Commitment to Diversity and Inclusion

CU Denver Sorority and Fraternity Life is committed to honoring and supporting students of varying identities, specifically underrepresented persons/groups in the areas of race, culture/ethnicity, gender identity, gender expression, sexual orientation, ability, national origin, socioeconomic status, religious/spiritual affiliation, political affiliation and veteran status.

Encouraging a culture of empathy and inclusion, members of social Greek organizations are required to participate in a comprehensive leadership development curriculum centered on mutual respect and cultural sensitivity.

CU Denver upholds an innovative Sorority and Fraternity Life model, which refers to the management and overseeing of social Greek organizations through the lens of transparency, accountability, and inclusion.

Mission Statement

To promote socially responsible leadership in Greek organizations through the following values:

- Diversity and Inclusion
- Leadership
- Learning and Scholarship
- Health and Wellness
- School Spirit and Community Impact

CU Denver is committed to fostering socially responsible leadership within Sorority and Fraternity Life through encouragement of mutual respect, cultural sensitivity, innovation, and community contribution.

Vision

By 2023, CU Denver Sorority and Fraternity Life will be one of the leading sorority and fraternity community models with a national reputation for excellence in leadership development, cultural sensitivity and inclusion, and community contribution.

Learning Outcomes

Through participating in the Sorority and Fraternity Life program,

- Members will develop meaningful relationships with brothers/sisters/siblings centered on support, loyalty, respect, and accountability
- Members will utilize academic support and experiential learning resources to meet and/or excel GPA requirement for active membership
- Members will be empowered to explore career/professional development opportunities and network with Greek organization alumni
- Members will enhance CU Denver school spirit through active involvement in on-campus events, health and wellness programming, and community engagement
- Members will understand civil and social responsibility associated with campus and organization behavioral policies

History

During the Spring of 2015, the CU Denver Office of Student Life and Campus Community hired a graduate assistant to conduct a feasibility study centered on gathering student feedback regarding the potential implementation of a social Greek letter organization program. Through collecting surveys, conducting focus groups, and speaking with peer academic institutions, the graduate assistant developed a comprehensive study based on student feedback,
peer-reviewed research, relevant Greek Life models, and recommendations for implementing a program at the University of Colorado Denver.

Continuing the efforts of the Greek Life Feasibility Study, the Student Government Association created an ad-hoc committee for Non-Traditional Greek Life in Fall 2016. The committee gathered 4,000+ surveys centered on student interest in a Greek Life program. With an overwhelmingly positive response from the CU Denver student body, the committee and Student Life and Campus Community staff hired a Graduate Assistant for Non-Traditional Greek Life in Summer 2017. The Graduate Assistant for Non-Traditional Greek Life was tasked with developing a CU Denver Greek Life Manual through working collaboratively with the Vice Chancellor of Student Affairs, campus departments, Non-Traditional Greek Life Committee members, and collecting best practices from institutions across the country. In Fall 2018, Student Life and Campus Community hired the first full-time Greek Life staff member to launch the program and begin building our community. The Greek Life program formally changed its name to Sorority and Fraternity Life in Spring 2019.

CU Denver Sorority and Fraternity Life Council

To promote collaboration and inclusion among social Greek organizations, CU Denver Sorority and Fraternity Life requires all recognized chapters participate in CU Denver SFL Council. The council is the sole governing body for the CU Denver Greek Community. CU Denver Sorority and Fraternity Life prohibits national councils (i.e. NMGC, NIC, NPHC, NAPA, NPC, NALFO, etc.) from having a separate governing body at the University. Once our community has grown to house multiple organizations from a specific council and upon request from students, national councils may convene under the jurisdiction of the Sorority and Fraternity Life Council.

Each chapter is required to send two designated representatives to CU Denver SFL Council meetings. Designated representatives must hold their position for one academic year. All chapter members are welcome to attend council meetings.

CU Denver Student Code of Conduct

The statements below are not the entirety of the CU Denver Student Code of Conduct. Review the full Student Code of Conduct via http://www.ucdenver.edu/life/services/standards/Documents/CUDenver-CodeofConduct.pdf.

Social Greek letter organizations fall within the umbrella of CU Denver student organizations. Student organizations are held to the following standards noted below in the student code of conduct.

Student Organizations

- Student organizations may be charged with violations of the student code of conduct to the same extent as students.
- Student organizations, as well as their members and other students, may also be held collectively and/or individually responsible for violations of the student code of conduct on-campus as well as off-campus.
- The student organization officers, leaders, or individuals currently listed in an official position in CU Denver Student Organization records may be held collectively and/or individually responsible when such violations are committed by persons associated with the organization who have received consent or encouragement from the organization officers or leaders if those officers or leaders knew or reasonably should have known that such violations were being or would be committed.
- The officers or leaders of a student organization may be directed to take action designed to prevent or end such violations by the organization or by any persons associated with the organization. Failure to comply with a directive may be considered a violation of the student code of conduct, both by the officers or leaders of the organization, and by the organization.
Prohibited Student Behavior
Hazing: Any act which may produce, or is intended to produce, mental or physical discomfort, embarrassment, harassment, or ridicule, or any acts which are humiliating, intimidating, or demeaning, or that endanger the health and safety of another person. Such acts include, but are not limited to, paddling in any form, inducement of excessive fatigue, required exercise inconsistent with the mission of the organization, or physical or psychological shocks; personal servitude; engaging in public stunts, morally degrading or humiliating games and activities; forced or coerced consumption, drinking games, or other unorganized activities, late work sessions, and other obligations which interfere with scholastic purposes of the organization; and any other activity inconsistent with the purposes of the organization’s constitution, bylaws, standing rules and policies, or university policy.

Bullying: Severe aggressive behavior likely to intimidate or intentionally harm, control, or diminish another person, physically or mentally (that is not speech or behavior otherwise protected by the First Amendment) a. Cyber-Bullying occurs when an individual is tormented, threatened, harassed, humiliated, embarrassed, or otherwise targeted by another person using the internet, interactive and digital technologies or mobile phones.

Failure to Report a Known Violation: Being in the presence of another individual as they violate the student code of conduct and failing to report the behavior. To avoid being in violation for aiding and abetting, a student must leave the area and report the incident to the appropriate office in a timely manner.

Colorado Law Regarding Hazing
Section 18-9-124(2), C.R.S. defines hazing as follows:
a. Hazing means any activity by which a person recklessly endangers the health or safety of or causes a risk of bodily injury to an individual for purposes of initiation or admission into or affiliation with any student organization; except that “hazing” does not include customary athletic events or other similar contests or competitions, or authorized training activities conducted by members of the armed forces of the state of Colorado or the United States.
b. Hazing includes but is not limited to: (I) Forced and prolonged physical activity; (II) Forced consumption of any food, beverage, medication or controlled substance, whether or not prescribed, in excess of the usual amounts for human consumption or forced consumption of any substance not generally intended for human consumption; (III) Prolonged deprivation of sleep, food, or drink.

University of Colorado Denver | Anschutz Medical Campus Nondiscrimination Policy
A. Introduction
Unlawful discrimination and harassment has no place at the University of Colorado Denver | Anschutz Medical Campus and offends the University’s core values, including a commitment to equal opportunity and inclusion. All University employees, faculty members, students and community members are expected to join with and uphold this commitment. Robust discussion and debate are fundamental to the life of the University. Consequently, this Policy shall be interpreted in a manner that is consistent with academic freedom as defined in Regent Law, Article 5D.

B. Policy Statement
The University of Colorado Denver | Anschutz Medical Campus is committed to maintaining a positive learning, working, and living environment. As such, the University does not discriminate on the basis of race, color, national origin, pregnancy, sex, age, disability, creed, religion, sexual orientation, gender identity, gender expression,
veteran status, political affiliation, or political philosophy in admission and access to, and treatment and employment in, its educational programs and activities. (Regent Law, Article 10).

This policy: (1) provides a definition of discrimination and harassment based upon Protected Class status and related retaliation; (2) prohibits such discrimination; and (3) identifies the procedures (the “Procedures”) the University follows when it receives a report alleging a violation of the university core values. Individuals who violate this policy shall be disciplined or subjected to corrective action as outlined herein. This policy is meant to be read in conjunction with the accompanying University Nondiscrimination Procedures.

C. Prohibited Conduct

The conduct listed below is prohibited, as are attempts to commit and aiding, abetting, or inciting others to commit them. Prohibited conduct also includes conduct engaged in by electronic means including, but not limited to, computers, any type of phone, or any other means of electronic communication.

**Discrimination** occurs when an individual suffers an adverse consequence on the basis of a protected class. Examples include failure to be hired or promoted or denial of admission to an academic program based on protected class status.

**Harassment** means verbal or physical conduct related to one’s protected class that unreasonably interferes with an individual’s work or academic performance or creates an intimidating or hostile work or educational environment.

**Hostile Environment.** Whether a hostile environment exists is determined from both a subjective and an objective perspective. The subjective perspective evaluates whether or not the reporting party experienced unwelcome conduct [based on a protected characteristic]. The objective perspective evaluates whether or not the unwelcome conduct was, from the perspective of a reasonable person in the alleged reporting party’s position, sufficiently severe, persistent or pervasive that it unreasonably interferes with, limits or deprives an individual from participating in or benefiting from the University’s education or employment programs and/or activities. [Harassment becomes prohibited by this policy where enduring the offensive conduct becomes a condition of continued participation or receipt of benefits from the University’s education or employment programs and/or activities.] Mere offensive conduct, such as petty slights and annoyances, such as stray negative comments in an otherwise neutral evaluation, “snubbing a colleague,” or negative comments that are justified by an individual’s poor performance or history are not enough to create a Hostile Environment. Although repeated incidents increase the likelihood that harassment has created a hostile environment, a single or isolated incident of discrimination or harassment may be sufficient.

**Retaliation.** Means any adverse action threatened or taken against a person because an individual has filed, supported or provided information in connection with a complaint of discrimination, including but not limited to direct and indirect intimidation, threats and harassment. An “adverse action” is any conduct or action that would dissuade a reasonable person from reporting an allegation of discrimination or participating in an investigation of discrimination.

D. Protected Activity and Good Faith Reports

Protected activity includes complaints involving violations of the Non-discrimination Policy and the Sexual Misconduct Policy. It does not include complaints involving violations of other policies. Not does it include complaints raising ethical, financial or other concerns unrelated to discrimination. Protected activity does include requesting reasonable accommodation based on, for example, disability or religion.
Protected activity is covered under this policy even if the claims involved were ultimately found invalid so long as those claims were made in good faith.

It is a violation of this policy when a person knowingly or recklessly alleges a false complaint of protected class discrimination or harassment or provides false information during the course of an investigation, and violations may be subject to disciplinary action, up to and including, expulsion or termination of employment, as applicable. This provision does not apply to reports made or information provided in good faith, even if the facts alleged are not later substantiated.

E. Reporting Obligations

Any faculty or staff member who is considered a Responsible Employee, as defined herein, who witnesses or receives information regarding possible prohibited protected class discrimination or harassment is required to promptly report the information to the Office of Equity or his or her designee. Such information about the alleged conduct, where possible, should include:

- name of the alleged complainant(s);
- name of alleged respondent(s);
- name of any alleged witnesses; and
- any other relevant facts, including the date, time and specific location of the alleged incident.

All other individuals who become aware of an incident of Prohibited Conduct are highly encouraged to report all known details about the Prohibited Conduct to the University Office of Equity by telephone, email, in person, or through the University’s online Incident Report Form.

The University may have an obligation to report to the police, keeping the name of the victim confidential, in circumstances where the incident includes an allegation that a crime has been committed.

F. Procedures

Reports or complaints made pursuant to this policy will be addressed promptly and as practicably as possible after the report is made in accordance with the University of Colorado Denver | Anschutz Medical Campus Nondiscrimination Procedures.

Adapted from the University of Colorado Denver | Anschutz Medical Campus Office of Equity Nondiscrimination Policy. Review the full policy and Nondiscrimination Procedures via https://www.cu.edu/doc/nondisc-admin-policy7-1-2016-mergedpdf.

University of Colorado Denver | Anschutz Medical Campus Sexual Misconduct Policy

Brief Description:
Prohibits all forms of sexual misconduct, including sexual assault-non-consensual intercourse, sexual assault-non-consensual sexual contact, sexual exploitation, intimate partner abuse (including domestic and dating violence), gender/sex-based stalking, sexual harassment and any related retaliation.

Reason for Policy:
This policy and the required campus complaint process and procedures are intended to comply with the related requirements of the following federal laws, their implementing regulations and related federal agency guidance:

- Title IX of the Education Amendments of 1972 (“Title IX”);
• The Violence Against Women Reauthorization Act ("VAWA");
• The Jeanne Clery Disclosure of Campus Security Policy and Crime Statistics Act ("Clery Act"); and
• Title VII of the Civil Rights Act of 1964 ("Title VII").

Adapted from the University of Colorado Denver | Anschutz Medical Campus Sexual Misconduct Policy. Review the full Sexual Misconduct Policy via https://www.cu.edu/sites/default/files/5014.pdf.

Complaints and Grievances

Reporting Threatening or Harmful Behavior

Members of the University of Colorado Denver | Anschutz Medical Campus community are encouraged to report any incident of threatening or harmful behavior to the administrator closest to the situation. CU Denver students are encouraged to call Auraria Campus Police at 303-556-5000 or text-a-tip to 720-593-8477. CU Anschutz students should contact University Police at 303-724-4444. Additional resources include the CU Denver Ombuds Office at 303.315.0046, the CU Anschutz Ombuds Office at 303.724.2950 and the Office of Human Resources at 303-315-2700.

Reporting Issues related to Violence, Discrimination and Harassment

The University of Colorado Sexual Misconduct Policy prohibits all forms of sexual misconduct including:

• sexual assault, non-consensual sexual intercourse
• sexual assault, non-consensual sexual contact
• sexual exploitation, taking advantage of someone sexually for gain or voyeuristic pleasure
• intimate partner abuse
• gender/sex-based stalking
• sexual harassment, quid pro quo and hostile environment
• retaliation related to any form of sexual misconduct

For more information, please contact the Office of Equity via equity@ucdenver.edu or 303.315.2567.

Expansion Procedures for Sororities and Fraternities

Overview

The University of Colorado Denver chooses to intentionally and carefully manage the growth and expansion of fraternity/sorority organizations. CU Denver seeks to host organizations that will partner to create an innovative fraternity and sorority community, as demonstrated by ideals consistent with those of the University and Sorority and Fraternity Life program, and a willingness to commit the relational and financial resources necessary to assure achievement of those ideals.

The following process has been created to facilitate the expansion of organizations that further the ideals of the Sorority and Fraternity Life community at CU Denver. The expansion process serves to ensure that petitioning fraternities and sororities become successful contributors to the mission of CU Denver, the Greek community, and its respective organizations. Further, this document is designed to educate interested CU Denver students and inter/national fraternity and sororities of the procedures necessary to become affiliated as a prospective chapter or organization at the University. CU Denver in partnership with the Expansion Committee, reserves the right, at any time and at its sole discretion, to alter, amend, change, modify, delete, revise, or restate the terms of this expansion process and may do so without providing advance notice to any applying organization, or any other council or organizations.
CU Denver Sorority and Fraternity Life Expansion Procedure applies to: 1) CU Denver students requesting to bring any inter/national fraternity or sorority to campus or, 2) inter/national fraternity or sorority headquarters who seek recognition at CU Denver.

City-wide fraternities and sororities, coed service organizations, and honors-based Greek letter organizations may not expand via CU Denver Sorority and Fraternity Life.

**Definitions and Expectations**

The United States Department of Education has established guidelines and criteria necessary to be classified as a social sorority or fraternity. Based on the criteria established by the Department of Education, the University of Colorado Denver classifies social sororities and fraternities as organizations that:

- Do not limit membership to persons pursuing or having interest in a particular field of study, profession or academic discipline
- Do not serve as honorary societies for academic, leadership, or any other endeavor
- Do not permit members to hold membership in other general sororities or fraternities

To be eligible for expansion at the CU Denver, interested organizations must be inter/national fraternities and sororities. The University defines a “inter/national” fraternity or sorority in the following terms: the organization has a headquarters or office space and staff; has non-profit status with the Internal Revenue Service; has a Board of Directors with a regional structure component as well as governance documents; has proof of commercial general liability insurance policy with a minimum of two million dollars in coverage; and has regional and national structure of meetings or conventions.

The term “interest group” is defined as a group of current CU Denver students who are joined together for the sole purpose of and are committed to starting a particular inter/national organization at the University. Interest groups must have documented support and backing from the particular inter/national organization and interest group members must be part of the provisional chapter phase of the organization.

**General Expectations**

- Inter/national fraternities and sororities may establish prospective and recognized chapters at the University of Colorado Denver only through formal invitation extended by the University.
- There will be no unauthorized expansion activities such as “campus crashing”, “ghost lines”, recruiting or soliciting membership, pre-initiation activities, pledging, educating and/or initiating CU Denver students without having approved recognition as a student organization through the Office of Student Life and Campus Community.
- Submitted application materials via ucdenver.edu/greeklife will include only valid and complete forms.
- Interested students and/or inter/national organization representatives may request a meeting with CU Denver Sorority and Fraternity Life to discuss the expansion process.

**Expectations for Interest Groups**

- Interest groups must contact CU Denver Sorority and Fraternity Life to discuss the expansion process and expectations for said groups.
- Interest groups may not use any Greek letters as part of their name unless it is required by the national organization and in that case, the interest group should be represented as the “Interested Men/Women/Group of”.
- Interest groups must not be considered a probationary organization or have a charter from a national organization during the interest group period.
• Initiation or education specific to new members of the organization must not occur with the interest group members. Both constitute as a violation of the expansion policy and subjects the inter/national organization to a minimum of one year of ineligibility to expand at CU Denver.
• Interest groups should review and become familiar with the policies and procedures outlined for fraternities and sororities at CU Denver.
• All members of the interest group must be University of Colorado Denver students. Interest groups must gain student organization recognition prior to applying for expansion. To be recognized via the Office of Student Life and Campus Community, interest groups must designate a President, Vice President, Treasurer, and staff/faculty advisor. Interest groups must provide a constitution with a non-discrimination clause. Student organization recognition must be completed via MyLynx. Groups must represent themselves as “Interested Men/Women/Group of [organization name].” Upon completion of student organization recognition, interest groups may hold events and use university resources to conduct business.

The following minimum number of members for interest groups is required for the CU Denver Sorority and Fraternity Life to consider expansion:

• North-American Interfraternity Conference (NIC): 8 members
• National Association of Latino Fraternal Organizations (NALFO): 8 members
• National Multicultural Greek Council (NMGC): 8 members
• National Pan-Hellenic Council (NPHC): 8 members
• National Panhellenic Conference (NPC): 8 members
• National APIDA Panhellenic Association (NAPA): 8 members
• Other/Unaffiliated Social Greek Letter Organization: 8 members

A minimum 2.0 cumulative grade point average is required for any members of interest groups as that is the requirement for membership in the CU Denver Greek community. Undergraduate and graduate members must be full-time students.

Application for Expansion

Application Prerequisites

In order to submit an application for expansion to the University of Colorado Denver, interested organizations must meet the following requirements:

1. Be a inter/national social Greek letter organization as defined by CU Denver
2. 501(c)(3) or similar tax status by the Internal Revenue Service
3. Commercial general liability insurance policy with a minimum of two million dollars in coverage
4. Have established policies in the following areas: member conduct, recruitment/intake, membership education, anti-hazing, non-discrimination, and risk management
5. Support and comply with the CU Denver SFL Council
6. Support and comply with University non-discrimination clause

Application Requirements

A inter/national organization representative(s) must submit the Expansion Application via ucdenver.edu/greeklife. Included within the form, the following must be submitted and/or uploaded to complete the application process.

1. A letter on behalf of the inter/national organization expressing reasons for wanting to expand at the University of Colorado Denver and a statement of commitment agreeing to the following University policies and guidelines:
a. Alignment with the CU Denver Sorority and Fraternity Life Mission, Values, Commitment to Diversity and Inclusion, and Learning Outcomes.
b. Adherence to the CU Denver Sorority and Fraternity Life requirements and agreement that the prospective chapter will meet the standards outlined in this document prior to chartering.
c. Compliance with all University policies and guidelines and agreement the inter/national organization will work collaboratively with the University surrounding student conduct and membership standards concerns
d. General support for and compliance with the CU Denver SFL Council.
e. Agreement to complete the prospective colonization process and charter the chapter within an eighteen-month timeline from the date the provisional chapter period begins. Failure of the provisional chapter to charter at the end of this period will result in loss of recognition by the University. The organization will then need to repeat the application process when the University is open for expansion if it wishes to return to campus.
f. Confirmation that the chapter being established will be supported by a CU Denver faculty/staff advisor by the time the expansion period begins.

2. General information regarding the inter/national organization including: history and a description of the organization’s founding values and principles.

3. The number of collegiate chapters nationwide, average chapter size nationwide, and general organization statistics.

4. An overview of administrative and volunteer support structure including advisory support for both the provisional chapter and chartered chapter.

5. Verification of the certificate of insurance for the inter/national organization’s commercial general liability policy with a minimum of two million dollars in coverage.

6. Verification of the organization’s 501(c)(3) or 501(c)(7)-tax status certificate from the Internal Revenue Service.

7. A copy of the inter/national organization’s risk management policy including statements on discrimination, hazing, and alcohol/substance use.

8. Locations of chapters in the state of Colorado and/or the West and statistics regarding the number of alumni(ae) in Colorado and/or the West.

9. Demographics of organization alumni within a 100-mile radius of the University (please note that a list of said alumni may be requested prior to the presentation taking place if one is granted).

10. List of institutions where the organization received any disciplinary sanctions and an overview of legal action brought against the national organization within the last 5 years, the nature of the infraction(s), and an overview of how the national organization responded to the situation(s).

11. Information regarding the five most recent expansions efforts (including the chapter’s current status). Please note the institutions may be contacted prior to the organization expanding to CU Denver.

12. The criteria for membership including GPA requirements for members.

13. An overview and/or outline of the new member education program/intake process and programming related to officer and member development.


15. The financial obligations of chapter members including new member dues, fees, estimation of chapter dues, and any assistance by the national organization for payment (payment plans, etc.).

16. A developed expansion period timeline outlining necessary details for how the provisional chapter will attain its charter at the institution within the required eighteen-month timeline.

17. Information regarding recruitment policies and an overview of how members will be recruited.

18. (If applicable) a list of students who are interested and committed to bringing the organization to campus including university email, telephone number, and student identification number.

Process
Any interested inter/national fraternities and sororities wishing to expand at the University of Colorado Denver shall provide an overview of the materials listed under Application Requirements to CU Denver Sorority and Fraternity Life. Failure to provide said information shall exclude such organization from consideration for expansion. Upon completion of the Expansion Application via ucdenver.edu/greeklife, CU Denver Sorority and Fraternity Life staff will convene the Expansion Committee and a formal review of the documents will begin.

Inter/national organization representative(s) will be contacted via phone and email within three weeks of an application submission as to whether they are invited to visit campus and garner student interest and then formally present.

It is required that all inter/national organizations that received first round approval from the Expansion Committee come to campus to garner interest from students prior to the formal presentation. Organizations will coordinate with Sorority and Fraternity Life to organize four (4) outreach opportunities, such as tabling or information sessions, and must acquire interest from at least eight (8) students. Please note organizations must make students aware they are garnering general student interest and not officially recruiting members.

Review Considerations

To best prepare a formal presentation for expansion, national organization representatives and if applicable, interest group members are advised to dress business casual, deliver the formal presentation via PowerPoint or similar program, and keep presentations to no longer than 1 hour in length allowing the Expansion Committee 30 minutes for questions, concerns, and recommendations (totaling to 1.5 hours in length).

Please refer to Application Requirements as a guide to create a comprehensive formal presentation.

Following review by CU Denver Sorority and Fraternity Life and the Expansion Committee, a simple majority vote will approve the initiation of expansion. Inter/national organizations approved for expansion must provide a final expansion timeline within two weeks of the approval date (if different than timeline noted within formal presentation).

Denial and Appeal Process

Groups who wish to appeal decision may submit an appeal letter within one week of a formal presentation and committee decision. Appeal letters will not be accepted after the one-week timeline. CU Denver Sorority and Fraternity Life will respond to appeal letters within two weeks of submission.

Inter/national organizations and interest groups who received a final decision of denied initiation for expansion may re-apply after two academic years.

The CU Denver Sorority and Fraternity Life Expansion Procedures for Sororities and Fraternities is adapted from UC Merced Fraternity and Sorority Life Expansion Procedures.

Greek Organization Recognition Process

Chapters are required to complete the Greek Organization Recognition Process each academic year to be considered active and part of the Greek community at the CU Denver. Chapters are required to submit a Greek Organization Recognition form via MyLynx. As part of the recognition process, organizations must adhere to the Sorority and Fraternity Life Relationship Agreement and participate in the Sorority and Fraternity Life Accreditation Program to be considered in good standing each academic year. Chapters unable to uphold the noted relationship agreements and meet the minimum requirements of the Accreditation Program will work alongside CU Denver Sorority and Fraternity Life to assess the need for inactive status and create an organization success plan.

Sorority and Fraternity Life Relationship Agreement
CU Denver extends recognition to fraternities and sororities that are formed by charters issued by their respective inter/national organizations. Recognition is based on expectations that each of these fraternities and sororities will conduct its affairs in accordance with its respective founding principles, Relationship Agreements, University regulations and adherence to local ordinances and Colorado law.

Definition of Social Fraternities and Sororities

Social fraternities and sororities are student organizations whose primary purpose is the personal development of their members, as distinguished from honorary, professional, departmental and service Greek letter organizations. Through their shared ideals and goals, fraternities and sororities provide opportunities for the development of leadership skills, social and personal growth, lasting bonds of friendship, community engagement, community standards and association with alumni.

Social fraternities and sororities typically possess rituals and creeds that promote similar values to that of CU Denver Sorority and Fraternity Life, specifically leadership, diversity and inclusion, learning and scholarship, health and wellness, and school spirit and community impact. Social fraternities and sororities are designated by Greek letters and referred to as "Greek organizations," "the Greek community," or "Greeks."

Membership

Unlike most other student organizations, membership in a social fraternity and sorority is a lifetime affiliation, and generally students are not permitted to be initiated into more than one social fraternity or sorority. Social fraternities and sororities have an education/orientation period prior to initiation, and pre-initiated members are commonly referred to as pledges, associates or associate members, candidates, intakes, or potential new members.

Relationship Agreements

For Undergraduate/Graduate Members:

1. Members agree to abide by the Student Code of Conduct, specifically the Prohibited Student Behavior clauses and additional information statement pertaining to Student Organizations.
2. Members agree to develop chapter goals in alignment with the mission, values, and learning outcomes of CU Denver Sorority and Fraternity Life.
3. Members will uphold general support for and compliance with the CU Denver SFL Council. Chapters must appoint two delegates to serve a one-year term.
4. Undergraduate and graduate members must be full-time students.
5. Members in CU Denver Sorority and Fraternity Life must have at least a 2.0 GPA.
6. Members are exempt from a national organization/chapter imposed live-in requirement.

For Chapter:

1. Social fraternities and sororities will collaboratively govern chapters alongside the University to ensure transparency, accountability, and inclusion throughout the Greek community.
2. Chapters will participate annually in the Sorority and Fraternity Life Accreditation Program as part of the Greek Organization Recognition Process. Chapter agrees to complete the Sorority and Fraternity Life Accreditation Program by the end of each academic year to stay in good standing with CU Denver Sorority and Fraternity Life and the University.
3. Chapter will submit a pledge, initiation, and active membership roster each semester via MyLynx.
4. Chapter will submit a Community Service Hours Tracking Log each semester via MyLynx.
5. Chapter agree to abide by University Risk Management Guidelines and Policies when conducting on and off-campus events.
6. Chapter agrees to abide by the CU Denver Sorority and Fraternity Life Recruitment Guidelines.
7. A chapter executive board member will meet with a CU Denver Sorority and Fraternity Life staff member each month throughout the academic year to review Sorority and Fraternity Life Accreditation Program progress, assess chapter goals, and ensure open communication between organization and program team.

For Chapter Advisor(s) and National Organization Headquarters:

1. The national organization agrees to support the new or established chapter through regular phone or video calls and semesterly professional/leadership development offerings.
2. The national organization agrees to work collaboratively with the University surrounding student conduct and membership standards concerns.

Greek Organization Recognition Form

All chapter members must review and electronically sign the following policies and procedures to complete recognition. Greek Organization Recognition via MyLynx opens July 1 and is valid through June 30 of the following year.

1. Sorority and Fraternity Life Relationship Agreement
2. Social Events Agreement
3. Financial Agreement
4. Travel Guidelines
5. Recruitment Guidelines

Organizational Considerations

Chapter Advising

A chapter executive board representative is required to schedule and attend a monthly sorority/fraternity advising meeting with a CU Denver Sorority and Fraternity Life staff member to review Sorority and Fraternity Life Accreditation Program progress, assess chapter goals, and ensure open communication between organization and program team.

Chapter Rosters and Service Hours Tracking

Organizations must submit a potential new member, initiation, and active membership roster at the beginning and end of each semester. Chapters are required to submit a Community Service Hours Tracking Log via MyLynx at the end of each semester.

GPA Probationary Period

Students who do not meet the GPA requirement during the pledge process or active membership are provided a 4-month probationary period to meet the academic requirement. The student must work with academic advising to complete an Academic Success Plan and periodically meet with a Sorority and Fraternity Life staff member to assess progress and continued participation in their respective chapter.

Social Events Agreement

Fraternities and sororities planning on or off-campus social events must work alongside CU Denver Sorority and Fraternity Life and University Risk Management during the planning process to review risk management and provide necessary resources to ensure a successful event.

Social events may include, but are not limited to:
• Chapter Retreats
• Brotherhood/Sisterhood/Siblinghood Activities
• Alumni Events
• Mixers
• Formals
• Holiday Parties
• Tailgating

Social events do not include philanthropy/community engagement events, study sessions, chapter meetings, and professional development workshops. Chapters unsure of whether or not an event should be considered "social" are encouraged to contact CU Denver Sorority and Fraternity Life.

Chapters are limited to hosting a **maximum of 8 social events per semester** including events in which alcohol is served. Students partaking in underage drinking or illegal activity will receive sanctions adhering to Student Conduct and Colorado law. Student organizations may be charged with violations of the Student Code of Conduct to the same extent as students. Review the CU Denver Student Code of Conduct Prohibited Student Behavior for more information regarding the University's statements on substance use and possession.


Greek organizations are required to submit a Social Event Registration Form via MyLynx no later than 4 weeks (21 business days) prior to the event date. The CU Denver SFL Council will review the registration form at the weekly council meeting and approve or deny the event.

Following an event, chapters are required to submit a Social Event Evaluation Form via MyLynx. The Social Event Evaluation Form asks for information regarding the success and areas of improvement during the planning process and implementation of an event. Chapters must submit a Social Event Evaluation Form no later than 2 business days after an event. Organizations who do not complete the form within the noted timeline will be contacted via email by a CU Denver Sorority and Fraternity Life staff member and CU Denver SFL Council executive board member to assess the concern.

**Risk Management Guidelines**

Review University Risk Management guidelines and policies via [www.cu.edu/risk](http://www.cu.edu/risk).

1. Organizations must review and abide by University Risk Management On-Campus Activity Guidelines and complete the On-Campus Risk Assessment and Emergency Planning Checklist.
2. Organizations must review and abide by University Risk Management Off-Campus Activity Guidelines and complete the Off-Campus Risk Assessment and Emergency Planning Checklist.

*Review the University Risk Management activity guidelines via [https://www.cu.edu/risk/event-activity-planning-0](https://www.cu.edu/risk/event-activity-planning-0).*

1. Organizations must review and abide by University Risk Management Alcohol Guidelines and Risk Assessment.

*Review the University Risk Management Alcohol Guidelines and Risk Assessment via [https://www.cu.edu/risk/events-alcohol](https://www.cu.edu/risk/events-alcohol).*
3. For organizations planning a philanthropy/community engagement event serving individuals who are minors, it is required to review the policy, Protection of Children Participating in University-Run and University-Contracted Programs for Children via [https://www.cu.edu/ope/aps/7009](https://www.cu.edu/ope/aps/7009). Organizations must review and abide by University Risk Management Minor Guidelines via [https://www.cu.edu/risk/volunteer-trainee-and-minor-participants](https://www.cu.edu/risk/volunteer-trainee-and-minor-participants).

4. All recruitment or rush activities associated with any chapter should be non-alcoholic. No recruitment or rush activities associated with any chapter should be held at or in conjunction with a tavern or alcohol distributor.

5. No alcohol should be present at any pledge/associate member/new member/novice program, activity or ritual of the chapter. This includes but is not limited to activities associated with “bid night,” “big - little” events or activities, “family” events/activities and initiation.

6. No organization or member or pledge, associate/new member or novice should permit, tolerate, encourage or participate in “drinking games.” The definition of drinking games includes but is not limited to the consumption of shots of alcohol, liquor or alcoholic beverages, the practice of consuming shots equating to one’s age, “beer pong.”

7. “Century Club,” “dares” or any other activity involving the consumption of alcohol which involves duress or encouragement related to the consumption of alcohol.

8. No members, collectively or individually, should purchase for, serve to, or sell alcoholic beverages to any minor (i.e., those under legal drinking age).

9. The possession, sale, use or consumption of ALCOHOLIC BEVERAGES during a sorority/fraternity event, in any situation sponsored or endorsed by the chapter, or at any event an observer would associate with the fraternity, should be in compliance with any and all applicable laws of the state, province, county, city and institution of higher education.

10. No alcoholic beverages should be purchased through or with chapter funds nor should the purchase of same for members or guests be undertaken or coordinated by any member in the name of or on behalf of the chapter. The purchase or use of a bulk quantity or common source(s) of alcoholic beverage, for example, kegs or cases, is discouraged. For example, members may not use chapter funds to purchase drink tickets for members or attendees.

11. OPEN PARTIES, meaning those with unrestricted access by non-members of the sorority/fraternity, without specific invitation, where alcohol is present, are not recommended. Any event with alcohol present that can or will be associated with an entity of a sorority/fraternity should require a guest list be prepared 24 hours in advance of the event. It is recommended that a list of those who attend be maintained for several years.

*Sexual Abuse and Harassment*

An organization should not tolerate or condone any form of sexist or sexually abusive behavior on the part of its members, whether physical, mental or emotional. This is to include any actions, activities or events, whether on chapter premises or an off-site location which are demeaning to all individuals, including but not limited to verbal harassment, sexual assault by individuals or members acting together. The employment or use of strippers, exotic dancers or similar, whether professional or amateur, at a sorority/fraternity event as defined in this policy should not be allowed.

*Adapted from FIPG Risk Management Guidelines*
Financial Agreement

CU Denver Sorority and Fraternity Life and the Office of Student Life and Campus Community does not manage or handle finances for recognized Greek chapters. Chapters must utilize the tax ID number of their national organization and hold an off-campus bank account.

For on-campus expenses, specifically to the Auraria Higher Education Center (AHEC) or University Rooms and Resources, chapters will need to meet with a Sorority and Fraternity Life staff member to create an account and setup payment.

Travel Guidelines

The Student Organization Travel guidelines apply to students who are members of a recognized University of Colorado Denver (CU Denver) student organization in good standing and who plan to travel domestically.

Students who are traveling internationally must follow the policies and guidelines from the Office of International Affairs.

Review the CU Denver Student Organization Travel Guidelines at mylynx.ucdenver.edu. Chapter members are required to complete and sign a Student Travel Authorization Form via MyLynx at least 2 weeks prior to their departure date.

Greek Organization Recruitment Guidelines

A social Greek letter organization must be recognized and in good standing with the University to be eligible to participate in CU Denver Sorority and Fraternity Life Recruitment.

Sororities and fraternities recognized by CU Denver may not recruit CU Anschutz Medical Campus students or hold recruitment events at AMC.

CU Denver Sorority and Fraternity Life offers students freedom to recruit members of all gender identities and expressions and structure the chapter in a way that feels inclusive, meaningful and non-discriminatory.

University of Colorado Denver | Anschutz Medical Campus Nondiscrimination Clause

The University of Colorado Denver | Anschutz Medical Campus is committed to maintaining a positive learning, working, and living environment. As such, the University does not discriminate on the basis of race, color, national origin, pregnancy, sex, age, disability, creed, religion, sexual orientation, gender identity, gender expression, veteran status, political affiliation, or political philosophy in admission and access to, and treatment and employment in, its educational programs and activities. (Regent Law, Article 10).

Prior to Sorority and Fraternity Life Recruitment, chapter presidents and/or recruitment chairs must attend a recruitment process planning session or meet with a CU Denver Sorority and Fraternity Life staff member to prepare for the event schedule. Chapters who do not attend a planning session or meet with a Sorority and Fraternity Life staff member prior to recruitment are not eligible to participate in the process.

Chapters are required to submit a Recruitment Events Form via MyLynx noting event description and logistics two weeks prior to CU Denver Sorority and Fraternity Life Recruitment.

Deferred Recruitment

CU Denver Sorority and Fraternity Life participates in deferred recruitment meaning only students who have completed one semester at the University may participate in Sorority and Fraternity Life Recruitment. The
deferred recruitment model allows new students the opportunity to focus on adjusting to University Life and learn about the complexities of partaking in a lifetime commitment to a social Greek letter organization.

Students who have yet to complete one semester at CU Denver may not participate in Sorority and Fraternity Life Recruitment.

Eligibility

Students are required to register for recruitment prior to participation. Upon submitting the Sorority and Fraternity Life Recruitment Registration Form via MyLynx, students will be notified of CU Denver Sorority and Fraternity Life informational sessions, in which they will meet recognized Greek organizations and learn what to expect during the recruitment process.

To participate in recruitment, potential new members must be full-time undergraduate or graduate students at CU Denver with a cumulative GPA of 2.0.

Potential new members must not be affiliated with another social Greek letter organization to be eligible to participate in Sorority and Fraternity Life Recruitment.

Student Code of Conduct

*The statements below are not the entirety of the CU Denver Student Code of Conduct. Review the full Student Code of Conduct via http://www.ucdenver.edu/life/services/standards/Documents/CUDenver-CodeofConduct.pdf.

The student code of conduct shall apply to behavior which occurs on campus, at university-sponsored programs or activities, and to off-campus behavior which adversely affects the university community, poses a threat to the safety of persons or property, or damages the institution’s reputation or relationship with the greater community.

In addition, CU Denver may adjudicate student violations of laws and ordinances designed to protect civility and quality of life through the student conduct process.

Student Organizations

a. Student organizations may be charged with violations of the student code of conduct to the same extent as students.

b. Student organizations, as well as their members and other students, may also be held collectively and/or individually responsible for violations of the student code of conduct on-campus as well as off-campus.

c. The student organization officers, leaders, or individuals currently listed in an official position in CU Denver Student Organization records may be held collectively and/or individually responsible when such violations are committed by persons associated with the organization who have received consent or encouragement from the organization officers or leaders if those officers or leaders knew or reasonably should have known that such violations were being or would be committed.

d. The officers or leaders of a student organization may be directed to take action designed to prevent or end such violations by the organization or by any persons associated with the organization. Failure to comply with a directive may be considered a violation of the student code of conduct, both by the officers or leaders of the organization, and by the organization.

Prohibited Student Behavior (Adapted from CU Denver Student Code of Conduct)

Hazing: Any act which may produce, or is intended to produce, mental or physical discomfort, embarrassment, harassment, or ridicule, or any acts which are humiliating, intimidating, or demeaning, or that endanger the health and safety of another person. Such acts include, but are not limited to, paddling in any form, inducement of
excessive fatigue, required exercise inconsistent with the mission of the organization, or physical or psychological shocks; personal servitude; engaging in public stunts, morally degrading or humiliating games and activities; forced or coerced consumption, drinking games, or other unorganized activities, late work sessions, and other obligations which interfere with scholastic purposes of the organization; and any other activity inconsistent with the purposes of the organization’s constitution, bylaws, standing rules and policies, or university policy.

Bullying: Severe aggressive behavior likely to intimidate or intentionally harm, control, or diminish another person, physically or mentally (that is not speech or behavior otherwise protected by the First Amendment). Cyber-Bullying occurs when an individual is tormented, threatened, harassed, humiliated, embarrassed, or otherwise targeted by another person using the internet, interactive and digital technologies or mobile phones.

Failure to Report a Known Violation: Being in the presence of another individual as they violate the student code of conduct and failing to report the behavior. To avoid being in violation for aiding and abetting, a student must leave the area and report the incident to the appropriate office in a timely manner.

Recruitment Process and Event Management

Formal sorority and fraternity recruitment will occur on dates designated by CU Denver Sorority and Fraternity Life in consultation with national organizations/councils and their respective CU Denver chapters. Organizations may only hold informal recruitment processes outside of formal CU Denver Sorority and Fraternity Life Recruitment dates with approval from CU Denver Sorority and Fraternity Life.

There will be no unauthorized recruitment activities such as “campus crashing”, “ghost lines”, recruiting or soliciting membership, pre-initiation activities, pledging, educating and/or initiating CU Denver students without having approved recognition as a recognized chapter through the Office of Student Life and Campus Community.

Chapters are invited to table to promote formal recruitment throughout the academic year and during the week of CU Denver Sorority and Fraternity Life Recruitment through University facilities and/or the Auraria Higher Education Center (AHEC).

Sororities and fraternities participating in recruitment must host the following events in consecutive order during the week-long process:

*CU Denver Sorority and Fraternity Life may substitute a week-long event schedule for a Sorority and Fraternity Life Recruitment Weekend event schedule depending upon chapter and participant feedback.*

- Info Night
- Two Social Events
- Bid Night

Social events must incorporate themes associated with the CU Denver Sorority and Fraternity Life mission, values, commitment to diversity and inclusion, and learning outcomes.

Chapters are required to submit a Recruitment Events Form via MyLynx noting event description and logistics two weeks prior to CU Denver Sorority and Fraternity Life Recruitment.

CU Denver Sorority and Fraternity Life encourages substance free recruitment events. Students partaking in underage drinking or illegal activity will receive sanctions adhering to Student Conduct and Colorado law.

Chapters are required to submit a Potential New Member Roster and Recruitment Evaluation by Tuesday following the week of CU Denver Sorority and Fraternity Life Recruitment noting names of potential new members, student identification numbers, whether potential new members accepted or denied a bid, and a brief recruitment events evaluation.
New Member Education Process
Upon completion of CU Denver Sorority and Fraternity Life Recruitment, chapters are required to submit a New Member Education Timeline form via MyLynx within 5 business days of CU Denver Sorority and Fraternity Life Recruitment. Within the form, a chapter must provide the following information:

- Length of new member process
- Requirements of potential new members (i.e. community service hours, training requirements, study hour requirements, etc.)
- Potential initiation date

New member education processes may not last any longer than 8 weeks (2 months).

Considerations
Dirty Rushing
Greek chapters are advised to not speak poorly or slander the name of another organization to a potential new member.

Chapters should be mindful of communication with potential new members and refrain from using language that falsely guarantees an organization bid.

Active members are discouraged to send out any form of private communication to pressure a potential new member to join an organization.

Finances
CU Denver Sorority and Fraternity Life and chapters participating in Sorority and Fraternity Life Recruitment are required to provide potential new members a full scope of new member and annual active member fees. New member and annual active member fees must be discussed during the Info Night recruitment event.

Chapters are expected to fund their recruitment expenses including but not limited to facilities, food and drinks, decorations, etc.

Chapters are encouraged to spend no more than $100 per Recruitment Week event.

Sorority and Fraternity Life Accreditation Program
Recognized sororities and fraternities at CU Denver are required to participate in the Sorority and Fraternity Life Accreditation Program each academic year. The program is designed to measure success and areas for improvement within each chapter.

CU Denver Sorority and Fraternity Life holds the Greek community to high standards and is committed to supporting chapters in achieving excellence. Student conduct within a chapter will be assessed along with completion of the accreditation program.

The Sorority and Fraternity Life Accreditation program seeks to measure success in the following areas:

- Diversity and Inclusion
- Leadership
- Learning and Scholarship
- Health and Wellness
- School Spirit and Community Impact
### Accreditation Levels

Each area notes a Bronze level or minimum requirement of accreditation, as well as Silver and Gold levels. Chapters must meet all Bronze level requirements to be eligible for Silver level accreditation. To be eligible for Gold level accreditation, chapters must meet Silver level requirements.

Organizations are evaluated within each component as a means to provide transparency and accountability to the University and Greek community.

Minimum requirements for each accreditation component must be met by the end of the Fall semester.

A chapter executive board representative must meet with a CU Denver Sorority and Fraternity Life staff member once per month throughout the Fall and Spring semesters to assess program progress and receive necessary support.

### Accreditation Standards

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<th>Bronze</th>
<th>Silver</th>
<th>Gold</th>
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<tr>
<td><strong>Diversity and Inclusion</strong></td>
<td>All Chapter executive board members and Recruitment Chair participate in a LGBTQ Competency Training through the LGBTQ Student Resource Center</td>
<td>No less than 75% of chapter participates in a Cross-Cultural Connections series discussion, Hot Topics event, or diversity/inclusion-centered event AND At least 3 chapter members attend a CU Denver Student Org Council meeting</td>
<td>Chapter executive board attends a training through the Office of Equity Potential Training Options: Not on My Campus for Students Equity 101: What We Do Equity 201: Supporting Survivors Equity 301: Ally Training OR No less than 50% of chapter participates in a social justice centered event, conference/summit, all-day training, etc.</td>
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<tr>
<td><strong>Leadership</strong></td>
<td>Chapter sends two delegates to CU Denver SFL Council meetings throughout academic year AND 100% of chapter completes a hazing prevention training via national organization or CU Denver Sorority</td>
<td>Chapter collaborates with another CU Denver sorority or fraternity to create a leadership-based event, training, or workshop [optional: open to the student body]</td>
<td>No less than 50% of members participate in one on or off-campus leadership development conference during the academic year</td>
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<tr>
<td>Learning and Scholarship</td>
<td>Members uphold GPA requirement dictated by national organization chapter elects a scholarship/academic chair AND No less than 75% of chapter participates in one academic or career development-based workshop during academic year Potential Academic/Career Development Workshops: <em>True Colors w/ Student Life and Campus Community</em> <em>Clifton Strengths Assessment w/ Career Center</em> <em>Resume and Cover Letter Meetups w/Career Center</em> <em>Myers Briggs Type Indicator (MBTI)</em></td>
<td>Chapter hosts/co-hosts one academic or career development-based program during academic year OR No less than 75% of chapter participates in two academic or career development-based programs during academic year</td>
<td>No less than 75% of chapter members have a cumulative GPA of 3.5</td>
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### Assessment w/ Career Center
- Student Organization-hosted academic/career development workshop

### School Spirit and Community Impact

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<th>Requirement</th>
<th>Activity</th>
<th>Notes</th>
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<td>No less than 75% of chapter participates in a Community Engagement-facilitated Intro to Service training AND Chapter completes community service requirement set by national organization and submits the Community Service Hours Tracking Log via MyLynx</td>
<td>No less than 50% of chapter attends a CU Denver Club Sport team home game OR No less than 50% of chapter participates in a Community Engagement hosted service opportunity Potential Community Engagement Service Opportunities: <em>Lynx Day of Service</em> <em>Lynx Alternative Breaks</em> <em>Stop and Serve</em> <em>Make a Difference Day</em> <em>Lynx to the Community</em> <em>CU in the Community</em> <em>Giving Tuesday</em></td>
<td>No less than 50% of chapter participates in or hosts an advocacy and/or activism event, workshop, seminar, or training alongside a community partner, non-profit organization, etc. OR No less than 50% of chapter participates in a Student Wellness Center Intramural Sport team for one semester</td>
</tr>
<tr>
<td>Health and Wellness</td>
<td>No less than 75% of chapter participates in Bystander Intervention Training w/ The Phoenix Center at Auraria</td>
<td>No less 75% of chapter attends Interpersonal Violence 101 w/ The Phoenix Center at Auraria OR No less than 75% of chapter attends a Student and Community Counseling Center (SCCC) workshop, training or lecture OR No less than 75% of chapter participates in a Women and Gender Center-facilitated training Potential Training Options: Sexism and Feminism Unpacking Masculinities Sex Education OR No less than 75% of chapter participates in an alcohol/drug prevention workshop or training hosted by the Health Center at Auraria or other relevant campus department</td>
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**CU Denver Sorority and Fraternity Life Contact Information**

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