

Code of Conduct Sanctions for Members

Organizations have a Code of Conduct for chapters to hold members accountable. This resource is intended to assist chapter leadership in thinking through meaningful sanctions.

Sanctions resulting from a Code of Conduct are meant to help members from their decisions and reflect on what they want to get out of the fraternity/sorority experience.

Sanctions depend upon the circumstances of each incident and may be assigned singly or in combination, as appropriate for the circumstances.

The goal of a sanction is to allow a member to learn, to understand and to return better able to contribute to the life of the chapter. Sanctions should be proportionate to the nature of the violation and harm caused.

Officers leading this process will be better equipped if they are knowledgeable and aware of campus and community resources, as well as resources of the national/international organization.

Below are some factors to consider in determining appropriate sanctions:

- The nature of the violation
- A member's level of involvement in the violation
- Actual harm caused by the behavior or the potential risk of harm
- The member's intent
- The impact on the chapter or community or environment
- The severity and pervasiveness of the behavior
- The member's demonstrated understanding and sincere remorse
- The member's level of cooperation and compliance
- The level of success of prior interventions

When recommending sanctions, try to think of ones that will:

- Be appropriate for the conduct incident and actions
- Be meaningful
- Provide an educational experience
- Assist the member in understanding and accepting the consequences of personal actions and decisions
- Give the member an opportunity to give back to the community
- Uphold the safety of the chapter and community

Overview of Sanctions

The following is a list of commonly utilized sanctions. This list is not exhaustive, and other sanctions may be determined by the members hearing the case.

Please note this is intended as a resource and terminology from organization to organization will vary (e.g., probation, suspension).

While utilizing this resource, please be aware of what authority the organization has in sanctioning as outlined in the Constitution and Bylaws and Code of Conduct.

REFLECTION

Are you OK?: It is more than appropriate that each meeting start with “Are you OK?” to check in with the member. It is also appropriate that the actual meeting is the sanction for a check in with the member. This could also include ongoing check-ins with the member by an advisor or officer.

Apology: Member may be asked to apologize to a person(s) affected by their actions. This could be in person or in writing.

Behavioral Contract: Member helps identify the desired behavior and signs and agrees to a behavioral contract. The contract should identify what sanctions will be automatically triggered by noncompliance.

Reflection Papers: Member may be assigned a reflection paper that allows the member to reflect on their experiences and future actions. This can be specific to the action.

SUPPORT

Ongoing Support: Ongoing meetings to monitor progress with an appropriate support person (advisor, headquarters staff member, chapter officer or leader)

Professional Assistance or Assessment: Consistent with the nature of the violation, a member may be assigned an assessment (i.e., substance use, anger, mental health) to be provided by a certified provider. All costs associated with the assessment and resulting recommendations must be paid at the member’s expense. The member is not required to disclose the assessment and recommendations but can provide documentation of attendance.

EDUCATION

Community Service: Member may be required to initiate and complete a meaningful project within the chapter facility, campus or in the community. Member may be required to show documentation.

Educational or Training Workshops: Members may be sanctioned to attend educational session or training relevant to the violation. These can be in person within the campus or community or online.

Earn Back Privileges: In some situations, the organization might choose to identify the sanction(s) and allow the member to earn back privileges once they have completed the sanction versus setting a date (e.g., 30 days)

FINANCIAL

Fines: Fines may be imposed when appropriate.

Restitution: A member may be required to provide financial compensation for the cost of any item damaged, destroyed, or stolen.

MEMBERSHIP STATUS

Warning: A warning notice to the member does not limit the activity of the individual. However, it documents the member has been found responsible for a policy or Code of Conduct violation. During this time, if a violation occurs, the member may receive additional sanctions.

Probation: A probation notice to the member does not limit the activity of the individual. However, it documents the member has been found responsible for a policy or Code of Conduct violation. During this time, if a violation occurs, the member may receive additional sanctions.

Removal of Privileges: Certain restrictions may be placed on a member or organizations for a specified period. Specific restrictions may include the inability to hold office, host events with alcohol, serve in a leadership role (e.g., big brother/sister), etc. This sanction may be stated for a specified period of time.

Suspension: Suspension is the separation of the member from all chapter activities for a specified minimum period of time.

Expulsion: Expulsion is the permanent removal of the member and forfeiture of all rights and privileges.

References:

<https://www.unh.edu/ocs/educational-sanctions>

<https://www.plu.edu/student-rights-and-responsibilities-procedures/sanctions/>

<https://www.niu.edu/conduct/process/sanctions/index.shtml>

<https://studentconduct.osu.edu/for-students/understanding-the-student-conduct-process/sanctions>

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