

Fraternity and Sorority Minimum Expectations Covenant

University of Oklahoma | Fall 2024

At the University of Oklahoma, undergraduate sorority and fraternity organizations and their local governing bodies (the Affiliate Circle, Interfraternity Council, Multicultural Greek Council, National Pan-Hellenic Council, and Panhellenic Association) are established and operate at the formal invitation and continued recognition of the University. [The Registered Student Organization Policy](#) acknowledges fraternities and sororities as Registered Student Organizations (RSOs). They are afforded the same benefits as all other recognized student organizations and are held to the expectations outlined in the *Registered Student Organization Policy*.

Fraternities and sororities recognize that academics are, and should be, the foremost priority of each student and the process of joining a fraternity or sorority should not interfere with the academic mission of the university. All University of Oklahoma students and organizations must abide by the [Student Rights and Responsibilities Code](#), all other University policies, and State laws.

This covenant outlines the relationship, responsibilities, and expectations of campus fraternities and sororities at the University of Oklahoma. **This document should be reviewed thoroughly each semester by the chapter collegiate and alumni officers to fully understand the minimum expectations required for recognition and Good Standing status.**

This agreement is created in line with the Fraternity and Sorority Programs and Services (FSPS) strategic focus of providing a **safe, meaningful, and transformative membership experience** for students in fraternities and sororities at the University of Oklahoma.

I. Fraternity and Sorority Programs and Services Good Standing Policy

Fraternities and sororities at the University of Oklahoma are expected to remain in Good Standing at all times. To be in good standing with the university, a chapter must:

1. Complete all necessary university paperwork by specified due dates
 - a. Necessary paperwork includes, but is not limited to, the Minimum Expectations Covenant, Membership Intake and Recruitment paperwork, event and alcohol event registration forms, and chapter officer roster
 - b. Complete university Registered Student Organization (RSO) registration process semesterly and be considered in "Good Standing" as an RSO
2. Have no Fraternity and Sorority Programs and Services fines or invoices past due
 - a. A chapter will lose Good Standing once the due date on an invoice passes and will not regain Good Standing until the outstanding fine is paid
3. Participate fully in the FSPS Standards of Excellence Program
4. Meet bi-semesterly with FSPS chapter coach and communicate regularly with council advisor

A chapter that is not in Good Standing will lose recognition from the university and the inter/national organization, as well as the local Chapter Advisor will be notified. Loss of recognition results in, but is not limited to:

- The chapter losing the ability to host social events or events with alcohol
- The chapter losing the ability to host philanthropic events
- The chapter losing the ability to participate in campus-sponsored events (including Campus Activities Council events)

University Policy supersedes all expectations set forth by Fraternity and Sorority Programs and Services. By agreeing to this covenant, chapters are also agreeing to follow University Policy at all times. If a change is made to University Policy following the completion of this covenant, the chapter president will be informed of the change via email and will be expected to follow the new policy set forth.

II. Fraternity and Sorority Programs and Services Requirements

The requirements and responsibilities of campus fraternity and sorority organizations as outlined by Fraternity and Sorority Programs and Services and the Office of Student Life are outlined below. Greek chapters must abide by all points below to remain a recognized fraternity/sorority organization at the University of Oklahoma.

1. All chapters must keep membership rosters current and submit officer/advisor contact information by specified due dates.
2. All chapters are responsible for ensuring that every new member participates in the three mandatory educational sessions required by the OU Board of Regents listed below. Workshop dates will be provided to chapter presidents with advance notice. Chapter presidents are responsible for disseminating this information internally. Chapters will be fined \$25 per new member/per session missed. Other penalties for organizations and/or individuals who do not complete the mandatory trainings sessions may apply.
 - a. Hazing prevention and education (presented by Student Life)
 - b. The Greek Consent Conversation (presented by the Gender + Equality Center)
 - c. Greek Alcohol and Other Drugs training (presented by OU Health Services)
3. Each fraternity/sorority must be recognized by its respective inter/national organization. Where no inter/national organization exists, a group wishing to become a recognized fraternity or sorority organization at the University of Oklahoma must petition Fraternity and Sorority Programs and Services and meet the Title IX requirements of a single-sex organization.
4. Each fraternity/sorority must maintain a full or associate membership in one of the established OU Fraternity and Sorority Programs and Services councils (Affiliate Circle, Interfraternity Council, Multicultural Greek Council, National Pan-Hellenic Council, or the Panhellenic Association).
5. Each fraternity or sorority must have one or more official Chapter Advisors approved by the inter/national organization. All chapters must also meet the RSO requirements of having one staff/faculty advisor classified as 1.0 FTE (full-time). Staff/faculty advisors cannot be Student Life staff members or chapter coaches.
6. All new members of fraternities and sororities must become familiar with the [University of Oklahoma Student Rights and Responsibilities Code](#), University policies, and laws pertaining to hazing upon joining or beginning an intake process.
7. To provide chapter and individual academic reports requested by inter/national organizations and local chapters, each member or new member of a chapter must sign a university student records release to be included on the academic report. This release is for the limited purpose of compiling aggregate scholarship rankings, grade point averages, and for the respective fraternity or sorority to use for scholastic programming and membership requirements while the student is a member of their respective organization.
8. Each fraternity or sorority should endeavor to ensure academic accountability for every member or new member, as well as the chapter as a whole. Organizations falling significantly below the all-undergraduate average are required to meet with their chapter coach to develop an academic plan.
9. All chapter maintaining a chapter facility must follow the guidelines and expectations set forth in the Student Alcohol Policy at all times.
10. All chapter maintaining a chapter facility must have a full-time, live-in House Director or Graduate Resident Advisor per the OU Regent's Policy § 5.2.2 – Greek Housing. House Director employment will be verified semesterly through the RSO registration process for Greek organizations.

III. Recruitment and Intake Guidelines

Fraternalities and sororities at the University of Oklahoma must follow specific guidelines to recruit and initiate a new line or new member class. Fraternalities and sororities must:

1. Complete all necessary membership intake and recruitment paperwork and forms **at least two weeks prior** to beginning the intake process. Chapters are required to meet with their designated council advisor to review this paperwork.
2. Submit a Calendar of Events taking place during the new member / intake process with an event overview and key takeaways from each activity. This program should be approved by the inter/national organization and the local Chapter Advisor.
3. Adhere to the inter/national organization's new member program and must initiate new members in accordance with approved guidelines by the date established by the inter/national organization. Once all requirements for membership have been met, new members should be considered full members and should no longer be required to participate in pledgeship/new member activities. At a minimum, the program must be in compliance with the [University of Oklahoma Student Rights and Responsibilities Code](#), University policies, and all laws.
4. May not provide, consume, or present alcohol or other drugs at any rush/recruitment or new member activity or event. Events include informal or unofficial gatherings geared towards new members.

All other guidelines and requirements are outlined in the **FSPS Membership Intake and Recruitment Guidelines**.

IV. Event and Alcohol Event Registration Requirements

Fraternalities and sororities at the University of Oklahoma are required to register **all chapter events** with the University.

1. All chapter events, including social events or events with alcohol, must be registered with Fraternity and Sorority Programs and Services **five (5) business days prior to the event**. Event registration is hosted on the OU Engage platform. For information on what constitutes as chapter event, review the FSPS Event Planning Guide.
2. Events can include but are not limited to: new member programs, retreats, travel, philanthropies, socials, tailgates, date parties, walk-outs, probates, new member presentations, mixers, guest speakers, open socials, etc. Chapter events should be approved in advance by the Chapter Advisor and meet all requirements of the inter/national organization. At a minimum, the event must be in compliance with the [University of Oklahoma Student Rights and Responsibilities Code](#), University policies, and all laws.
3. **Travel Policies.** Chapters must follow the University of Oklahoma [Travel Policy for Registered Student Organizations](#) and must register all travel information through the Engage event submission process. All chapter-related travel should be approved through the Chapter Advisor before submission to the University. Please note that all University of Oklahoma policies listed in the Student Handbook and the [Student Rights and Responsibilities Code](#) continue to apply to students regardless of location.
4. Each fraternity or sorority must operate in accordance with the [University of Oklahoma Co-Curricular Policy](#) and all events should be in accordance with the Student Alcohol Policy.
5. **Chapters failing to meet the 5-business day registration requirement are subject to sanctions or penalties.** It is the responsibility of the chapter officers to ensure all chapter events are registered in a timely manner.

All other guidelines and requirements are outlined in the campus event's registration process hosted on OU's Engage platform.

V. Selected University Policy Requirements

Fraternities and sororities at the University of Oklahoma should read and understand the various University policies that pertain to the fraternity/sorority and overall student experience. A selection of these policies is outlined below. Full policies are linked within this document.

A. [University of Oklahoma Student Rights and Responsibilities Code](#)

Students of the University of Oklahoma are responsible for complying with all local, state, and federal laws. As members of the University community, students are responsible for familiarizing themselves with University policies and regulations. Students are responsible for meeting the University's minimal standards of appropriate conduct and may be disciplined for engaging in prohibited conduct as outlined in the Code.

Examples of **prohibited conduct** include, but are not limited to:

- Alcohol violations
- Disorderly conduct & unwanted behaviors
- Drug violations
- Hazing
- Retaliation

B. [University of Oklahoma Co-Curricular Policy \(selected sections\)](#)

The mission of the University of Oklahoma is to provide the best possible educational experience for our students. Students have the opportunity to receive a high-quality education in the classroom and participate in numerous, diverse co-curricular activities outside the classroom. The establishment of priorities and expectations are a critical part of assisting our students to achieve success in all their collegiate endeavors. The following guidelines represent the priorities and expectations of the University community for students balancing academic and co-curricular success.

1. All registered student organizations must require their officers, leaders, and/or committee chairs to be in good academic standing with the University and their respective college and department.
2. When classes are in session, no RSOs may host an event, meeting, or practice between the hours of 12 a.m. and 8 a.m. Monday through Friday.
3. Non-academic events, productions, or philanthropies should not exceed a commitment of 15 hours a week from participants.
4. No activities should be scheduled during Dead Week. Exceptions to this policy may include academic or honorary activities with written permission from the Director of Student Life. Dead Week begins the Sunday before the Final Examination Preparation Period.

The University recognizes there are exceptions to this policy that could include travel to conferences, meetings, special ceremonies inherent to the organization values. Organizational approval should be obtained from the Director of Student Life prior to the activity. Each student should work with their respective instructors to manage their course obligations.

C. [University of Oklahoma Student Alcohol Policy](#)

As a higher education institution in compliance with the Drug-Free Schools and Communities/Campuses Act of 1989, the University of Oklahoma places significant value on the concepts of healthy and responsible decision-making for all members of the OU community and has established comprehensive policies and programs designed around four guiding principles: education, accountability, environmental management, and resources.

This policy applies to all students and registered student organizations (RSOs), on and off-campus, who are currently enrolled and/or pre-enrolled for subsequent semesters at OU. Students are responsible for following all federal, state and local laws, the Student Rights and Responsibilities Code, and the Student Alcohol Policy, which includes the Three Strikes Procedures.

This policy and three strikes procedures applies to all fraternity and sorority organizations at the University of Oklahoma.

The University of Oklahoma utilizes a 3-strike process for individuals or organizations violating the Student Alcohol Policy. To view the current policy, please visit the Office of Student Conduct website: <https://www.ou.edu/studentconduct/students-rights-and-responsibilities>.

- D. Organization leaders should familiarize themselves with relevant policies to provide a safe, meaningful, and transformative membership experience like the [University of Oklahoma Non-Discrimination Policy](#) and [University of Oklahoma Sexual Misconduct Policy](#)
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VI. Hazing Policies and Information

The University of Oklahoma is an anti-hazing institution. Fraternities and sororities are expected to follow the policies of the University as well as the Oklahoma state statutes. Selections of policies and laws pertaining to hazing are outlined below:

A. [University of Oklahoma Student Rights and Responsibilities Code \(Prohibited Conduct Excerpt\)](#)

8. Hazing.

- a. Engaging in activity that recklessly knowingly, or intentionally endangers the mental or physical health, safety, or welfare of an individual for the purpose of initiation, participation, admission, holding office in, or maintaining membership or affiliation, regardless of the individual's consent or lack of consent, including state and federal law, but not limited to:
- b. Physical harm such as paddling, whipping, branding, electric shocking, placing harmful substances on the body, sleep deprivation, exposure to extreme conditions, calisthenics, forced consumption of food, liquor, drug, or other substances.
- c. Degrading behavior that causes ridicule, humiliation, embarrassment, or adversely affects the dignity of an individual.
- d. Interfering with an individual's ability to participate in or benefit from the services or activities of the University, employment, or religious observances.
- e. Activity resulting in the destruction, misuse, or removal of another's property.
- f. Activity that causes an individual to engage in behavior that may violate the Code, University policy, or local, state, or federal law.

B. [State of Oklahoma Statutes \(Title 21, Oklahoma Statutes § 1190. Hazing\)](#)

- a. No student organization or any person associated with any organization sanctioned or authorized by the governing board of any public or private school or institution of higher education in this state shall engage or participate in hazing.
- b. Any hazing activity described in subsection F of this section upon which the initiation or admission into or affiliation with an organization sanctioned or authorized by a public or private school or by any institution of higher education in this state is directly or indirectly conditioned shall be presumed to be a forced activity, even if the student willingly participates in such activity.
- d. Any organization sanctioned or authorized by the governing board of a public or private school or of an institution of higher education in this state which violates subsection A of this section, upon conviction, shall be guilty of a misdemeanor, and may be punishable by a fine of not more than \$1,500.00 and the forfeit for a period of not less than one (1) year all of the rights and privileges of being an organization.
- e. Any individual convicted of violating the provisions of subsection A of this section shall be guilty of a misdemeanor and may be punishable by imprisonment for not to exceed ninety (90) days in the county jail, or by the imposition of a fine not to exceed \$500.00, or by both such imprisonment and fine.

C. Hazing Actions and Activities Explicitly Prohibited by the University of Oklahoma (*not extensive*)

- a. Forcing, requiring or endorsing pledges / associates / new members to drink alcohol or any other substance and / or providing such alcohol or other substance;
- b. The unauthorized or illegal use of alcohol in any form or quantity during any new member activity;
- c. Dropping food into mouths;
- d. The eating of spoiled foods or anything an individual refuses to eat;
- e. Calisthenics, such as sit-ups, push-ups and runs;
- f. Branding;
- g. Causing excessive fatigue through physical and psychological shocks;
- h. Paddle swats of any nature;
- i. Pushing, shoving or tackling or any other physical abuse;
- j. Line-ups of any nature;
- k. Throwing anything (whipped cream, garbage, water, paint, etc.) at an individual;
- l. Theft of property under any circumstances;
- m. Assigning or endorsing "pranks" such as stealing, harassing other organizations;
- n. Defacing trees, grounds or buildings;
- o. Conducting a new member related activity between the hours of midnight and 8 a.m. or awaking individuals during these hours;
- p. Permitting less than eight continuous hours of sleep for new members each night;
- q. Engaging in unauthorized activity which involves compelling an individual or group to remain at a certain place or transporting anyone anywhere, within or outside the City of Norman (road trips, kidnaps, etc.);
- r. Conducting unauthorized quests, treasure hunts, scavenger hunts, paddle hunts,
- s. Conducting activities which do not allow adequate time for study during pre-initiation or initiation periods;
- t. Expecting participation in an activity that the full members do not do;
- u. Deceiving new members prior to the ritual designed to convince a new member that he / she will not be initiated or will be hurt;
- v. Requiring new members to "march" in formation;
- w. Carrying of items;
- x. Publicly wearing apparel which is conspicuous and not "normally" in good taste;
- y. Yelling and screaming at new members;
- z. Calling new members demeaning names;
- aa. Playing extremely loud music or music repeated over and over or any other audible harassment;
- bb. Not permitting new members to talk for extended periods of time;
- cc. Engaging in public stunts of buffoonery, public displays or greetings to active members or new members;
- dd. Requiring or encouraging new members to talk for extended periods of time;
- ee. Nudity at any time;
- ff. Members messing up the house or a room for the new members to clean;
- gg. New members messing up the house;
- hh. Running personal errands (servitude);
- ii. Forcing, requiring or endorsing new members to violate any University or national / international fraternity or sorority policy or any local, state or federal law.

It is the responsibility of each student to report questionable activities to the University. Under Oklahoma law, a person may not consent to being hazed. Each new member and member has an obligation to eliminate this destructive practice by refusing to participate or by condoning this illegal behavior.

VII. Medical Amnesty

The University strongly supports and encourages students to seek emergency medical assistance for themselves or others experiencing a medical emergency due to alcohol or other drug use. Amnesty pardons OU students from formal Student Conduct disciplinary action and may be granted to students and organizations calling for help, as well as the student who is experiencing the medical emergency. Amnesty eligibility is at the sole discretion of the Office of Student Conduct.

This document is to be signed by each fraternity and sorority during the first week of the fall and spring semesters to maintain registration as a student organization at the University of Oklahoma and with Fraternity and Sorority Programs and Services.

This form is to be completed by Friday, August 23, 2024, by 5:00 PM to be considered in "Good Standing" by Fraternity & Sorority Programs and Services. After August 23, 2024, the chapter will incur a fine of \$200.00. Until the Minimum Expectation Covenant is submitted, chapters are not recognized in good standing with the University of Oklahoma, barring the organization from hosting social, philanthropic, campus, or membership intake/recruitment events.

Our signatures below certify that we have read and agree to abide by the Fraternity and Sorority Minimum Expectations Covenant, the *University of Oklahoma Student Rights and Responsibilities Code* and all University policies.

Fraternity / Sorority Organization Name

Date

Chapter President PRINT NAME

Chapter President SIGNATURE

Chapter Vice President PRINT NAME

Chapter Vice President SIGNATURE

Chapter Parliamentarian/Judicial Officer PRINT NAME

Chapter Parliamentarian/Judicial Officer SIGNATURE

Chapter New Member Educator/Intake Coordinator
PRINT NAME

Chapter New Member Educator/Intake Coordinator
SIGNATURE

Chapter Advisor PRINT NAME

Chapter Advisor SIGNATURE

House Corporation President* PRINT NAME
(if applicable)

House Corporation President* SIGNATURE

**By signing below, HOUSING CORP President acknowledges having read and received a copy of the agreement*

Completed Covenant due no later than 5:00 PM on Friday, August 23, 2024.