



## **Collegiate Chapter Accountability Policy**

1. Purpose. This policy exists to ensure the safety and well being of our collegiate chapters.
2. Applicability. This policy applies to collegiate chapters and their members.
3. Proponent. The proponent of this policy is the Director: Chapter Development in collaboration with the Director of Member Services (DMS).
4. Responsibilities.
  - a. Collegiate member. All collegiate Delta Gamma members will adhere to this policy and all other Delta Gamma Fraternity Policies and Procedures. If an individual collegiate member chooses to violate this policy and/or other Delta Gamma policies, she assumes all individual liabilities.
  - b. Advisory Team Chairman (ATC). ATCs are expected to educate and enforce all Delta Gamma Fraternity Policies and Procedures to the best of their knowledge, and by doing so will be indemnified by Delta Gamma Fraternity when acting in the best interest of the Fraternity/spirit of the policy/procedure.
  - c. Regional Collegiate Specialist (RCS). RCSs are expected to ensure that all ATCs are educated on Delta Gamma Fraternity Policies and Procedures, and to coach them to implement and enforce Delta Gamma Fraternity Policies and Procedures consistently throughout their region. For new chapters, the RCS will be replaced by the New Chapter Coordinator (NCC).
  - d. Regional Director (RD). RDs are expected to ensure that all regional team members are educated on Delta Gamma Fraternity Policies and Procedures, and coach all regional team members to enforce these unilaterally. For new chapters, the RD will be replaced by the Director: New Chapter Development (DNCD).
  - e. Director: Chapter Development. The Director: Chapter Development counsels and educates all regional team members on best practices/trends and ensures Delta Gamma Fraternity Policies and Procedures are all enforced equitably across regions.
  - f. Executive Offices (EO). The Executive Offices staff supports the regional teams in educating their chapters on Delta Gamma Fraternity Policies and Procedures. EO has an obligation to enforce all Delta Gamma Fraternity Policies and Procedures.
  - g. Fraternity Council. Fraternity Council is responsible for guiding and informing Delta Gamma Fraternity Policies and Procedures.
5. Level and extent of authorities.
  - a. Chapter. Each chapter and their supporting advisory team have the authority to enforce chapter adherence to Delta Gamma Fraternity Policies and Procedures via the chapter's Honor Board.



b. Regional. Each region will review and either reject or finalize recommendations made by a chapter's Honor Board via the RCS/NCC. Each region may remove officers from their leadership position at any time via the RCS/NCC. Each region may change a chapter's "good standing" status to any Report to Director status at any time via the RD/DNCD, in consultation with the Fraternity Director that oversees that status. Each region should visit their chapters regularly to assess their strengths, challenges, and opportunities for growth in regard to Delta Gamma Fraternity Policies and Procedures.

c. Fraternity. As outlined in Section 6c of this policy, via the Chapter Incident Procedure (CIP), the Fraternity may send a certified team of volunteers and staff to assess the health of a collegiate chapter when acting as the chapter's Honor Board. This certified team may also recommend individual member sanctions to the RCS/NCC and elevations in chapter status to the regional team and/or Council.

6. Types of interventions and possible outcomes. There are three types of interventions: Level 1 (Local Level); Level 2 (Regional Level); Level 3 (Fraternity Level). The type of intervention will determine the level of sanction or possible outcome intended to correct/mitigate risky behavior and promote a safe environment. The different levels of intervention are not necessarily sequential and can be implemented based on suspected/known risk.

a. Level 1 Intervention. Level 1 Interventions are conducted/initiated by local advisers and the chapter's Honor Board; directed by the RCS/NCC or RD/DNCD; or directed by Council.

(1) Purpose. A Level 1 Intervention is conducted to determine the level of risk that exists in the chapter.

(2) Potential outcomes of a Level 1 Intervention:

(a) Individuals. As a result of the Level 1 Intervention, the individual collegiate member(s) could receive education and training, be removed from office by the RCS/NCC, and/or be recommended for probation, other sanctions, or expulsion to the RCS/NCC (or Council, in the case of expulsion) by the chapter Honor Board.

(b) Chapter. As a result of a Level 1 Intervention, the chapter could receive education and training, be recommended for a Level 2 Intervention, and/or be placed on any Report to Director status via the RD/DNCD in consultation with the Fraternity Director that oversees that status (only if the chapter was previously in "good standing").

b. Level 2 Interventions. Level 2 Interventions are conducted by the Region Team at the request of the local advisory team; at the direction of the RD/DNCD; at the direction of the Director of Risk Management or at the direction of Council.

(1) Purpose. Level 2 Interventions are conducted when:

- the RD/DNCD and RCS/NCC believe that the known or suspected incident calls for more focus on education and training rather than requiring individual sanctioning;



- the regional team is able to make the visit within a reasonable time frame;
- the RD/DNCD and RCS/NCC believe that the tone of the visit will be such that it will not damage the relationship between regional team officers and the collegiate chapter officers; and/or
- previous Level 1 Interventions by the advisory team/chapter's Honor Board have not resulted in significant corrected behavior/conduct.

(2) Potential outcomes of a Level 2 Intervention:

(a) Individuals. As a result of the Level 2 Intervention, the individual collegiate member(s) could receive education and training, be removed from office by the RCS/NCC, and/or be recommended for probation, other sanctions, or expulsion to the RCS/NCC (or Council, in the case of expulsion) by the chapter's Honor Board.

(b) Chapter. As a result of a Level 2 Intervention, the chapter could receive education and training, be recommended for a Level 3 Intervention, be placed on any Report to Director status via the RD/DNCD in consultation with the Fraternity Director that oversees that status (only if the chapter was previously in "good standing"), and/or be recommended for an elevated chapter status by the Decision Group (per the CIP: RCS/RD/DNCD/CDS/Director: Chapter Development/DMD) if the Level 2 Intervention is the result of a chapter incident (defined in the CIP).

c. Level 3 Interventions. Level 3 Interventions, also called Chapter Assessments, are conducted by a certified Fraternity-led team at the direction of the Decision Group; at the direction of the Council; or at the request of the college/university.

(1) Purpose. Level 3 Interventions, also called Chapter Assessments, are conducted when the Decision Group feels:

- each individual collegiate member must speak to the certified team in order for the Fraternity to have a clear understanding of what occurred and who was involved;
- Honor Board cannot function (as determined by the CIP) and individual member sanctions beyond officer removals (i.e. probation and expulsion) are appropriate/likely;
- the chapter has a history of behaviors that are incongruent with Article II and not responding to the Fraternity's previous efforts ;

(2) Potential outcomes of a Level 3 Intervention:

(a) Individuals. As a result of the Level 3 Intervention, the individual collegiate member(s) could receive education and training, be removed from office by the RCS/NCC, and/or be recommended for probation, other sanctions, or expulsion to the RCS/NCC (or Council, in the case of expulsion) by the certified Fraternity-led team.

(b) Chapter. As a result of the Level 3 Intervention, the chapter could receive education and training, be placed on an elevated status, or be recommended for closure.