

NATIONAL PAN-HELLENIC COUNCIL, INC.

University of Tennessee, Knoxville Constitution



Edited: May 2023

PREAMBLE

We, the representatives of the historically established community service fraternities and sororities, similar in structure and background with both graduate and undergraduate chapters, recognizing the need for coordination and cooperation in activities of intercollegiate Greek letter fraternities and sororities, recognizing that there are certain areas of action and programming that can best be carried out by the joint efforts of all such organizations, and believing that these needs can best be realized by formal organization, do hereby establish such an organization and bind ourselves to abide by the provisions of the following Constitution and By-laws.

ARTICLE I – NAME

The name of this organization shall be the National Pan-Hellenic Council, Incorporated of the University of Tennessee, Knoxville, hereinafter referred to as “National Pan-Hellenic Council, Inc.” or “NPHC of UTK” or “UTK NPHC” or “NPHC” or “the Council.” The Office of Sorority and Fraternity Life, hereinafter referred to as “OSFL.”

ARTICLE II – PURPOSE

The purpose of the National Pan-Hellenic Council, Inc. shall be:

- to create and maintain high standards in the life of fraternities and sororities,
- to perpetuate constructive fraternities and sororities while fostering an understanding of the structure, differences, and methods of operation among the affiliate organizations
- to address, coordinate, and develop action strategies on matters of mutual concern to the affiliate organizations, and
- to serve as the conduit for such action plans as may be developed to ensure constructive fraternity and sorority relations.

ARTICLE III – MEMBERSHIP

Section 1. Recognition

Membership in the National Pan-Hellenic Council at the University of Tennessee, Knoxville (UTK) shall include:

- Alpha Kappa Alpha Sorority, Incorporated – Zeta Delta chapter,
- Alpha Phi Alpha Fraternity, Incorporated – Mu Iota chapter,
- Delta Sigma Theta Sorority, Incorporated – Mu Zeta chapter,
- Zeta Phi Beta Sorority, Incorporated – Pi Epsilon chapter,
- Kappa Alpha Psi Fraternity, Incorporated – Mu Rho chapter,
- Phi Beta Sigma Fraternity, Incorporated – Kappa Chi chapter,
- Omega Psi Phi Fraternity, Incorporated – Iota Beta chapter,
- Iota Phi Theta Fraternity, Incorporated – Theta Zeta chapter, and
- Sigma Gamma Rho Sorority, Incorporated – Mu Beta chapter

in good standing with UTK and their national organizations. Recognized organizations must meet qualifications for student organizations with UTK to be in “good standing.”

Greek organizations that fall below five (5) members are in Transitional Status and will retain the right to vote on all NPHC Business for two (2) academic semesters or until they reach five (5) or more active members. Failure to reach five (5) members in the allotted time will result in the organization being moved to non-voting status until they reach the five (5) member threshold.

Students interested in forming a social Greek organization that wish to be a part of NPHC must abide by the UTK Office of Sorority & Fraternity Life’s New/Returning Fraternity and Sorority Expansion and Reactivation Policies and council policies.

Section 2. Delegates

Each organization with four (4) or more members will be required to appoint two (2) active members to serve as a delegate and an alternate for their organization. If an organization’s membership is three (3) or below active members within their respective chapter at the University of Tennessee, Knoxville then only one (1) appointed delegate who is an active member will be required and one (1) assigned alternate who is an active member will be optional.

Section 3. Voting

Each organization represented on the council, shall have one (1) vote. The voting members shall be the registered delegates of each organization holding membership in good standing. Two-thirds of voting members shall be required to amend the Constitution, Bylaws, or any other documents affecting the General Body or respective organizations. A majority vote shall be required to carry all other questions. Executive Board officers may not vote. The President of NPHC shall vote only in case of a tie.

ARTICLE IV – OFFICERS & EXECUTIVE BOARD

Section 1. Elected Officers

The elected officers shall be:

- President
- Executive Vice President
- Vice President of Administration
- Vice President of Finance
- Director of Public Relations
- Director of Risk Management
- Director of Programming
- Director of Community Service
- Council Delegate

These officers shall be elected by affiliate organizations in good standing.

Section 2. Qualifications of Officers

All officers must be in good standing academically and financially with their respective NPHC affiliate organization. All officers shall have an maintain an overall GPA of 2.5 on a 4.0 scale. No more than two (2) members from any one (1) organization may serve as officers. Should

there be more vacancies than willing representatives from chapters, the position shall be open to any organization willing to fill it.

NPHC Executive Board members from chapters with less than three members can serve as their chapter's delegate.

Section 3. Terms of Office and Elections

Executive Board officer shall serve for one (1) calendar year term. There shall be an annual election in November.

1. Election Process for all Executive Board Positions
 - a. Nominations
 - i. Nominations shall be made in the form of applications made from the NPHC chapter affiliate organizations
 - b. Nomination Committee
 - i. A nominations committee shall be formed to propose a slate of candidates. This committee shall be composed of the Executive Board who are not eligible for re-election or who decline to run for office and the University advisor to the council. The chairman shall be the highest-ranking Executive Board member
 - c. Interviews
 - i. The nominations committee shall perform interviews one week before the slate presentation.
 - d. Slate Presentation
 - i. The nomination committee chairman shall present the slated candidates at the meeting two weeks before elections.
 - e. Floor Nominations
 - i. Nominations from the floor will be taken at both the meeting in which the candidates are presented and the meeting in which elections are held.
2. Elections
 - a. Date
 - i. The officers shall be elected in November no sooner than the end of new member activities and no later than one (1) week prior to Quad Council Installations.
 - b. Voting
 - i. The slate will be voted on by chapter delegates only. If the slate is not accepted, those who oppose will be required to give valid reason for opposition and will be allowed the opportunity to call a nomination from the floor. The nomination committee will be reconvened to review their decision with the addition of new candidates, if applicable.

Section 4. Purpose of Executive Board

The Executive Board shall:

- Appoint all standing and special committees, assuring that the affiliate organizations are represented in these appointments
- Administer routine business meeting of NPHC when advisable and such other business as has been approved for action by the General Body vote.
- Report all action taken by the Executive Board at the next regular meeting of the General Body through officer reports and record the action in the minutes of that meeting.
- Meet bi-weekly with the University advisor at a single agreed-upon time made each semester.

Section 5. Reports

All Executive Board officers are required to give a bi-weekly report at every recognized meeting.

Section 6. Vacancies and Impeachment

1. NPHC Council President Vacancy or Impeachment:
 - a. Should the Office of President be permanently vacated, the Executive Vice President shall immediately succeed into the office as Interim President until the Executive Board can convene, open, and complete the election process.
 - b. The President election process should occur as outlined in Article IV, Section 3.1.
2. Executive Board Vacancy or Impeachment:
 - a. The Executive Board shall convene, open, and complete the election process as outlined in Article IV, Section 3.1
3. Impeachment
 - a. A NPHC Executive Officer may be removed by a two-thirds vote of the NPHC General Body with University advisor approval.
4. Appointments
 - a. If time does not permit a full election process, the NPHC Advisor may appoint vetted candidates to fill vacancies on the authority and vote of the Executive Board.

ARTICLE V – DUTIES

All officers are required to give a bi-weekly report at every meeting.

Required: NPHC officers are required to attend all NPHC meetings. If an officer's absence is unavoidable, a written communication should be submitted to the University advisor twenty-four (24) hours prior to the meeting.

Violations: If an officer is absent from two (2) NPHC meetings in one semester without permission from the President or Advisor, the NPHC Executive Board officers may impeach said officer with University advisor approval.

President Shall:

- Have overall responsibility for the operation of the NPHC
- Call and preside at all Executive Body, General Body, and special meetings of the NPHC ensuring that they are conducted with decorum and discipline
- Coordinate council representation for summer orientation sessions
- Appoint committees and serve as executive member de facto of all committees
- Represent, or appoint a representative for, NPHC at all meetings dealing with the welfare of the Council
- Confer with the Executive Board concerning appointment of delegates to committees
- Remain neutral on all issues requiring a vote and shall only serve as the deciding vote in all ties with exception of impeachment matters
- Maintain a complete up-to-date President's file of all material pertinent to the running of the Council
- Chair of Meet the Greeks sessions in conjunction with the Director of Programming
- Review and approve all official NPHC correspondences
- Enforce the laws and by-laws of this Constitution
- Maintain a working relationship with and as a liaison to the NPHC Advisor, Office of Sorority & Fraternity Life, the University, the Knoxville community, NPHC Chapters and other Councils
- Plan and facilitate the NPHC Delegates Retreat(s)
- Perform all other duties pertaining to this office and as specified elsewhere in the Constitution & By-laws AND council advisor

Executive Vice President shall:

- Perform the duties of the President in their absence, inability to serve, removal from office, or at their call
- Preside over all NPHC committees as executive member de facto and be responsible for any special projects assigned by the Executive Board
- Maintain a close working relationship with the NPHC President
- Be responsible for assisting the Council President as requested and serve as liaison between all committees and the General Body
- Co-Chair the MLK Days of Service in conjunction with the Director of Programming and Director of Community Service
- Serve as Social Activities Committee Chair
- Serve as Chair on the NPHC Accountability Board
- Plan and coordinate the annual Misconceptions & Stereotypes program
- Perform all other duties pertaining to this office and as specified elsewhere in the Constitution & By-laws AND council advisor

Vice President of Administration shall:

- Perform the duties of the Executive Vice President in their absence, inability to serve, removal from office, or at their call
- Keep an up-to-date roster of the members of the NPHC

- Be responsible for keeping a record of attendance for all representatives at meetings (including taking roll call), activities, and programs
- Be responsible for keeping an accurate and strict record of all proceedings of the Council and shall keep a record of all documents of the Council
- Be responsible for keeping an accurate record of minutes for all meetings, keeping these minutes readily available at all times and distributing these minutes to all NPHC chapter presidents
- Be responsible for the official correspondence of the Council and correspondence with the NPHC Advisor
- Serve as Academic Committee chair
- Facilitate the NPHC A-JAR scholastic initiative
- Perform all other duties pertaining to this office and as specified elsewhere in the Constitution & By-laws AND council advisor

Vice President of Finance shall:

- Be responsible for the general finances of the NPHC, including balancing the Council ledger, writing receipts and notifying member organizations of internal financial affairs (e.g. fines, invoices, notices, etc...)
- Be responsible for the prompt payment of all bills/invoices of the NPHC
- Be responsible for creating and sending all council dues invoices
- Receive all dues, fines, and other payments due to the NPHC
- Inform the council President and council advisor of member organizations who may be financially ineligible to vote
- Prepare an annual budget to be approved at the beginning of each calendar year
- Maintain all financial accounts of the NPHC via the Council advisor
- Serve as the Fundraising Committee chair
- Coordinate at least one (1) council-wide percentage night fundraiser per semester
- Perform all other duties pertaining to this office and as specified elsewhere in the Constitution & By-laws AND council advisor

Director of Public Relations shall:

- Serve as Public Relations Committee chair
- Preside over all NPHC social media accounts
- Responsible for the development, approval of by Council President and Advisor, and distribution of all NPHC marketing materials
- Perform all other duties pertaining to this office and as specified elsewhere in the Constitution & By-laws AND council advisor

Director of Risk Management shall:

- Review and approve/deny all chapter events submitted in VOLink
- Be responsible for keeping a current calendar of all NPHC and affiliated member organization events
- Be responsible for maintaining order in NPHC meetings according to Robert's Rules of Order

- Be responsible for handling all impeachment requests, determining their validity, and reporting them to the Council advisor
- Be a defacto member of the OSFL Student Accountability Board, reporting to the Assistant Director of Harm and Risk Reduction
- Serve as the NPHC Accountability Board chair
- Perform all other duties pertaining to this office and as specified elsewhere in the Constitution & By-laws AND council advisor

Director of Programming shall:

- Serve as the Programming Committee chair
- Preside over NPHC programming initiatives
- Be responsible for the communication between the Council and external parties for all events
- Coordinate monthly events for all NPHC member organizations
- Coordinate Meet the Greeks in conjunction with the Council President
- Co-Chair the MLK Days of Service in conjunction with the NPHC President and Director of Community Service
- Perform all other duties pertaining to this office and as specified elsewhere in the Constitution & By-laws AND council advisor

Director of Community Service shall:

- Serve as the Community Service Committee chair
- Implement at least one (1) council-wide serve project per semester
- Co-Chair the MLK Days of Service in conjunction with the Director of Programming and NPHC President
- Serve as liaison for OSFL and Quad Council service events
- Perform all other duties pertaining to this office and as specified elsewhere in the Constitution & By-laws AND council advisor

Council Delegate shall:

- Serve as delegate to the Black Student Union (BSU)
- Serve as delegate to the Black Cultural Programming Committee (BCPC)
- Serve as delegate to the Student Government Association (SGA)

ARTICLE VI – DELEGATE/REPRESENTATIVE RESPONSIBILITIES

Attendance:

Required: NPHC Delegates are required to attend all NPHC meetings (special or general body) which are typically held every other Tuesday at 6:00pm.

- If a delegate arrives to the meeting ten (10) minutes after the Vice President of Administration completes roll call, the delegate will be marked absent.

- If a delegate is absent due to an emergency, the alternate is required to be present, and a written communication should be submitted to the Vice President of Administration twenty-four (24) hours prior to the meeting. Class and work are not considered emergencies.
- Delegates are required to serve on at least one NPHC Committee. For organizations with more than one delegate, each delegate must serve on separate committees except in need only cases.

Violations: Organizations with delegate absences totaling two (2) meetings will be assessed a twenty-five dollars (\$25) fine before any events governed under Sorority & Fraternity Life can take place on campus.

- For every meeting missed following the initial twenty-five-dollars (\$25) assessment, the fine penalty will be raised to fifty dollars (\$50).
- Meeting absence totals are restarted at the beginning of each semester. Payments of fines are due thirty (30) days after notice from VP of Finance is received. For every week exceeding the thirty (30) days, an additional ten-dollars (\$10) late fee will be taxed on top of the initial fine.

ARTICLE VII – COMMITTEES

The Standing Committees of the NPHC shall be:

- | | |
|---------------------|------------------------------------|
| - Fundraising | - Social Activities |
| - Public Relations | - Nominations & Elections |
| - Programming | - Senior & Graduating Class Events |
| - Community Service | - Special Committee |

Fundraising (chaired by Vice President of Finance):

- Plan and execute one fundraising activity for the council each semester
- Work with public relations committee to design flyers and advertisements for giveback nights

Public Relations (chaired by Director of Public Relations):

- Promote all activities of the Council in the form of flyers, public service announcements, and/or ways deemed necessary to the Council
- Provide the media with news leads or background information on NPHC organizations and chapter events

Program Committee (chaired by Director of Programming):

- Propose programs, projects and/or activities jointly implemented by organizations
- Establish at least one program each semester that continuously propels the body towards our purpose
- Coordinate with other standing committees for support and implementation

Community Service Committee (chaired by Director of Community Service):

- Implement at least two community service projects to be participated in by all member organizations, which will be carried out throughout the academic school year

Social Activities Committee (chaired by Executive Vice President):

- Coordinate activities that promote unity and cohesion amongst the organizations of the NOHC in the form of socials and other events decided upon by the Council

Nominations & Election Committee (chaired by highest-ranking Executive Council member):

- Propose a slate of candidates for NPHC executive board
- Perform interviews one week before slate presentation

Constitution & By-laws (chaired by President):

- Review the Constitution & By-laws of the Council as needed
- Composed of the Chapter Presidents (or their designee) of each active organization
- Constitution & By-laws changes require a 2/3 majority vote

Senior & Graduating Class Events (chaired by Executive Vice President):

- Comprised of all senior and/or graduating members of NPHC
- Responsible for Senior Class Prom
- Responsible for organizing graduating class sendoff, graduation gifts including stoles and honor cords

ARTICLE VIII – ORDER OF BUSINESS

The order of business shall be:

- I. Call to Order
- II. Roll Call
- III. Adoption of Minutes
- IV. Additions to Agenda
- V. Officer & Committee Reports
 - a. President
 - b. Executive Vice President
 - c. Vice President of Administration
 - d. Vice President of Finance
 - e. Director of Public Relations
 - f. Director of Risk Management
 - g. Director of Programming
 - h. Director of Community Service
 - i. NPHC Advisor
- VI. Old Business
- VII. New Business
- VIII. Announcements
- IX. Adjournment

ARTICLE IX – FINANCE

The fiscal year of the NPHC shall be January 1st to December 31st.

Section 1. Contracts

The signatures of the President and Vice President of Finance shall be required to bind the NPHC to any contracts

Section 2. Checks

All checks issued on behalf of the NPHC shall have two (2) signatures as follows:

- NPHC President or Council Advisor, or
- Vice President of Finance and Council Advisor, with the knowledge of the NPHC President

Section 3. Payment

All payments due to the NPHC shall be submitted to the Vice President of Finance, who shall record them. Checks for payments shall be made payable to “UT National Panhellenic Council.”

Section 4. Membership Dues

Each semester of an academic year, NPHC member organizations will be assessed a chapter tax and active member tax. There will also be a new member tax* for chapters that conduct membership intake.

1. Chapter Tax
 - a. Organizations with five (5) or more members will be assessed one hundred dollars (\$100)
 - b. Organizations with four (4) or less members will be assessed fifty dollars (\$50)
2. Active Member Tax
 - a. Each organization will be assessed ten dollars (\$10) per active member
3. New Member Tax
 - a. Organizations conducting membership intake will be assessed fifteen dollars (\$15) per new member initiated in a semester
 - i. *Five dollars (\$5) of the new member tax will be allocated to a New Member Line Item of the Council budget to support new members programming for NPHC member organizations
 - ii. The New Member Tax will be assessed at the close of the OSFL MIP window

Dues will be made payable by the second General Body meeting of the fall and spring semesters. Failure to do so will result in the loss of ability to sponsor on-campus programs. Chapters will be out of good standing with the council.

If not paid within thirty (30) calendar days from invoice, organizations will also be assessed a fifteen dollars (\$15) late fee and an additional fifteen dollars (\$15) fee accruing every 15 calendar days until payment.

However, if excessive tardiness of dues becomes a burden, an additional penalty fee will be assessed according to the Council Accountability Board mandate.

Suspended member organizations or those not in good standing shall pay dues by the first (1st) meeting of the semester that they are to be reactivated.

Section 5. Fines

Organizations will have thirty (30) days from receipt of an invoice to pay. Failure to do so will result in the loss of the ability to sponsor on-campus programs.

ARTICLE X – MEETINGS

Section 1. Frequency

The meetings of the Council will be held bi-weekly on Tuesdays at 6:00pm alternating between executive board and general body.

Section 2. Quorum

Quorum to convene and transact business shall consist of one (1) registered delegate + 33% of the chapter. Chapter members on executive board do not count toward chapter total, unless chapter is below five (5) members.

Section 3. Special Meetings

The Council President shall call all special meetings, including virtual meetings, with permission from the Council Advisor. Each organization shall be notified of a special meeting in writing at least three (3) days prior to the meeting. Exceptions to the notification clause may be made on case-by-case basis with approval from Council Advisor.

Said meetings shall be composed of a quorum and adhere to the rules of procedure of regular meetings.

Section 4. Absences

An excuse of absence must be submitted to the Vice President of Administration for approval by the Executive Board at least two (2) business days in advance or within twenty-four (24) hours of absence.

ARTICLE XI – CHAPTER RE-ESTABLISHMENT POLICY

When it is determined that an NPHC member group has submitted to the outlined Sorority & Fraternity Life requirements, the procedures outlined below will be followed by the National Pan-Hellenic Council of the University of Tennessee, Knoxville. The purpose of these procedures is to ensure that re-establishment of NPHC member organizations occurs in a manner, which includes a carefully developed plan that is conducive to the educational mission

of UTK. This provides maximum opportunity for successful re-establishment and a meaningful and rewarding experience for the students within the Greek community.

All NPHC member organizations wishing to join NPHC at UTK shall be required to follow the procedures set forth by this policy.

Prior to the NPHC approval, the organization must be approved by the OSFL Review Committee per the Sorority & Fraternity Life New/Returning Fraternity and Sorority Expansion/Reactivation Policy.

Procedures for Re-establishment

NPHC re-establishment can occur in two ways:

1. Through the development of a formal re-establishment plan approved by majority vote by NPHC Delegates and the Director of Sorority & Fraternity Life
 - a. Schedule presentation and meeting with the NPHC and Director of OSFL, as needed. Presentation date and meeting dates to be determined by the Director of OSFL and/or Council Advisor.
 - b. Following the presentation, NPHC organizations, in good standing, will be granted forty-eight (48) hours to discuss with chapter members and advisors.
 - c. The NPHC will by 2/3 vote approve the organization at the following NPHC General Body meeting. If organization is not approved by 2/3 vote, NPHC will provide feedback on why the organization was not approved. The re-establishing Organization will be allowed to reapply the following semester.

2. Through reviewing a formal petition for recognition by a group coming off a disciplinary loss of University recognition, after the Organization has been approved by the OSFL Review Committee to include OSFL staff members and NPHC Executive Board members.
 - a. After duration of University loss of recognition or removal of charter by national headquarters or local alumni board, schedule presentation and meeting with the NPHC and Director of OSFL. Presentation date and meetings dates to be determined by the Director of OSFL and/or NPHC Advisor
 - b. Following the presentation, NPHC organizations, in good standing, will be granted forty-eight (48) hours to discuss with chapter members and advisors.
 - c. The NPHC will by 2/3 vote approve the organization at the following General Body meeting. If organization is not approved by 2/3 vote, NPHC will provide feedback on why the organization was not approved. The re-establishing Organization will be allowed to reapply the following semester.

Active NPHC membership becomes automatic when the organization has successfully submitted all materials to UTK OSFL, NPHC, and has received a majority “YES” vote from NPHC AT A General Body or Special Call meeting. Organizations will be notified by OSFL and NPHC of status and will operate under the governance of the NPHC Constitution and By-laws and UTK OSFL Intake Policies.

ARTICLE XII – AMENDMENTS

This Constitution shall be provisionally amended by a two-thirds (2/3) vote of the NPHC General Body membership, provided notice of the proposed amendment has been given in writing at the preceding regular meeting of the NPHC.

NATIONAL PAN-HELLENIC COUNCIL, INC.

University of Tennessee, Knoxville Council By-laws



Edited: May 2023

ARTICLE I – RISK MANAGEMENT

Section 1. Hazing

Joint Position Statement Against Hazing
Council of Presidents
National Pan-Hellenic Council, Inc.

Preface

The organizations of the National Pan-Hellenic Council, Inc. (NPHC) are committed to nurturing the ideals of sisterhood and fraternalism in an atmosphere of responsibility and respect. We are also committed to upholding the dignity and self-respect of all person seeking membership therein. Hazing is antithetical to this commitment and is prohibited by the rules of each NPHC organization. In 1990, the member organizations of NPHC jointly agreed to disband pledging as a form of admission. At the dawn of a new millennium, we the members of the National Pan-Hellenic Council do hereby reaffirm our unequivocal opposition to hazing and those who seek to perpetuate it.

Resolution

WHEREAS the National Pan-Hellenic Council, Inc. (NPHC) is comprised of local councils drawn from the ranks of 1.5 million college and professional members of the nine historically African-American fraternities and sororities, namely: Alpha Phi Alpha Fraternity, Inc., Alpha Kappa Alpha Sorority, Inc., Kappa Alpha Psi Fraternity, Inc., Omega Psi Phi Fraternity, Inc., Delta Sigma Theta Sorority, Inc., Phi Beta Sigma Fraternity, Inc., Zeta Phi Beta Sorority, Inc., Sigma Gamma Rho Sorority, Inc., and Iota Phi Theta Fraternity, Inc. and the Council of Presidents of these member organizations who come together on issues that promote the common purposes and general good for which these organizations exist; and

WHEREAS these NPHC organizations, operating through chapters located in the United States, The Caribbean, Europe, Africa, and Asia, are proud of their commitment since 1906 to scholarship, community service, leadership, and the promotion of sisterhood and brotherhood in an atmosphere of respect and responsibility; and

WHEREAS these NPHC organizations are likewise committed to promoting the self-respect and dignity of all persons seeking membership in the respective organizations; and

WHEREAS hazing is antithetical to this commitment and is strictly prohibited by the constitution, policies and procedures of each NPHC organization; and

WHEREAS “pledging” has been officially abolished as a process for membership and pledge “lines” have similarly been abolished; and all members and prospective members are prohibited from engaging in hazing, pledge or pre-pledge “lines;” and

WHEREAS in 1990, the NPHC organizations issued a joint statement announcing the elimination of pledging and each has instituted within its respective organization a revised membership development and intake process; and

WHEREAS each NPHC organization has instituted strong policies against hazing and has taken steps to reinforce and strengthen its stand against prohibited conduct; and

WHEREAS as we begin the new century and a renewed commitment to the fundamental principles of brotherhood, sisterhood, human dignity, and mutual respect, the NPHC organizations desire to make their commitment against hazing abundantly clear and fully intend for every member, prospective member, parent, university, and the general public to be aware of the individual and collective position of the organizations against hazing, and

WHEREAS these NPHC organizations further desire to make known their respective commitment to hold any person who engages in hazing individually and personally liable to the victim and to answer to the law and the organizations; and will hold such persons to respond in monetary damages, civil and criminal penalties and severe disciplinary action by the organization, including expulsion; and

WHEREAS the definition of hazing has been held to include any action taken or situation created that involves or results in abusive, physical contact or mutual harassment of a prospective Fraternity or Sorority member; and that any such action is considered hazing, whether it occurs on or off the Fraternity or Sorority premises, campus or place where chapters or prospective members meet; and that hazing has also been described to include any action that results in excessive mutual or physical discomfort, embarrassment or harassment; that such activities include, but are not limited to, paddling, creation of excessive fatigue, physical or psychological shock, morally degrading or humiliating activities, late work sessions that interfere with scholastic activities and any other activities inconsistent with fraternal law and regulations and policies of the affiliated education institution and federal, state or local law; and

WHEREAS such illegal conduct is inimical to the principles for which each organization stands and fails to foster respect for fellow members or preserve human dignity;

BE IT RESOLVED AND RESTATED WITH EMPHASIS ANEW that hazing, pledging, pledge “lines,” pre-pledge “lines” or post-intake hazing are strictly prohibited by these NPHC organizations; and

BE IT FURTHER RESOLVED, RESTATED AND MADE KNOWN that these NPHC organizations are committed to eradicate the scourge of hazing; and to that end

That the intake process has been recodified by each organization, which permits the conduct of intake only when specifically authorized by the officer placed in charge of the process and only at such times, places, and in the presence of persons specifically authorized and certified to conduct the intake process;

That members and applicants for membership are also put on written notice that they will be held responsible to the organization for violation of polices against hazing and the organization will pursue full remedies allowed by law to obtain indemnification for damages caused by the actions of the members or applicants who participated in illegal, unauthorized or prohibited conduct despite notice to refrain from such conduct;

That each organization shall enforce sever penalties, including expulsion, for proven violations of its policies against hazing and impose sanction against a chapter involved and cooperate with the university in implementing sanction by the university;

That members and applicants for membership shall be required to immediately notify the national office of the Fraternity or Sorority, the local chapter advisor, university officials, and law enforcement officials of any observed hazing incident or improper activity believed to be in violation of he policy against hazing, without fear of reprisal and their application for membership will not be affected by so doing; and, indeed, failure to report known violation may disqualify a candidate for membership; and finally,

That these NPHC organizations shall continue to encourage their members to participate in activities which promote high scholastic achievement, sisterhood, brotherhood, loyalty, and leadership; and shall continue to affirm sound values and the worth of every member working together to accomplish organizational goals and serve the community.

Section 2. Alcohol and Drugs

“The NPHC is concerned about the governing problem of substance abuse through the consumption of alcohol and the use of drugs, especially on college campuses. This is due to the alarming number of disastrous incidents in which alcohol and drugs play a part and the adverse health conditions caused by and relating to substance abuse. The NPHC position is that the sale or consumption of alcohol or drugs at any NPHC council sponsored event on campus or at any student’s residence or other facility is strictly prohibited. NPHC strongly suggests that every undergraduate council offer educational programs specifically addressing the problems of and solutions to substance abuse on or around the local campus.”

- a. The Executive Board and/or the National Pan-Hellenic Council shall not use their funds to purchase any alcoholic beverages.

- b. The possession, sale, or use of any ILLEGAL DRUGS OR CONTROLLED SUBSTANCES while on campus premises or during a fraternity/sorority event or at any event that an observer would associate with a fraternity/sorority, is strictly prohibited.

ARTICLE II – SCHOLARSHIP

An organization in “good standing” academically with the Council shall maintain a collective semester grade point average of not less than a 2.5.

- An organization whose semester grade point average is less than 2.5 shall not be in “good standing” and shall not have social events. The organization(s) may submit a written request to the Accountability Board to have a social function during the semester in question. Board vote shall be final.
- After two (2) consecutive probationary semesters, the Chapter shall not be “in good standing” until the said Chapter is “in good standing” academically. Not being “in good standing” with the university would be equivalent to not being recognized by the National Pan-Hellenic Council.
- Each member organization may set its own academic requirements for Membership Intake according to its National By-laws, but not less than 2.5 cumulative averages for each candidate for initiation.

ARTICLE III – STEP SHOWS

Section 1. NPHC Position Statement on Step Show Conduct

The National Pan-Hellenic Council recognizes that “step shows” are a creative and unique form of artistic and musical entertainment, especially at the undergraduate level. At most colleges and universities, students who are members of Greek-letter fraternities and sororities participate in such forms of entertainment as a means to promote and enhance the image of their respective fraternal organizations and to showcase the talent of their membership. Step shows provide students, parents, faculty members, college and university officials, and the public a forum to better understand the unique culture (e.g., history and traditions) of African American fraternities and sororities.

Section 2.

Although step shows enhance the undergraduate experience, they should not involve the degradation and/or belittlement of any other Greek-letter organizations, including fraternities and sororities affiliated with the NPHC, National Association of Latino Fraternal Organizations, National Interfraternity Conference, National Multicultural Greek Council, and the National Panhellenic Conference.

Section 3.

Further, step shows, which take the form of dancing, singing, and/or skits should not be performed using lewd, indecent, or obscene behavior. Although freedom of expression is valued

by this organization, performances of such reproach are not only inconsistent with the negative stereotyping which often overshadows the positive philanthropic and global projects undertaken by NPHC organizations.

ARTICLE IV – ACCOUNTABILITY BOARD

Section 1.

By this Constitution, the National Pan-Hellenic Council inaugurates an undergraduate accountability hearing board for the purpose of adjudicating violations of the NPHC and/or the University policies and regulations. Said accountability entity shall hereinafter be known as the NPHC Accountability Board.

Section 2.

All the functions, guidelines, policies, and procedures of the Accountability Board shall be encompassed in the NPHC Accountability Board Procedure. The aforementioned manual shall be employed and interpreted as an Article to the NPHC Constitution.

Section 3.

The voting membership of the National Pan-Hellenic Council defines and classifies the judicial procedures utilized when chapters are in violation of the NPHC Constitution and By-laws.

Section 4.

The NPHC Accountability Board will be chaired by the Director of Risk Management with at least one (1) delegate from every member organization.

- Adjudicate factual and alleged violations of the NPHC and/or the University policies and regulations per the University's judicial process.
- Shall consist of one (1) member of each member organization in good standing, approved by the Advisory Selection Committee

Section 5.

The NPHC Accountability Board will also serve as members of the OSFL Accountability Board under the Assistant Director for Harm and Risk Reduction.

Section 6.

The for adjudicating policy violation within the scope of the NPHC Accountability board procedure shall be:

- The Accountability board is allotted ten (10) days from an organization's official notice of policy violation to meet and determine an outcome based of guidelines provided by OSFL

- The severity and repetition of the offense determines the outcome of the board. Outcomes shall be agreed upon with a simple majority (50% +1) on all cases.
- After a decision has been made, the Director of Risk Management will relay the decision to the Assistant Director for Harm and Risk Reduction and the NPHC Coordinator.
- An official meeting will be set between the following to review the proposed outcomes.
 - o the involved organization,
 - o the Director of Risk Management and/or members of the Accountability Board
 - o the NPHC Coordinator and/or Assistant Director for Harm and Risk Reduction
- It is the responsibility of the involved organization to complete agreed upon outcomes in a timely fashion in order to remain in good standing with NPHC.

ARTICLE V – ESTABLISHING THE CALENDAR

Section 1. The Calendar

In order to prevent conflicts and promote unity amongst the member organizations:

The NPHC Council will create a shared calendar, in which Meet the Greeks, Misconceptions and Stereotypes, Homecoming, Cross-Cultural Exchange, NPHC Week, Organization Founding Dates, Annual events, and Organization “Weeks” are established.

Social activity (i.e. Parties, Greek Shows, Mixers, etc) “dates” shall be determined by an objective method prior to the beginning of the semester.

In a calendar year, member organizations are guaranteed:

- Their respective founding day, chartering day, OR another respective day if those days fall outside of the academic calendar
- The option to choose one (1) Greek Week per semester
- Organizations will either choose to have three (3) secured dates a month or five (5) dates a semester.

The dates for this process will be finalized at the second meeting of the semester. Conflicting dates will be decided by:

- An aggregate calculation of SOFE point standings
 - a. Attendance, Academics, Service Hours, & Philanthropy
- By first preference going to an organization that has a verifiable history of conducting said event
- If no verifiable history is available then the decision shall be made based on the order in which the submission was received. OR
- SOFE standing aggregated to account for opposing cycles.

If an organization’s “must have” events fall prior to this deadline it is their responsibility to communicate effectively and timely with NPHC. Beyond the submission of “must have” events, all events are scheduled according to semester GPA. Priority will be given to the organization with the highest GPA for the pervious semester.

- Member organizations are required to register open social, educational, and membership recruitment functions no later than ten (10) days prior to the event to OSFL and/or the Council Advisor(s) in order to prevent scheduling conflicts between organizations
- Member organizations are required to register closed chapter operations events (i.e. chapter meetings) in accordance to the OSFL Event Registration Policy. These events are not subject to addition to the NPHC Calendar.
- Each member organization shall respect and support social money-making ventures (profit or non-profit) of all other member organizations by not offering competing activities.

Events not submitted during the time frame described shall have no protection against functions scheduled by other member organizations and will be subject to disciplinary sanctions. All member organization chapter presidents will have access to the NPHC Calendar.

Section 2. Greek Weeks

1. Greek weeks shall be set up in a manner that is approved by the NPHC Member Organizations.
2. The selection order of Weeks/Weekends will be based on an aggregated calculation of SOFE point standings GPA.
 - A week shall be defined as seven (7) days beginning on Sunday and ending on Saturday.
 - A weekend shall be defined as three (3) days beginning on Friday and ending on Sunday.
3. If Organization A's week consecutively follows Organization B's week then Organization A will be allowed to publicize their week's activities during Organization B's week beginning on Wednesday of Organization B's week. Any organization wanting to publicize prior to Wednesday must be granted written consent from the organization hosting the week and Council Advisor.
4. If organization A would like to throw an event the same day as Organization B, permission must be obtained from Organization B. If approval is denied and event is held, Organization A will be fined \$100 to be given to Organization B and lose privilege to host their next consecutive event.
5. National and local chapter founding dates that happen during another organization's week may be observed during that week with a single event that include only members of the organization. This event must be approved by the Council Advisor when the Calendar is set, and the other organization must be notified about the event in writing.
6. Requests for additional dates must be submitted via email to the Council Advisor. All requests and dates will be handled on a first come, first serve basis.
7. No member organization shall schedule any functions during another organization's Greek Week without written documentation of an agreement. Failure to respect Greek Weeks will result in sanctions.
8. Any organization that wishes to move its Greek Week must do so prior to or during the next scheduled council meeting. The movement requires a majority vote of acceptance. If any other NPHC organization has previously scheduled a function during the newly approved week, that member organization shall be permitted to proceed with the event, but may not schedule any additional event(s) for said week.

Section 3. Events

- Events that Require Permission

An event is defined as a “function in which attendance is expected outside the host organization, but without the intention of increasing membership within that particular organization.” This shall not include general meetings, booths, informational meetings, and closed community service projects. Each organization shall register events according to the OSFL Event Registration Policy.

- Membership Intake Process

The last week of MIP, Thursday through Sunday, shall be reserved for New Member Presentations. No member organization can host events during this time. After all New Member Presentations for the semester are scheduled remaining dates will be released to chapters to hold events. New Member Presentations take precedence to any events or weeks/weekends reserved by member organizations.

Formal Informational, Interest Meetings, and RUSH events are considered closed-chapter events. These events may happen and be promoted with approval on days reserved by other member organizations via the OSFL Event Registration Policy and Membership Intake Process Policy. It is good practice to ask permission if the event conflicts with another member organization’s event. This does not extend to new member presentation showcases.

- Failure to Program

Organizations that fail to host an event on a reserved day without releasing the day back to the council within fourteen (14) days of the scheduled event will be fined fifty dollars (\$50) per event.

Section 4. Penalties

The NPHC Accountability Board will adjudicate all matters of the Calendar Rules. If an organization fails to hold scheduled events for at least four (4) days within its week, the following will occur:

- 1st offense, organization will receive last choice in the next bidding process with no regard to annual events.
- 2nd offense (within two academic years), organization will lose their right to host a week that academic year.
- In case of a tie, the NPHC Accountability Board will break the tie.

Penalties shall be given by the NPHC Accountability Board within twenty-five (25) business days after the accountability process has been completed for chapters conducting or publicizing any events during another chapter’s week without the written approval of that organization. Evidence shall be provided by the organization making the claim. The defending organization shall be allowed to defend itself before the NPHC Accountability Board.

Fines for violating the rules, which include conducting events during the week of an organization without prior approval of that organization, shall include but not be limited to:

- 1st Offense: A one hundred dollar (\$100) fine and the organization will lose voting privileges until restitution is paid.
- 2nd Offense: A one hundred fifty dollar (\$150) fine, the organization will lose voting privileges until restitution is paid, and the organization will lose the ability to host a week for one (1) semester.
- 3rd Offense: A two hundred dollar (\$200) fine, the organization will lose voting privileges until restitution is paid, and the organization will lose the ability to host a week or two (2) semesters.

Fines will be paid to the NPHC. The Council will then distribute seventy percent (70%) of the fine total to the offended organization. The remainder thirty percent (30%) will remain with the Council.

Fines shall be based on a three (3) year window. For example, if an organization receives a fine in a particular semester, but does not receive another fine for five (5) years, the latter fine will not be deemed a second offense. However, any fines accumulated within a three (3) year period will be deemed as multiple offenses.

ARTICLE VI – NPHC SPONSORED EVENTS ATTENDANCE POLICY

All NPHC sponsored events shall have 50% +1 of members, unless delegate representation is required only, from each recognized NPHC member organization. Chapter percentage will be calculated from the most current roster submitted to OSFL. If a chapter's member's absence is an emergency, a written communication must be sent by the chapter's president to the NPHC Vice President of Administration twenty-four (24) hours prior or after the event. Failure to do so will result in a twenty dollar (\$20) fine per event.

Executive Board members count towards chapter total at all NPHC event except council meetings.

ARTICLE VII – INTAKE

New member processes and new member presentations shall be conducted as outlined under the OSFL Policies and Procedures. NPHC shall work with the organizations conducting intake to ensure that OSFL policies are being followed. If violations, of the NPHC Constitution and By-laws but not University Policy, do occur the violations will be brought forth to the NPHC Accountability Board or to Student Conduct and Community Standards.

ARTICLE VIII – AUTHORIZATION

The President and the Executive Board of the NPHC are authorized to speak on behalf of the organization. The President and only the President shall be authorized to sanction any other speaking or voting on behalf of the NPHC.

ARTICLE IX – PARLIAMENTARY AUTHORITY

The most recent edition of Robert’s Rules of Order shall govern in all matters not provided for in this Constitution and By-laws of the National Pan-Hellenic Council.

ARTICLE X – DEPARTMENTAL and/or EXTERNAL RELATIONSHIPS

Section 1. Departmental Relationships

- The National Pan-Hellenic Council is overseen by the Office of Sorority and Fraternity Life at University of Tennessee, Knoxville which is under Division of Student Life.

Section 2. External Relationships

- As one community under the Office of Sorority and Fraternity Life, the National Pan-Hellenic Council promotes Greek unity with the three other Councils here at University of Tennessee, Knoxville:
 - Interfraternity Council
 - Multicultural Greek Council
 - Panhellenic Council

ARTICLE XI – AMENDMENTS

These By-laws may be amended by a two-thirds (2/3) vote of the NPHC General Body membership.

Ratified: March 2020

Amended: March 2021, December 2022

Adopted: October 3, 2023, General Body Meeting