each will provide guests with the ability to more responsibly monitor consumption levels.
 - 9. Post phone numbers for sober monitors throughout the venue, and encourage sober monitors to clearly distinguish themselves in a visible manner.**
 - In an emergency situation, guests may need help finding and identifying students who may be able to assist them in resolving the matter or securing the appropriate assistance necessary.

Recruitment Processes & Guidelines

What is Recruitment?

Recruitment is the process by which organizations host events, both formally and informally, to which Potential New Members are invited to meet current active members and learn more about the values and history of the organization. There are recruitment events throughout the fall semester and the beginning of the spring semester. Typically, sororities and fraternities each host two formal events in the fall and one formal event in the spring. Many times, these official events take the form of dinners, alumni meet & greets, attendance at campus events, and other group outings. In addition to the large recruitment events, there are a number of informal events that take place throughout the semester. We highly encourage potential new members to find out as much as possible about each organization so that the student can find his or her best fit.

Unlike many institutions, Trinity's formal recruitment typically does not start until late September or early October. Likewise, sororities and fraternities do not accept new members until February of the spring semester. This "deferred" recruitment and orientation period allows students to acclimate themselves to Trinity's academic environment before taking on the responsibilities of membership.

Recruitment Rules

All active members are required in the fall semester, prior to Recruitment, to sign the Greek Council Recruitment Rules Agreement. This agreement sets forth the rules applicable to all members and organizations during the Recruitment period. Significant rules to note include:

- Actives may never encourage or solicit the consumption of alcohol.
- Active members will not pressure Potential New Members (PNMs) to choose one organization over another.
- Members will not provide transportation to off-campus parties or third-party events involving alcohol.
- Silence will be observed on Pref. Day (12am-12am on January 30th) and 24 hours prior to Bid Day (February 3rd).
- Members will not steal or damage property of another organization.
- No recruitment events will be held on the night of another organization's official 1st, 2nd, or 3rd round parties.
- Actives will not promise, allude to, nor guarantee bids or "bigs" to PNMs.
- Actives will not discuss the details of another organization's orientation or recruitment process.
- Actives will not discourage PNMs from participating in other organization's activities.
- Actives will not disparage the reputation of another organization.
- Actives will not threaten retribution for not joining their club.
- Recruitment activities will not begin before September 18th.

The full text of the current Recruitment Rules Agreement can be found by visiting the following [link](#). The recruitment calendar, which includes dates for specific formal events for each organization, is included on the Trinity University Fraternity & Sorority ["Recruitment" webpage](#).

Recruitment Process & Timeline

FALL

1. Attend Recruitment Kick-Off



2. Sign up for the Master Recruitment List



3. Attend formal & informal org. events



4. RSVP for 3rd Round org. events



8. BID DAY!!



7. Attend Greek 201 for info



6. Pref. + rank final choices



5. Attend 3rd Round events

SPRING

Orientation Policies

New Member Orientation (NMO) is the period of time between accepting a bid to join a fraternity or sorority and being initiated into the organization. There is a four-week maximum on all orientation programs and a nine hour hands-off period during the school week. A successful New Member Orientation program should include education about the history and values of the organization, foster academic achievement, provide opportunities to socialize with other students in the group, and promote positive experiences that are free from hazing. Trinity University does not tolerate hazing or violation of any University or Greek Council policies (See “Texas Hazing Laws” above). Any chapter suspected of hazing will be investigated and may face judicial action by the Greek Council Judicial Board. Members are officially recognized by Student Involvement on Bid Day as being part of the organization.

Requirements for Accepting a Bid

- Must have completed one semester as a full-time student at Trinity University (having successfully completed at least 12 hours) or be a transfer student with at least a sophomore standing
- Must be a full-time undergraduate student
- Must be enrolled in at least 12 hours at Trinity University
- Must have at least a 2.3 cumulative grade point average (per the Athletics Department, student-athletes must have a 2.6 cumulative grade point average)

Nine Hours Hands-Off Policy

Trinity University recognizes a mandatory “Nine Hours Hands-Off” policy for organizations during the Orientation period. The specifics of this policy are as follows:

- New members will have nine hours each Sunday, Monday, Tuesday, Wednesday, and Thursday night during NMO when they cannot be involved in formal or informal new member orientation activities, even if they volunteer for the activities.
 - Formal orientation activities are defined as activities listed on the New Member Orientation calendar and include, but is not limited to, meetings, activities, sleep-overs or lock-ins, and meals.
 - Informal orientation activities are defined as activities that are suggested or assigned to new members to do when they are not in formal activities. These include, but are not limited to, any activity “suggested” to the new members by old actives, signatures, studying new member information, and preparing for planned activities.
- “Hands-Off” begins at midnight and ends at 9:00 a.m. the following morning. These hours are not flexible; in other words, you cannot end at 11:00 p.m. in order to start at 8:00 a.m. the following morning.

Texas Hazing Laws

Trinity University is concerned about the emotional, psychological, and physical health and well-being of its students. Any form of hazing is unacceptable and is in direct conflict with institutional values related to the rights and dignity of students, all of whom have the right to belong to groups without risk of danger or humiliation. Consent to hazing is never a defense to a violation of this policy – neither Trinity, nor the law, allow a person to consent to be hazed. New members of organizations can expect to participate in educational and fun activities that build teamwork and camaraderie among all members of the group. Such activities are intended to create a sense of identity and commitment within a group and are generally acceptable and encouraged.

The principles and values of Trinity University, as well as those of each and every fraternity and sorority at Trinity, are in stark contrast to any act of hazing and these values must be evident in the words and actions of all members. Therefore, the university retains the right to sanction organizations as well as individuals who are involved in or permit hazing. All active and new members are required in the spring semester, prior to Orientation, to sign the Student Involvement Anti-Hazing Agreement. If an Alumni Adviser has a question about whether an activity constitutes hazing, the adviser should consult with Student Involvement staff.

What is Hazing?

Section 37.151 of the Texas Education Code defines “Hazing” as:

“[A]ny intentional, knowing, or reckless act, occurring on or off the campus of an education institution, by one person alone or action with others, directed against a student, that endangers the mental or physical health or safety of a student for the purpose of pledging, being initiated into, affiliating with, holding office in, or maintaining membership in an organization.”

The full text of Section 37.151 of the Texas Education Code may be accessed by visiting <http://stophazing.tamu.edu/rules-and-laws/texas-law>

Examples of Hazing Activities:

Under the language of Section 37.151, activities that rise to the level of Hazing include, but are not limited to:

- Physical brutality
 - Whipping
 - Beating
 - Striking
 - Branding
 - Electronic shocking
 - Similar activities
- Physical activities

- Sleep deprivation
- Exposure to the elements
- Confinement in small spaces
- Calisthenics
- Similar activities
- Consumption of food, liquid, or alcoholic beverages, drugs, or other substances
- Any activity that:
 - Intimidates or threatens the student with ostracism
 - Subjects students to extreme mental stress, shame, or humiliation
 - Discourages students from remaining registered with the institution
 - Causes a student to leave the organization/institution rather than submit to certain acts described herein
 - Induces, causes, or requires the student to perform a duty or task that involves a violation of University Policy

Who May be Legally Responsible for Hazing?

Who May be Held Personally Responsible?

According to Section 37.151, a person commits an offense of hazing if the person:

- Engages in hazing
- Solicits, encourages, directs, or aids another in hazing
- Recklessly permits hazing to occur
- Has firsthand knowledge of the planning of a specific hazing incident, or firsthand knowledge that a specific hazing incident occurred, and knowingly fails to report that knowledge in writing to the dean of students

Alleged violations of this policy will result in campus judicial action and may be subject to criminal prosecution. Any retaliation against any person who reports, is a witness to, or is involved with or cooperates with the adjudication of hazing is strictly prohibited.

When Will the Organization be Held Responsible?

An organization commits an offense if the organization condones or encourages, directly or indirectly, hazing or if an officer or any combination of members, pledges, or alumni of the organization commits or assists, directly or indirectly, in the commission of hazing.

Consent is Not a Defense

It is not a defense to prosecution for the offense under this subchapter that the person against whom the hazing was directed consented to or acquiesced in the hazing activity.

Part of the Alumni Adviser's role is to help enforce Trinity's prohibition against hazing. Also, any Alumni Adviser who is concerned hazing may have occurred should immediately report this concern to the Dean of Students Office (210-999-8843) or Student Involvement (210-999-7547).

Trinity Insurance Liability Coverage

Trinity University maintains commercial general liability insurance that includes coverage for bodily injury liability including athletic coverage, property damage liability, personal and advertising liability, product liability, operations, contractual liability (for oral or written contracts), host liquor liability, corporal punishment liability, fire legal liability, employee benefit administration liability, incidental medical malpractice, and watercraft liability.

The University also purchases Educator's Legal Liability insurance that includes volunteers acting within the course and scope of their duties. Thus this insurance provides coverage for Alumni Advisers as insureds under this policy if the Alumni Adviser: 1) is properly identified as an Alumni Adviser in the University's records and 2) is acting **within the course and scope of the alumni adviser duties and role**.

Only Alumni Advisers who complete the appropriate [online form](#) immediately upon assuming any duties of an adviser will be considered as having satisfied Part 1) of these requirements.

Alumni advisers must comply with all applicable laws and Trinity policies and procedures.

Frequently Asked Questions

1. As a volunteer (alumni adviser) how am I covered under the policy?

Volunteer alumni advisers are insured in the same manner as an employee, that is, the general liability insurance policy will defend and protect the volunteer for any bodily injury claims against the volunteer while acting within the scope of the volunteer position's duties for Trinity. Actions outside of the volunteer position are not insured by the Trinity policy.

2. What happens if an undergraduate member of the organization is injured while participating in an approved event at which alumni advisers are present and the parents file a civil lawsuit?

This scenario appears to describe a situation where the volunteer is acting within the scope of the volunteer position's duties for Trinity. Therefore, this would be an insured claim and defense would be provided against the civil suit; if the volunteer is found to be negligent, settlement payments would be made on the volunteer's behalf.

3. What happens if an undergraduate member of the organization is injured in event at which alumni advisers are not present and that has not been approved or sanctioned by the

University and may violate University policy (and possibly state law) and the parents file a civil lawsuit?

This scenario appears to describe a situation where the volunteer is being brought into the civil action due to the volunteer's position. As long as the allegations against the volunteer are related to the volunteer's duties for Trinity this would be an insured claim and would provide defense against the civil suit; if the volunteer is found to be negligent, settlement payments would be made on the volunteer's behalf.

4. If I act within the scope of the volunteer role and one of the two above scenarios occur, will I be required to hire my own counsel or will the University and/or its insurer indemnify and defend me in the lawsuit?

The Trinity University general liability policy will provide a defense/counsel for all of its insureds. This is a common defense with Trinity University as the primary defendant. If an individual insured feels that it is in his/her best interest not to participate in the common defense, that individual is welcome to seek their own representation. The cost of that defense and any settlements due from that individual are not insured under the Trinity University insurance program.



Judicial Committee & Procedures

Judicial Boards (internal):

Student Involvement recommends that each fraternity and sorority have an internal judicial board. The purpose of the internal judicial board is to hold members accountable through a review and hearing process for each organization. The judicial board will have purview over situations including, but not limited to: when members do not meet minimum membership standards (as defined by the organization), do not complete officer responsibilities for which they were elected, fail to represent the organization in an appropriate manner, or violate a Greek Council, student organization, or campus policy. Determinations and decisions made by internal judicial boards do not prevent or preclude a Greek Council, Student Involvement, or University judicial process.

Judicial Boards (external—Greek Judicial Committee):

In the event that a complaint is received by Greek Council and/or Student Involvement, the Greek Judicial Committee (comprised of two active members from each organization) will determine whether a formal judicial hearing is necessary. Complaints may be heard for alleged violations of Risk Management, Recruiting, and/or Orientation guidelines. If the Judicial Committee finds validity in the complaint, the information-gathering process will begin. If the information-gathering stage yields evidence of a potential violation, the hearing process will be invoked. Based upon need/availability, Student Involvement or Student Conduct Panel may hear a case in the instance the Judicial Committee is unable to meet in a timely manner or if there are other extenuating circumstances. For a more detailed breakdown of the guidelines, policies, and processes, please see the [Greek Council Judicial Process and Judicial Board Committee bylaws](#).

Potential Sanctions:

In the event of a finding of “responsibility” by the Judicial Committee (or other decision maker) for a policy violation, sanctions may be rendered. Sanctioning is within the discretion of the Judicial Committee or Student Involvement representatives and/or Student Conduct Panel members as appropriate. Sanctions should primarily serve an educational, rather than punitive, purpose whenever possible. In order to promote equitable and consistent sanctions for organizations, the Judicial Committee developed the following guidelines. Such guidelines are merely a framework, and in no way represent prescriptive or mandatory sanctions that need be imposed. For further information regarding specific sanctioning guidelines, please see the following appendices:

- Risk Management Sanctioning Framework: Appendix A
- Recruitment & Orientation Sanctioning Framework: Appendix B

Fraternity & Sorority Pillars & Standards

Every recognized fraternity and sorority endeavors to create meaningful value for the Trinity community as a whole, and the “Standards” initiative reflects the specific activities that help contribute to this ultimate objective.

The Trinity University fraternity and sorority community live out these purposeful values through the adoption of “The Four Pillars.” The Four Pillars represent our community’s contributions through four crucial aspects of student life on campus: 1.) Scholarship, 2.) Service, 3.) Leadership, and 4.) Camaraderie.

“Standards” help provide a roadmap for fraternities and sororities to objectively measure their standing in relation to each of the Greek community’s four pillars. The Standards scoresheet should be used by organization leadership to identify both areas of strength and areas of growth for that organization. Standards are structured primarily to reward organizations for what they do well, as opposed to sanction them for areas that need improvement. Points are earned, not subtracted. Organizations should strive to reach the maximum amount of points possible, rather than simply meet “minimum requirements.” Standards represent activities that are inherently enjoyable, engaging, value-adding, and purpose-driven. Over time, organizations can challenge themselves and each other to improve all facets of Greek Life.

Significance of Points Earned

The maximum number of points that can be earned each semester for the Olympian Standards is 500. At the end of each semester, the one fraternity and one sorority that have earned the most points overall are deemed the champions of that semester and both organizations will be presented with Greek Council’s “Champion’s Award.” Semester recipients receive a prize package as recognition for their hard work and dedication to the Trinity community.

Each organization and the Greek community as a whole expect a certain level excellence and commitment from University-recognized fraternities and sororities. While groups should without exception strive to earn the maximum 500 points available, organizations have the responsibility to reach 250 points at a minimum each semester in order to demonstrate their commitment to the Greek community. Any score under 250 indicates that a respective organization is not providing value to the extent it is capable. Student Involvement will work closely with organization leadership throughout the semester in an attempt to ensure the 250 point threshold is achieved. If an organization is not on track to meet this threshold, all parties will develop an action plan to take steps towards identifying and meeting goals by the end of the semester. In the case an organization fails to meet the 250 point threshold, steps will be taken to help the organization make improvements in subsequent semesters.

For further information regarding the Standards framework, contact the Greek Council Standards Chair (<https://inside.trinity.edu/get-involved/fraternity-sorority-life/greek-council>).



Risk Management Sanctioning Framework (Appendix A)

Risk Management Violations	1st Violation Possible Sanctions	2nd Violation Possible Sanctions	3rd + Violation Possible Sanctions	Other factors to consider when determining appropriate sanctions
1. Unmonitored Alcohol	<ul style="list-style-type: none"> *1 week social probation *Meeting with F/S Coordinator 	*2-6 weeks social probation, plus additional sober monitors and/or servers when social activities continue	<ul style="list-style-type: none"> *8-16 weeks social probation *Meeting with F/S Coordinator 	Cooperation w/ TU staff, Cooperation w/ members of the community, cooperation with TUPD, transparency and honesty in interviews, size of the event, promotion of the event, purpose of the event, amount of minors present, accepting responsibility as appropriate, looking forward to improving the organization practices moving forward, proactive attempts to adhere to Risk Management policies earnestly and in good faith
2. Overserving of Alcohol to Guests	*Risk management Chair gives presentation to club w/ GC member present	*2-6 weeks social probation, plus additional sober monitors and/or servers when social activities continue	<ul style="list-style-type: none"> *6-12 weeks social probation, followed by *4 weeks of required sober monitors provided by the organization 	
3. Lack of Safe Transportation	<ul style="list-style-type: none"> *Presentation re: applicable RM policies *Meeting with F/S Coordinator 	*50% of club takes SI RM education class	*4-8 weeks social probation	
4. Sober Monitors (absence or inappropriate use)	<ul style="list-style-type: none"> *50% of club takes SI RM education class *Meet w/ F/S Coordinator 	<ul style="list-style-type: none"> *2-4 week social probation, followed by *1-4 weeks of additional sober monitors and/or servers 	<ul style="list-style-type: none"> *4-8 weeks social probation, followed by *1-16 weeks of double the required amount of sober monitors *Org. presentation to Greek Council 	
5. Absence of Bartenders/Servers of Alcohol	*Meet w/ F/S Coordinator	*3 weeks of required bartenders (including at least 2 non-organizational bartenders)	<ul style="list-style-type: none"> *1-8 weeks social probation *Org. presentation to Greek Council 	
6. Disruption to Campus and/or Community	<ul style="list-style-type: none"> *Meet w/ F/S Coordinator *Size dependent (if large-scale event, proceed to 2nd Violation column) 	<ul style="list-style-type: none"> *Required meeting w/ GC Risk Mgmt Chair *Revise org. RM policy as applicable & present internally and to GC 	*2-8 weeks social probation	
Other Illegal Activities (drugs, vandalism, weapons, other)	*Meeting with F/S Coordinator, social probation, loss of recruiting privileges, loss of orientation privileges, inability to host campus events, disallowance of jerseys/letters, referral to Conduct Board/Dean of Students, and any other consequence as deemed logical and appropriate			

Recruitment & Orientation Sanctioning Framework (Appendix B)

Recruitment Violations	1st Violation Possible Sanctions	2nd Violation Possible Sanctions	3rd + Violation Possible Sanctions	Other factors to consider when determining appropriate sanctions
1. Serving PNMs alcohol	<ul style="list-style-type: none"> *Meeting with F/S Coordinator *Recruitment Chair presents internally 	<ul style="list-style-type: none"> *3-6 weeks social probation 	<ul style="list-style-type: none"> *Lose rush party (if smaller event) *Lose NAC (if big, formal event) 	<p>Cooperation w/ TU staff, transparency and honesty in interviews, size of the event, promotion of the event, purpose of the event, amount of PNMs present, accepting responsibility as appropriate, looking forward to improving the organization practices moving forward, proactive attempts to adhere to Recruitment & Orientation policies earnestly and in good faith</p>
2. Drinking at Dry Events	<ul style="list-style-type: none"> *Meeting with F/S Coordinator *Internal Judicial process for those individuals 	<ul style="list-style-type: none"> *No alcohol at ANY events regardless of age 	<ul style="list-style-type: none"> *1-6 weeks of no informal recruiting events *Org. presentation to Greek Council 	
3. Pressuring PNMs to rush/not rush certain organizations	<ul style="list-style-type: none"> *Public apology to Greek Council 	<ul style="list-style-type: none"> *1-2 weeks of no informal recruitment events *No letters/jerseys allowed during duration 	<ul style="list-style-type: none"> *1 Formal Recruitment event must be on campus *no letters/jerseys allowed until bid day 	
4. Hosting events during another organization's Formal Greek Council Recruiting Event	<ul style="list-style-type: none"> *apology letter to conflicted club *Meeting for dates (display/dates/times) 	<ul style="list-style-type: none"> *1-2 weeks of no informal events *No letters/jerseys allowed during duration of Recruiting *Submit planning calendar 	<ul style="list-style-type: none"> *Loss of 3rd Round Recruiting Event 	
5. Breaking "Silence"	<ul style="list-style-type: none"> *Meeting w/ F/S Coordinator 	<ul style="list-style-type: none"> *Meeting w/ GC Recruitment Co-Chairs 	<ul style="list-style-type: none"> *1-3 weeks of social probation *Presentation to club by R/O Chair w/ GC member present 	
6. Bid Promising	<ul style="list-style-type: none"> #Internal meeting w/ Recruitment Chairs from GC 	<ul style="list-style-type: none"> *Presentation to club w/ RM GC present 	<ul style="list-style-type: none"> *1-3 weeks social probation *No wearing letters for duration of Recruitment 	