



## **University of Wisconsin - Madison, Interfraternity Council Policies**

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## Section 1. Fraternity Events

- A. Mandatory chapter activities and events, including initiation ceremonies, must conclude one week prior to the beginning of the finals period each semester.

## Section 2. IFC Code of Conduct

As members of the IFC, we, the Member Fraternities, hereby agree to and adopt the following Code of Conduct:

- A. We will know and understand the ideals expressed in our fraternity Rituals and will strive to incorporate them in our daily lives.
- B. We will strive for academic achievement and practice academic integrity.
- C. We will respect the dignity of all persons; therefore, we will not physically, mentally, psychologically or sexually abuse or harm any human being.
- D. We will protect the health and safety of all human beings.
- E. We will respect our property and the property of others; therefore, we will neither abuse nor tolerate the abuse of property.
- F. We will meet our financial obligations in a timely manner.
- G. We will neither use nor support the use of illegal drugs; we will neither misuse nor support the misuse of alcohol.
- H. We acknowledge that a clean and attractive environment is essential to both physical and mental health; therefore, we will do all in our power to see that our properties are properly cleaned and maintained.
- I. We will challenge all fraternity members to abide by these fraternal expectations and will confront those who violate them.

## Section 3. Chapter Promotion

- A. All postings in the UW Madison Residence Halls must be in compliance with UW policy.
  - a. Chapters may submit promotional materials to the Vice President of Recruitment to distribute to the Residence Halls for them.
- B. Any chapter's printed promotional materials, including but not limited to: posters, recruitment calendars, recruitment T-shirts, flyers, informational brochures, etc., cannot include any reference to alcohol consumption, sex, race, sexual orientation, illicit drug use, other fraternities and sororities, or religious language deemed inappropriate by the UW Student Code of Conduct, Registered Student Organizations policies, and IFC Recruitment Rules.

#### Section 4. Intramural Policy

- A. The IFC intramural policy is under the guidance of the University of Wisconsin-Madison Intramural Policy in addition to those established by the Vice President of Community Development.
- B. All chapters and members who participate must conduct themselves both a professional and sportsman like fashion.
- C. Participation by University of Wisconsin-Madison athletes or those who play on club sports teams are prohibited.
- D. Unsportsmanlike Conduct
  - a. Verbal abuse of an official will result in penalties ranging from a written warning to a one game suspension.
  - b. Repeated verbal abuse of an official will result in penalties ranging from a one-game suspension to expulsion from the competition.
  - c. Physical contact with an official will result in penalties ranging from immediate ejection.
  - d. Fighting by an individual or team will result in immediate ejection from the game for those involved.
  - e. Profane, crude, and discriminatory language will not be tolerated.
  - f. The presence of alcohol and/or being intoxicated is prohibited at any IFC sponsored athletic competition.
  - g. Any infractions that occur will be subject to prosecution by the Judicial Board.
- E. Warnings will be given in writing to the individual(s)/fraternity(fraternities) involved.
  - a. A copy shall be sent to the Vice-President of Community Development, VP Judicial Affairs and the IFC advisor.
- F. Only those team's fraternities who are in good standing.

#### Section 5. Anti-Hazing Policy

- A. For the purposes of the Interfraternity Council of the University of Wisconsin-Madison:
  - a. hazing is defined as any means, action, or situation that recklessly or intentionally endangers, humiliates or degrades an individual person their mental or physical health or safety of a student for the purpose of initiation, admission into or affiliation with any organization operating under the jurisdiction of the Interfraternity Council of the University of Wisconsin-Madison.
- B. Anti-Hazing Policy
  - a. Hazing, as defined above, is strictly prohibited at all times by any person(s) affiliated with or under the jurisdiction of the Interfraternity Council.
- C. Hazing Prevention Education
  - a. All potential new members must complete Prevent Zone: Hazing Prevention: It's Everyone's Responsibility before they can formally accept a bid to a recognized IFC fraternity.

## Section 6. Expansion Policy

This policy will provide an overview of Interfraternity Council (IFC) at UW-Madison process for growing/expanding the IFC community.

### Part A. Expansion Philosophy

- A. The purpose of this policy and listed procedures is to ensure that expansion of fraternal men's organizations occurs in a manner that supports healthy community growth, which includes a carefully developed plan that is conducive to the educational mission of UW-Madison and IFC community. The goal is to provide maximum opportunity for successful expansions that are both meaningful and rewarding for the students within the IFC community and those seeking membership. All social men's fraternities seeking to expand to the UW-Madison campus shall be required to follow the procedures set forth by this policy.
- B. The Interfraternity council in partnership with Office of Fraternity & Sorority Life aims for healthy and sustainable growth with no more than two organizations joining or rejoining the community in a year unless deemed otherwise.

### Part B. Expansion Processes

- A. IFC fraternity expansion for (inter)national fraternities may occur in the following four ways:
  - a. **Formal Expansion Process:** A formal expansion plan approved by IFC council and the Office of Fraternity & Sorority Life.
    - i. Formal expansions are subject to fall semester expansions.
  - b. **Headquarters Inquiry Process:** Through IFC receiving a letter of intent including a petition packet by a (inter)national headquarters or executive office.
    - i. Headquarters inquiry expansions are subject to other ongoing expansions.
  - c. **Interest Group Process:** Through IFC receiving a formal petition for recognition by an interest group.
    - i. Interest group expansions are subject to other ongoing expansions.
  - d. **Reinstatement Process:** Through reviewing a formal petition for recognition by a group coming off a disciplinary loss of University recognition, after the organization has been approved university's Register Student Organizations Review and Restatement Committee.
    - i. Reinstatement group expansions are subject to spring semester expansions.
- B. Any and all social men's organization that expand under the purview of UW-Madison IFC must be:
  - a. Nationally or internationally recognized, meaning no local chapters.
  - b. Refrain from using the words colony or coloanizations
  - c. And do not need to be members of the NIC but must be willing to follow all UW-Madison IFC bylaws, requirements and policies.

### Part C. Formal Expansion Process

- A. The formal expansion process is a plan approved by both, IFC council and Office Fraternity & Sorority Life.

- a. Assess Climate of IFC Community
  - i. Assessment of the IFC community will be conducted by IFC President and IFC Advisor prior to the open or accepting any preliminary expansion applications.
    - 1. The assessment will look at community trends in recruitment and growth efforts, risk management, resource capacity, past expansions efforts and overall community feedback.
  - ii. If and when it is determined that there is a need for expansion, (expansion is acceptable), the IFC President and IFC Advisors will compile the IFC climate assessment and present it at a IFC regular council meeting.
  - iii. The IFC council will then vote to affirm or deny the opening for formal expansion at the next regular scheduled council meeting.
    - 1. 2/3 vote is needed for the approval of a formal expansion process.
- b. Formal Expansion Timeline
  - i. Assessment of the IFC Community would take place in January to March.
  - ii. Presentations of the assessment and vote on expansion would take place in April/May.
  - iii. Formation of the IFC expansion committee form over the Summer months, June to August.
  - iv. Expansion application period would open at the beginning of the fall semester with the plans for the new group to join in the following fall semester.
    - 1. Goals are for the reviewing of application, invitation to present and selection to all happen throughout the fall semester.
- c. Expansion Committee
  - i. The IFC President will work with the IFC advisor to determine an expansion committee representing multiple stakeholders including but not limited to: IFC Chapter President(s), Fraternity and Sorority Life Staff, Upper Campus Administration, Alumni, etc.
  - ii. IFC President serves as head of committee alongside the support of the IFC advisor.
  - iii. Expansion committee will oversee and provide critical feedback throughout the application and selection process of expansion.
- d. Expansion Application
  - i. The Office of Fraternity and Sorority Life will post a bulletin that IFC at UW-Madison is open for expansion, in addition to formally inviting any (inter)national organizations to apply based on committee recommendation.
  - ii. Letter of intent must be submitted to the IFC President and Office of Fraternity & Sorority Life. The letter of intent should consist of information pertinent to educating the fraternity community on the inter/national organization, including:
    - 1. Overview of the Fraternity's History, Mission, and Values;
    - 2. List of previous expansions within the past 3 years, their current status including membership count, reported violations and academic performance.
    - 3. Any expansion attempts currently in progress
    - 4. Detailed description new member process and leadership process

5. Organizations policies and statements such as hazing, inclusion, recruitment etc.
  6. Nearest chapter and their status and membership
  7. Ratio of field staff to chapter/uncharted groups and set visitation program
  8. Verification of \$1 million social liability insurance coverage
  9. Description and timeline of support and resources from the (intet)national office will provide to the establishing chapter.
- iii. The Expansion committee will review all applications based on a rubric form.
    1. A rubric form will be shared once preliminary applications for formal expansion have been opened.
  - iv. The committee will meet to discuss all applications and make a decision on which chapter(s) they would like to extend an invitation to present and visit campus.
    1. The committee may request any additional follow up information from national organizations as it sees fit.
- e. Expansion Presentation/Campus Visit
- i. Each selected organization will be invited to campus and expected to present to the Expansion Committee and meet with other stakeholders (Associate Vice Chancellor for Student Affairs, Office of Student Conduct and Community Standard, Student Leaders, Fraternity and Sorority Life Staff)
    1. The IFC Advisor will serve as the liaison for the chapter through the campus visit and expansion presentation.
  - ii. The Expansion presentation should cover the following:
    1. Logistical Information
      - a. Name, founding date, location
      - b. Current number of chapters and average chapter size
      - c. Current number of undergraduate and alumni members
      - d. Number of chapters closed in the past five years and reason for closures.
      - e. Membership costs: new members, initiation fees, insurance, dues, etc.
      - f. Description and timeline of support and resources from the (intet)national office will provide to the establishing chapter.
    2. Program Policies
      - a. Risk Management Policy and Position
      - b. New member education program and hazing prevention programs
      - c. Potential new member minimum standards
      - d. Scholarship and academic support
      - e. Diversity & inclusivity efforts
      - f. Community service and philanthropy
      - g. Leadership and member development programs
      - h. (Inter)National programming traditions (if any)
    3. Installation

- a. List and status of chapters and installations in the past five years
    - b. Procedures with timeline, if possible
    - c. Inter/national and alumni support
    - d. Plan for short and long term success
  - 4. Resources
    - a. Foundation scholarship and loans
    - b. Leadership schools and conventions
    - c. Publications
    - d. Nearest chapters
    - e. Alumni in area with contact info of committed alumni
- f. Selection
  - i. IFC Advisor will collect all feedback, present and share it with the expansion committee.
  - ii. The expansion committee will meet and make recommendations to the Associate Vice Chancellor for Student Affairs.
  - iii. The IFC President will share the recommendation and reasoning with the Associate Vice Chancellor for Student Affairs.
  - iv. Following the final approval of both the university and the expansion committee the Associate Vice Chancellor for Student Affairs and IFC President will send a formal invitation to expand to campus.
- g. Expansion Stage (Associate member)
  - i. Beginning date of expansion will be decided by the Office of Fraternity & Sorority Life consultation with the establishing fraternity and IFC executive board.
    - 1. The Office of Fraternity & Sorority Life will serve as the liaison to the establishing fraternity through expansion efforts.
  - ii. Newly establishing chapters will be slated for the fall semester of each academic year.
  - iii. Establishing chapters shall maintain associate member status until they become a chartered chapter.
  - iv. Rights afforded to and obligations of the establishing chapter will follow the IFC bylaws outline of an associate member section.
  - v. All establishing chapters will also must become a registered student organization (RSO) once their new member class has been formed.
    - 1. All establishing chapters must follow all IFC, RSO, and university policies and guidelines.
- h. Chatering.
  - i. When the establishing chapter receives national charter, they must petition as a full status member within one month to the IFC
  - ii. Acceptance of petition will be brought forth with a  $\frac{2}{3}$  vote of the Interfraternity Council.

#### **Part D. Headquarters Inquiry Process**

- A. The headquarters inquiry process is used when an (inter)national headquarters or executive office submits a petition and letter of interest to expansion at UW-Madison under the IFC council.
  - a. Headquarters Expansion Inquiry Timeline
    - i. Headquarters expansion inquiry will be open year round.
    - ii. A formal petition and letter of interest must be submitted to the IFC President and IFC Advisor will review the petition laid in the Formal Petition for Recognition Process below.
    - iii. While the formal petition for recognition is open year round, IFC President and IFC Advisor will assess the IFC community by looking at community trends in recruitment and growth efforts, risk management, resource capacity, and past expansion efforts before moving forward with potentially expansion of the organization.
- B. Headquarter Interest Letter & Petition for Expansion
  - a. Letter of Interest should include
    - i. Why do you want to be part of the Fraternity & Sorority Life Community at UW-Madison?
    - ii. How will this organization add value to the UW-Madison campus and IFC community?
    - iii. Anything else the headquarters or executive office believe is important to add to express their interest to expand at UW- Madison under IFC council.
  - b. Petition for Expansion
    - i. Logistical Information
      1. Name, founding date, location
      2. Overview of the Fraternity's History, Mission, and Values;
      3. List of previous expansions within the past 3 years, their current status including membership count, reported violations and academic performance.
      4. Any expansion attempts currently in progress
      5. Current number of chapters and average chapter size
      6. Current number of undergraduate and alumni members
      7. Number of chapters closed in the past five years and reason for closures.
      8. Ratio of field staff to chapter and set visitation program
      9. Membership costs: new members, initiation fees, insurance, dues, etc.
      10. Description and timeline of support and resources from the (intet)national office will provide to the establishing chapter.
    - ii. Program Policies
      1. Risk Management Policy and Position
        - a. Verification of \$1 million social liability insurance coverage
      2. Detailed description New member process and leadership process
        - a. Potential new member minimum standards
      3. Scholarship and academic support
      4. Diversity & inclusivity efforts
      5. Community service and philanthropy
      6. Leadership and member development programs



### C. Expansion Assessment

- a. IFC President and IFC Advisor will determine if the IFC community is ready to add another chapter to the community based on community trends in recruitment and growth efforts, risk management, resource capacity, and past expansions.
  - i. If the IFC President and IFC Advisor determine that the IFC community is ready to expand, the organization will move forward to the formal presentation listed in the section below.
  - ii. If the IFC President and IFC Advisor determine that the IFC community is **not** ready to expand, the organization's letter of interest and petition will be active for **three** years with the option to resubmit.
    1. If at any time in those three year it is determined that the IFC community will refer to open letters of interest instead of opening for formal expansion.

### D. Formal Presentation

- a. Each organization invited to present in front of the IFC council and meet with other stakeholders (Associate Vice Chancellor for Student Affairs, Student Leaders, Office of Student Conduct and Community Standard, Fraternity and Sorority Life Staff)
  - i. The IFC Advisor will serve as the liaison for the chapter through the expansion presentation and meeting.
- b. The presentation can include but not limited to the follow items:
  - i. Logistical Information
    1. Name, founding date, location
    2. Overview of the Fraternity's History, Mission, and Values;
    3. List of previous expansions within the past 3 years, their current status including membership count, reported violations and academic performance.
    4. Current number of chapters and average chapter size
    5. Current size of the chapter
    6. Current number of undergraduate and alumni members
    7. Number of chapters closed in the past five years and reason for closures.
    8. Local chapter traditions (if any)
    9. Membership costs: new members, initiation fees, insurance, dues, etc.
  - ii. Program Policies
    1. Risk Management Policy and Position
    2. New member education program and hazing prevention programs
    3. Potential new member minimum standards
    4. Scholarship and academic support
    5. Diversity & inclusivity efforts
    6. Community service and philanthropy
    7. Leadership and member development programs
  - iii. Joining the IFC and FSL community
    1. Why do you want to be part of the Fraternity & Sorority Life Community at UW-Madison?

2. How will this organization add value to the UW-Madison campus and IFC community?

E. Selection

- a. IFC Advisor will collect all feedback, present and share it with the IFC council.
- b. The IFC council will meet and make recommendations to the Associate Vice Chancellor for Student Affairs.
  - i. The IFC council holds the right to add conditions to the group expanding to the IFC community.
- c. The Vice President for Student Affairs will have the opportunity to discuss the recommendation with IFC and share reasoning behind it in an open forum setting, if needed.
- d. Following the final approval of both the university and the expansion committee the Associate Vice Chancellor for Student Affairs and IFC President will send a formal invitation to expand to campus.

**Part E. Interest Group Process**

- A. The interest group expansion process is used when IFC receives a formal petition for recognition by an interest group.
  - a. Interest Group Requirements
    - i. Has minimum of 4 active members
    - ii. Connected with (inter)national headquarters office
    - iii. Must follow all IFC, RSO, and university policies and guidelines
  - b. Interest Group Timeline
    - i. The formal petition for recognition by an interest group will be open year round.
      1. Each time a formal petition is submitted IFC President and IFC Advisor will review the petition laid in the Formal Petition for Recognition Process.
    - ii. While the formal petition for recognition is open year round, interest groups will only be able to join the IFC council and community during the Spring semester unless otherwise determined by the IFC President and IFC Advisor.
  - c. Formal Petition for Recognition Process
    - i. Interest groups must submit a formal petition for recognition to the IFC President and IFC advisor.
    - ii. The formal petition covers the following information:
      1. Main contact(s) of Student Interest Group
      2. Name of the (potential) organization
      3. (Inter)national headquarters contact for Interest Group
      4. Current size of Interest Group
      5. Answers to the following prompts
        - a. Why does the Interest Group wish to start/create this organization at UW-Madison or the group's history on campus?
        - b. Why do you want to be part of the Fraternity & Sorority Life Community at UW-Madison?

- c. How will this organization add value to the UW-Madison campus and IFC community?
  - iii. Once a formal petition is sent to the IFC President and IFC advisor by the interest group to join the IFC council, they will review documentation and meet with interest group leadership.
  - iv. The IFC President and IFC Advisor will assess the climate of the IFC community and assess what the addition of interest group would add to the community.
  - v. If the IFC President and IFC Advisor approve the interest group to move forward it will be brought to the IFC Council.
    - 1. The IFC President will present the IFC climate assessment and the interest group to the council. They will explain why they recommend the interest group should move forward in the expansion process.
    - 2. The IFC council will vote on if the interest group should move forward to the presentation process following the general council meeting.
      - a. A simple majority vote is needed to approve the interest group moving forward.
- d. Formal Presentation
  - i. Each organization invited to present in front of the IFC council and meet with other stakeholders (Associate Vice Chancellor for Student Affairs, Office of Student Conduct and Community Standard, Student Leaders, Fraternity and Sorority Life Staff)
    - 1. The IFC Advisor will serve as the liaison for the chapter through the expansion presentation and meeting.
  - ii. Logistical Information
    - 1. Name, founding date, location
    - 2. Overview of the Fraternity's History, Mission, and Values;
    - 3. List of previous expansions within the past 3 years, their current status including membership count, reported violations and academic performance.
    - 4. Current number of chapters and average chapter size
      - a. Current size of the chapter
    - 5. Current number of undergraduate and alumni members
    - 6. Number of chapters closed in the past five years and reason for closures.
    - 7. Local chapter traditions (if any)
    - 8. Membership costs: new members, initiation fees, insurance, dues, etc.
  - iii. Program Policies
    - 1. Risk Management Policy and Position
    - 2. New member education program and hazing prevention programs
    - 3. Potential new member minimum standards
    - 4. Scholarship and academic support
    - 5. Diversity & inclusivity efforts
    - 6. Community service and philanthropy
    - 7. Leadership and member development programs
  - iv. Joining the IFC and FSL community

1. Why do you want to be part of the Fraternity & Sorority Life Community at UW-Madison?
2. How will this organization add value to the UW-Madison campus and IFC community?

e. Selection

- i. IFC Advisor will collect all feedback, present and share it with the IFC council.
- ii. The IFC council will meet and make recommendations to the Associate Vice Chancellor for Student Affairs.
- iii. The IFC council holds the right to add conditions to the group expanding to the IFC community.
- iv. The Vice President for Student Affairs will have the opportunity to discuss the recommendation with IFC and share reasoning behind it in an open forum setting, if needed.
- v. Following the final approval of both the university and the expansion committee the Associate Vice Chancellor for Student Affairs and IFC President will send a formal invitation to expand to campus.

**Part E. Reinstatement Process**

- A. The reinstatement process is used when IFC has received a formal petition for recognition by a group coming off a disciplinary loss of University recognition, after the organization has been approved by the university's Register Student Organizations Review and Restatement Committee.
  - a. The reinstatement process is currently being established by UW-Madison administration and will soon be shared for groups interested in this process.

**Section 6. Sexual Assault Prevention Policy**

I. Statement of purpose or intent; prohibition on sexual violence.

- a. Activities of sexual misconduct that are but not limited to sexist, homophobic, or misogynistic.
- B. IFC shall strive to eliminate activities that are sexist or homophobic in nature, or have misogynistic undertones, and seeks to create a climate of inclusion for all members of the University of Wisconsin-Madison community.
- C. Cultural or environmental risk factors.
  - a. IFC shall work to eliminate cultural or environmental risk factors that promote sexual violence within the Greek-letter system. We will work to create a climate of safety and security for all members of the FSL community, the University of Wisconsin – Madison community, and the Madison-Dane County metropolitan.
- D. Validity of Concern.
  - a. IFC acknowledges that concerns among members of the FSL community, our non FSL peers, campus administrators, and fellow community members, are valid, legitimate, and must be addressed.
- E. Need for immediate action.

- a. IFC acknowledges that immediate and substantial action is required to eliminate sexual violence and diminish activities that are sexist or homophobic in nature, or have misogynistic undertones, including:
    - i. creating stronger and more definitive language with regards to policies, procedures, regulations, and bylaws of The Interfraternity Council of the University of Wisconsin-Madison and continuing to review them on an annual basis
    - ii. Developing stronger, more intentional, and when appropriate, more punitive sanctions (e.g. suspension, expulsion, etc.) to be taken against members of Greek-letter organizations, the organizations themselves, or any other person affiliated or under the jurisdiction of the Interfraternity Council of the University of Wisconsin-Madison for committing acts of sexual violence, that are sexist or homophobic in nature, or have misogynistic undertones.
- F. Eliminate Barriers to reporting.
- a. The Interfraternity Council of the University of Wisconsin-Madison, acknowledges that the fear of consequences of the violations of the council's Alcohol and Party Policies can discourage individuals from reporting acts of sexual violence, and shall strive to eliminate this fear by mirroring the Sexual Assault Victim Amnesty Bill policy.
  - b. While Interfraternity Council's Greek Judicial Board recognizes that any violations of the council's Alcohol and Party Policies can create high-risk environments for acts of sexual assault to occur, the Interfraternity Council has decided to provide amnesty for the policies included in these bylaws as long as the violations do not directly lead to the assault. Additionally, the Interfraternity Council is committed to educating chapters of where and to whom reports can be made.

## II. Prohibited Activities; Sexual Misconduct

- A. The Interfraternity Council of the University of Wisconsin-Madison shall strictly prohibit the following activities at all times by any person(s) affiliated with or under the jurisdiction of the Interfraternity Council:
  - a. **SEXUAL ASSAULT.** Sexual assault is defined as any type of sexual contact or behavior that occurs without the explicit consent of an individual. Sexual assault shall include, but is not limited to:
    - i. Sexual assault as defined in s. 940.225, WI Stats, inclusive of all-four degrees.
    - ii. Sexual intercourse or contact without consent
  - b. Consent shall only exist when a person is:
    - i. Competent to make an informed decision
    - ii. Indicates an affirmative, freely-given, and continuous agreement to have sexual intercourse or sexual contact.
  - c. Consent shall not exist under circumstances that include, but are not limited to:
    - i. Use, or threat, of force or violence
    - ii. "Quid pro-quo" expectations, blackmail, or other forms "exchange for services
    - iii. Physical, mental, or emotional coercion;

- iv. Incapacitation or unconsciousness due to being under the influence of mind-altering substances including, but not limited to, narcotics, alcohol, or other controlled substances.

B. STALKING.

- a. Stalking is defined as multiple or repeated acts of unwanted or obsessive attention by an individual or group toward another person, that causes the recipient of that attention to feel a sense of fear, intimidation, inability to escape, or otherwise under threat. Stalking shall include, but is not limited to:
  - i. Conduct defined in s. 940.32, WI Stats.
  - ii. A series of individual acts of conduct that, taken individually, may be otherwise legal, but when performed as a series and without the consent of the intended recipient, cause a sense of fear, intimidation, inability to escape, or threat. (eg. repeatedly sending emails, texts, or flowers to a person after they have asked you not to.)

C. SEXUAL HARASSMENT.

- a. Sexual harassment is defined as persistent, unwanted, and repetitive sexual advances or other words, deeds, actions, gestures, symbols, or behaviors of a sexual nature that make the target feel uncomfortable, upset, or disturbed. Sexual harassment shall include, but is not limited to:
  - i. Conduct defined in s. 947.013, WI Stats.
  - ii. A series of individual acts of sexualized or intimate conduct that, taken individually, may be otherwise legal, but when performed as a series of unwanted acts, make the recipient feel uncomfortable, upset, or disturbed. (eg. repeatedly expressing how attractive a person is or asking them on a date after they have asked you not to or otherwise expressed their disinterest.)
    - 1. Demeaning, degrading, or otherwise derogatory use of words, phrases, or symbols related to a person's sex, gender, gender-identity, or sexual-orientation, regardless of intent.

D. INTIMATE PARTNER VIOLENCE.

- a. Intimate partner violence is defined as physical, sexual, psychological, or emotional harm caused by a current or former partner, spouse, or intimate relation, without consent, and regardless of prior consensual sexual intimacy or contact. Intimate partner violence may occur in any intimate relationship, including, but not limited to opposite-sex, same-sex, transsexual, or gender-nonconforming intimate partners or relations, or a current or former partner(s) in an intimate polyamorous (multiple-partner) relationship.

E. SEXIST, HOMOPHOBIC, MISOGYNISTIC, OR OVERTLY SEXUAL TRADITIONS

- a. Traditions or other activities that are sexist or homophobic in nature, or have misogynistic undertones, or that otherwise increase cultural or environmental risk factors that promote sexual violence or undermine the above-stated intent of this policy, including, but not limited to:
  - i. Social songs that reference sexual conduct, or otherwise include lyrics that are degrading or demeaning to a person, or group of people, on the basis of their sex, gender, sexual orientation, or other identity characteristic, regardless of intent.

- ii. Social themes that are overtly sexual or are otherwise degrading or demeaning to a person, or group of people, on the basis of their sex, gender, sexual orientation, or other identity characteristic, regardless of intent.
- iii. Awards & superlatives that reference sexual conduct or are otherwise degrading or demeaning to a person, or group of people on the basis of their sex, gender, sexual orientation, or other identity characteristic, regardless of intent.
- iv. Pranks or activities (i.e. panty raid) that are overtly sexual or that are otherwise degrading or demeaning to a person or group of people on the basis of their sex, gender, sexual orientation, or other identity characteristic, regardless of intent.
- v. Chapter social media & communication apps or posts that are overtly sexual or otherwise degrading or demeaning to a person or group of people on the basis of their sex, gender, sexual orientation, or other identity characteristic (sharing inappropriate photos, jokes, stories, etc.), regardless of intent.
- vi. Any show, program, or event (i.e., Greek Week, Humorology, Homecoming, etc.) that is formally or informally sponsored, co-sponsored, or affiliated with or by a member organization(s) of the Interfraternity Council of the University of Wisconsin-Madison, that are overtly sexual or otherwise degrading or demeaning to a person or group of people on the basis of their sex, gender, sexual orientation, or other identity characteristic, regardless of intent.

#### F. Reporting

- a. The Interfraternity Council of the University of Wisconsin-Madison, declares that gathering accurate data and information regarding instances and occurrences of sexual violence is essential to resolving those specific instances as well as changing the culture of sexual violence that pervades the Fraternity and Sorority community and college campuses generally.
  - i. To address the need for information and data, The Interfraternity Council of the University of Wisconsin-Madison, shall take all appropriate actions to remove barriers to reporting sexual violence and other behaviors that increase the risk of sexual violence on the University of Wisconsin-Madison campus and the FSL community generally; incentivize reporting of sexual violence and other behaviors that increase the risk of sexual violence on the University of Wisconsin-Madison campus and the Greek community generally;

#### G. REPORTING TOOLS. The Interfraternity Council of the University of Wisconsin-Madison shall provide, at the beginning of each new semester, in perpetuity, to each member-organization of the Council, an updated guide to reporting sexual assault on the University of Wisconsin campus.

- a. The guide shall include the names and contact information of individuals, organizations, administrators, law enforcement, and health-care professionals whom sexual violence may be reported to, as well as an outline of the legal obligations of the person reporting and the entity receiving the report.
  - i. The guide shall include no less than one of each of the following entities:
    - 1. An entity to whom confidential reports may be made
    - 2. An entity to whom a formal, legal report may be made
    - 3. An entity who may provide confidential advising services;
    - 4. An entity who may provide confidential medical health-care services

- 5. An entity who may provide confidential mental health-care services.
- ii. The guide shall include an overview of how to report potential instances of sexual violence without identifying the survivor or disclosing any identifying characteristics.
- iii. The guide shall be available online and distributed to Chapter Presidents, Risk Management Chairs, and Safety and Wellness Chairs via email and in a print format.
- iv. The Interfraternity Council in coordination with the Office of Fraternity and Sorority Life will offer the guide in additional settings.

#### H. ELIMINATING BARRIERS TO REPORTING, AMNESTY, AND FACT-BASED INQUIRIES.

The Interfraternity Council of the University of Wisconsin-Madison, acknowledges a fear of consequences for violations of the Council's bylaws on alcohol, parties, and other social events can discourage individuals from reporting acts of sexual violence.

- a. In accordance with the purpose and intent of the Sexual Assault Victim Amnesty Bill, the Interfraternity Council of the University of Wisconsin-Madison (including their subsidiaries) shall strive to eliminate reporting fears by considering amnesty for alcohol-, party-, and other social-policy violations committed by a chapter.
  - b. Recognizing that certain violations of the Council's bylaws on alcohol, parties or other social events can significantly increase the risk of sexual assault, the Council shall engage in a fact-based inquiry to determine if amnesty is appropriate in the specific circumstances.
  - c. The Interfraternity Council of the University of Wisconsin-Madison shall also consider the response and actions of members and the chapter as a whole, when deliberating the topic of amnesty. Examples shall include, but are not limited to:
    - i. Timeliness of cooperation
    - ii. Whether cooperation was provided voluntarily or prior to an active investigation
    - iii. Whether the cooperation was truthful, complete, and reliable
    - iv. Whether the organization or individuals encouraged others to cooperate
    - v. Any unique circumstances of the cooperation.
  - d. The Interfraternity Council of the University of Wisconsin-Madison encourages the University of Wisconsin-Madison Committee on Student Organizations (CSO), the University of Wisconsin Police Department, and the Madison Police Department to engage in similar fact-based inquiries, and consider granting specific amnesty or leniency to organizations that are actively engaged in combatting sexual violence and promoting reporting and ongoing education for their members.
- #### I. Requirements
- a. Green Dot Requirement
    - i. The Interfraternity Council of the University of Wisconsin-Madison is committed to educating its members on the bystander approach, in order to combat incidents of and behaviors that perpetuate sexualized violence. Therefore, the Interfraternity Council requires all aspirant/neophyte/new members to participate in a Green Dot Training or an equivalent program sponsored by University Health Services (UHS) within their first year of membership.



- ii. Those aspirant/neophyte/new members who do not complete this requirement will receive a \$25 fine.
    - 1. All fine monies collected will be donated to the campus-based Rape Crisis Center.
  - iii. Chapters who have aspirant/neophyte/new members who have not completed the Green Dot training within one-calendar year will also be placed in bad standing with the Interfraternity Council.
    - 1. The chapter's bad standing will be lifted once the training has been completed for all outstanding members within the organization, exceptions will be made for those members who are studying abroad or in a membership status (i.e. inactive, probation, terminated, etc.) which prohibits them from participating.
- b. Peer-to-Peer Education Requirement
  - i. In order to continuously educate the members of the Interfraternity Council of the University of WisconsinMadison] and seek to understand perspectives of its members on the topic of sexualized violence, we as the Interfraternity Council are committed to a peer-to-peer model of anti-sexual violence education, therefore each chapter would be required to host one peer-to-peer discussion per year (calendar or academic).
    - 1. Peer-to-peer discussions are required to be facilitated by trained facilitator(s), whose discussion or program has met a specific set of criteria that has been outlined by University Health Services (UHS) and the Greek Life Sexual Assault and Gender-based Violence Task Force and subject to approval by the Interfraternity Council.
    - 2. Chapters who have not completed the Peer-to-Peer Education Requirement within one-calendar year will be placed in bad standing with the Interfraternity Council.
      - a. The chapter's bad standing will be lifted once the training has been completed.
- c. Safety and Wellness Chair Requirement
  - i. The Interfraternity Council of the University of Wisconsin-Madison is committed to supporting victims of sexual assault and gender-based violence and the health and wellness of all of its members. Each chapter is required to appoint a Safety and Wellness Chair (SAWC) to provide information about sexual assault and gender-based violence support resources and mental health resources.
  - ii. Duties include:
    - 1. Attend a designated training with University Health Services (UHS)
    - 2. Coordinate a Peer-to-Peer Discussion for chapter members each year (1 required per academic or calendar year)
    - 3. Track attendance at Peer-to-Peer Discussion and submit attendance list to the designated Vice President of Programing
    - 4. Share health and safety resources and information with chapter members
    - 5. Attend programs and workshops pertinent to this role