



2018 IFC Judicial Board

Community Standards

Developed by Sean Gilbert, William Chen, Matt Chianese, Matthew Marrazzo, Nitish Mogilisetty, and Craig Sirota with the help of Jon Zimmerman, Donald Moore, Andrew Hanna, Sam Koshy, Connor Munsch, and Parker Molello

Presented to the IFC President's Council April 18th, 2018



Introduction

Greek Life across the country has been going through a time of transformation, with a series of tragedies and failures that have resulted in a declining faith of the Greek system. In 2017 alone, four new members of our community have lost their lives and many Interfraternity Councils have undergone some form of suspension for disciplinary reasons. These problems extend to the Rutgers University Interfraternity community as well, where 6 chapters were suspended for disciplinary reasons during the semester preceding the creation of this document. Losing these chapters has reduced the Rutgers IFC population by a third. The purpose of this document is to recognize our previous failures in upholding our shared values and to work towards fixing the problems that face not only the Interfraternity Council, but the entire Greek community.

The preamble of our constitution states that member chapters will aid in the social, cultural, intellectual, and moral development of all fraternity men. This document will provide clear guidelines on how each chapter can improve our community through those ideals. It is organized into 4 sections:

- Community Development
- Philanthropic Development
- Scholarship Development
- Social Development

Under these sections, there are general values and specific guidelines to help communicate our expectations and goals for member chapters.

These standards will both help correct the negative elements of Greek Life and incentivize our member chapters to continue working on previous successes. By creating a safer and more active community, we will be able to show the value the IFC brings to Rutgers University. The development of our shared community, philanthropy, scholarship, and social ideals will be critical in the long term success of our Greek community.

Community Development

The Greek Community is oftentimes judged by non-members as a single organization, while we view ourselves as a collective group of individual chapters. It is important for us to recognize that we are all members of a community, and that we can use the power of our members to enact positive change. Our community values include:

- Viewing other chapters not as competition, but as allies with a common goal of furthering Greek Life and leaving a positive impact within our community.
- Actively working to dispel any negative reputation that the Greek community has, by both taking actions to improve ourselves and showcasing the value we bring to the university.
- Recruiting men of character who will help further our goals and live by our values.
- Being respectful to the Rutgers community and the New Brunswick community, and taking an active role to improve them as best we can.
- Having a zero tolerance policy for hazing and maintaining a new member process that teaches and upholds our ideals.

In order to operate by these values, we will abide by the following standards:

- Chapters must host 1 event with another IFC Fraternity, which can be social, academic, or for both of the chapters' philanthropies. If an event is not held, you will be subjected to judicial review.
- Chapters must send 25% of their members to at least 2 events hosted by the Rutgers University Panhellenic Council, Professional Fraternity Council, or Multicultural Greek Council organizations. Both events attended cannot be hosted by the same council.
- Chapters should be active on their social media accounts and promote the various events that they host. Chapters should also submit pictures and/or information about their events to the VP of External Affairs so their events can be advertised.
- Chapters and their individual members must refrain from posting controversial content or anything violating the human dignity clause of our constitution. Any infraction will be subject to judicial review.
- The new member process of each chapter should focus on educating new members on the organization's values and the values of the IFC community, as well as making meaningful connections with other IFC members. Any practices that are not in accordance with those ideals or is in violation of the Human Dignity clause of our constitution will be brought in to judicial review.



Philanthropic Development

Philanthropic activities are one of the most important ways the IFC benefits the Rutgers community. Chapters have been heavily involved with Dance Marathon and their respective philanthropies, however we know very little about other chapters' philanthropies. The values we will uphold to ensure philanthropic development include:

- Meeting or exceeding our fundraising goals that we create for both our national philanthropies and Dance Marathon.
- Participating and supporting in events hosted by other organizations.
- Learning about the philanthropies of other chapters, not only in the IFC but in the other councils as well.

In order to operate by these values, we will abide by the following standards:

- Chapters educate themselves on other philanthropies and will make a concerted effort to approach organizations when they are tabling or hosting events.
- Chapters should not only have a deep knowledge of their own philanthropies, but they should also have some form of personal or practical connection with the organization in some capacity outside of fundraising.
- Chapters must volunteer for at least one non-Rutgers affiliated community service endeavor within New Brunswick, and should submit a proof of participation to the VP of Community Service.
- Chapters must send 25% of their members to either attend/participate in at least 1 philanthropy event hosted by an Interfraternity Council chapter other than their own.



Scholarship Development

First and foremost, we are all students of Rutgers University. This means scholarship should be the top priority for every member of Greek Life. The values we will uphold to ensure each person in our community can reach their full academic potential include:

- Helping both our chapter members and our fellow community members when they are struggling with their academics.
- Creating a new member process that emphasizes the importance of scholarship.
- Creating an environment within our chapters that incentivizes studying and attaining a high GPA.

In order to operate by these values, we will abide by the following standards:

- If a chapters' new member class has lower than an average 2.75 GPA, fraternities must submit the name of a brother with a GPA above 3.0 for each member under that threshold who will be responsible for helping them with their studies.
- Chapters should make sure their President, Vice President, New Member Educator, and Scholarship chair all maintain a 2.75 GPA or higher. If they do not have a 2.75 GPA, they should attend one academic workshop each semester they are under the GPA requirement.
- The scholarship chair and/or the new member educator should be taking an active role in ensuring each new member will either maintain or exceed their average GPA.
- If a chapters new member GPA falls significantly from its previous averages, they will be called in for a judicial board hearing to discuss ways to promote a healthy learning environment.

Social Development

A large part of the college experience involves developing interpersonal connections with our peers. It is also important that we create a safe and responsible social environment for our members and any person who attends social events. The values we will uphold to ensure social events remain both enjoyable and safe include:

- Prioritizing the safety and well being of our members and whoever our members interact with.
- Creating an environment that encourages the development of healthy interpersonal relationships.
- Establishing risk management policies that works to de-escalate situations and prioritize human life over any other possible consequences.
- Hosting events for the purpose of bringing groups of people together for enjoyment and creating new friendships and connections.

In order to operate by these values, we will abide by the following standards:

- Chapters will not use practices such as “ratio” during social events or act in any way that can be perceived as demeaning towards women. If there are complaints about a chapter’s behavior, they will be subjected to judicial review.
- Chapters will not charge people money in order to attend their events. Doing so will result in a judicial board hearing and a fine.
- If a chapter chooses to hold a formal, they will organize it in a way that both respects and ensures the safety of their dates and/or guests.
- Elements of social events such as themes or decorations must not be offensive in any way, and should be in accordance with the Human Dignity clause of our constitution.
- The VP of Judicial Affairs will hold an event where chapter presidents and risk managers will meet once halfway through each semester to discuss what each chapter has been doing in regards to risk management for social events in order to share what works well and what might be ineffective.
- Chapters must include mini lessons on risk management ran by the president, vice president, or risk management representative during new membership education in order to mitigate potential situations and increase awareness.
- Chapter members should be well versed on their national social standards guidelines and chapters should actively hold their individual members accountable to those rules.



Footnote: Human Dignity Clause

The Human Dignity Clause of our constitution (Article IV) has been referenced by multiple standards throughout the document. This article is important because it discusses how the issues of racism, sexism, substance abuse, and sexually demeaning or degrading acts are directly counter to our community's ideals. The clause reads as follows:

The furtherance of fraternal values and maintenance of the dignity of fraternity men are constant goals of the North-American Interfraternity Conference, its member groups, and IFC. The concepts of enhancing human dignity and fostering personal development provide a foundation for fraternity ideals and ritual.

The IFC serves a vital role in educating fraternity men about issues confronting the Greek community. Racism and sexism are directly counter to the ideals of the Greek community and cannot be permitted. The IFC further disapproves of all forms of hazing, alcohol and substance abuse, and activities that are sexually explicit, demeaning, or degrading to women and/or men.

The IFC will exert its influence concerning complaints that are brought to its attention dealing with the nature of interfraternal and/or member chapter activities. The IFC will carefully analyze interfraternal and/or chapter activities in light of human dignity considerations and endeavor to accomplish any changes needed to ensure the compatibility of the activities with fraternal values and the highest standards of human dignity.