

Cornell University

Panhellenic Association

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Article I. Name & Structure

Section 1. The name of this organization shall be the Cornell University Panhellenic Association.

Section 2. The Cornell University Panhellenic community shall be governed by the Panhellenic Association and Panhellenic Council.

Section 3. The name of the executive committee governing the Panhellenic community shall be the Panhellenic Council and shall consist of the President, Executive Vice President, Vice President Judicial, Vice President Diversity, Equity, and Inclusion, Vice President Membership, Vice President Finance, Vice President Advocacy, and Vice President Programming.

Section 4. The name of the legislative body governing the Panhellenic community shall be the Panhellenic Association and shall be comprised of one delegate from each member chapter. The Panhellenic Council shall serve as the officers of the Panhellenic Association.

Article II. Object

The object of the Panhellenic Association shall be to develop and maintain women's fraternity life and interfraternity relations at a high level of accomplishment and in so doing to:

1. Consider the goals and ideals of member groups as continually applicable to campus and personal life.
2. Promote superior scholarship and intellectual development.
3. Cooperate with member women's fraternities and the university administration in concern for and maintenance of high social and moral standards.
4. Act in accordance with National Panhellenic Conference (NPC) Unanimous Agreements, policies, and best practices.
5. Act in accordance with such rules established by the Panhellenic Council as to not violate the sovereignty, rights, and privileges of member women's fraternities.

Article III. Membership

Section 1. Membership Classes

There shall be three classes of membership of Panhellenic chapters: regular, provisional and associate.

1. **Regular membership.** The regular membership of the Cornell University Panhellenic Association shall be composed of all installed chapters of NPC fraternities at Cornell University. Regular members of the College Panhellenic Association shall pay dues as determined by the College Panhellenic Council. Each regular member shall have voice and one vote on all matters.
2. **Provisional membership.** The provisional membership of the Cornell University Panhellenic Association shall be composed of all establishing chapters of NPC fraternities at Cornell University. Provisional members shall pay no dues and shall have voice but no vote on all matters. A provisional member shall automatically become a regular member upon being installed as a chapter of an NPC fraternity.

3. **Associate membership.** Local sororities or national or regional non-NPC member groups may apply for associate membership of the Cornell University Panhellenic Association. The membership eligibility requirements and the process for submitting an application and approval of the application shall be determined by the Panhellenic Association. Associate members shall pay dues as determined by the College Panhellenic Council. An associate member shall have voice and one vote on all matters except extension-related matters and, if they are not participating in the formal recruitment process, they shall not have a vote on recruitment rules and establishment or modification of Panhellenic total. An associate member may be expelled for cause by a majority vote of the Panhellenic Association. An associate member shall not be entitled to vote on the question of its expulsion.

Section 2. Privileges and Responsibilities of Membership

1. **Duty of compliance.** All members, without regard to membership class, shall comply with all NPC Unanimous Agreements and be subject to these Cornell University Panhellenic Association bylaws, code of ethics and any additional rules this Panhellenic Association may adopt unless otherwise prescribed in these bylaws. Any rules adopted by this Panhellenic Association in conflict with the NPC Unanimous Agreements shall be void.

Section 3. Extension

Extension is the process of adding an NPC women's fraternity. The Cornell University Panhellenic Association shall follow all NPC Unanimous Agreements and extension guidelines within the Manual of Information.

1. **Extension Committee.** The extension committee, composed of one member from each member group, chaired by the Panhellenic President, or their designee, will review materials from each extension candidate and make a proposal to the Panhellenic Association.
2. **Voting Rights.** Only regular members of the Panhellenic Association shall vote on extension matters.
3. **Selection and Approval.** Once the selection of an organization has been determined, the Extension Committee will submit their recommendation to Cornell University's Growth Committee for final recommendation to University Officials.⁹

Article IV. The Panhellenic Council

Section 1. Officers

The officers of the Cornell University Panhellenic Association shall be known as the Panhellenic Council. The Panhellenic Council shall consist of the President, Executive Vice President, Vice President Judicial, Vice President Diversity, Equity, and Inclusion, Vice President Membership, Vice President Finance, Vice President Advocacy, and Vice President Programming.

Section 2. Eligibility

All officers of the Panhellenic Council must be in good standing with the University and their individual member group. Candidates shall not serve as President, Delegate, or the officer in charge of recruitment of their individual member group at the same time as serving on Panhellenic Council. All candidates must be able to serve the full term. The following positions must be held by a person of Junior status or above: President, VP Membership, and Director of Recruitment Counselors.

Eligibility to serve as an officer shall depend on the class of membership:

1. Only those who are Regular members of the Cornell University Panhellenic Association shall be eligible to serve as an officer.
 - a. Only those whose individual member organizations are in good standing with Cornell University and the Office of Sorority and Fraternity Life shall be eligible to serve as an officer.
2. Provisional and Associate members of the Cornell University Panhellenic Association shall not be eligible to serve as an officer.

Section 3. Office-Holding Limitations

No more than two members from the same chapter shall hold office during the same term. An individual chapter is discouraged from holding the Office of Panhellenic President or VP Judicial for two consecutive years. All officers must be in good standing with the university and their individual member organization.

Section 4. Slating Committee

The Slating Committee shall be chaired by the outgoing VP Judicial and shall consist of the Panhellenic President and the Panhellenic Advisor, serving in an ex-officio capacity. The VP Judicial, Panhellenic President, and Panhellenic Advisor will serve as mediators of the election process and provide information about the Panhellenic Council and positions. The Slating Committee shall consider the qualifications of all candidates for elected officers and shall nominate at least one name for each Panhellenic Council position.

Section 5. Slating Procedure

Elections for the Panhellenic Council shall occur before the end of the spring semester. The candidates for the Cornell University Panhellenic Council must submit a candidate packing (including a letter of intent and resume) to the Slating Committee by the date specified. All candidates for the Panhellenic Council must be in good standing with the University and their individual member group. The candidate must be able to serve the full term. The Slating Committee shall interview recommendable candidates and select a candidate for each elected officer position. Immediately following, a representative of the Slating Committee shall contact each slated candidate in person or by phone for permission to place her name on the slate, reminding each candidate of the confidentiality of the slated position. The Slating Committee shall prepare a statement of qualifications for each person slated. The statement of qualifications for each candidate and each candidate's letter of intent will be shared with Panhellenic Delegates at least 36 hours before the elections. The proposed slate will be presented at a meeting of the Panhellenic Association. After the slate is formally presented, chapters shall have time to discuss their thoughts and ask the slated candidates any questions, if they wish. Panhellenic delegates shall then cast the chapter vote. Candidates will be officially elected upon receiving a majority vote.

Section 6. Term

The officers shall serve for a term of one year or until their successors are selected. Transition Ceremony and Oaths of Office will take place in the final weeks of the Spring Semester. The period between election and official transition shall be a period of onboarding and training, with outgoing and incoming officers sharing the responsibilities of the role. Incoming officers officially assume their roles upon the completion of classes for the Spring Semester.

Section 7. Meetings

All officers of the Panhellenic Council are required to attend meetings. Regular meetings of the Panhellenic Council shall be held weekly at an agreed upon time. Special meetings of the Panhellenic Council may be called by the

President when necessary. A majority of Panhellenic Council members shall constitute a quorum for the transaction of business.

Section 8. Duties of Officers

The Panhellenic Council shall administer routine business between meetings of the Panhellenic Association and such other business as has been approved for action by Panhellenic Association vote. All officers are expected to maintain communication with their Interfraternity Council and Multicultural Greek & Fraternal Council counterparts as well as the Panhellenic Advisor and the Office of Sorority & Fraternity Life. All officers are expected to maintain confidentiality of the matters discussed within the Panhellenic Council.

1. President:

- a. Hold overall responsibility for the operations of the Panhellenic Association.
- b. Call and preside at all regular and special meetings of the Panhellenic Association, Panhellenic Council, and Panhellenic Presidents.
- c. Serve as an ex-officio member of any Panhellenic Association committees, with the exception of the Peer Accountability Board, with a voice but no vote; serve as a member of the Slating Committee.
- d. Act as official Panhellenic representative to all University bodies and serve as spokesperson for Panhellenic in the event of a crisis or emergency.
- e. Oversee functionality of all Panhellenic Council members.
- f. Ensure all NPC reports and communication are completed on time, including grade reports and the annual report.
- g. Communicate regularly with the Panhellenic Advisor and the NPC area advisor.
- h. Be familiar with the NPC Manual of Information and all governing documents of this association.
- i. Maintain current copies of all governing documents and other pertinent materials from the past three years.
- j. Maintain a complete and current list of resources, materials, and email, containing information on all pertinent programs and activities.
- k. Serve as a member of the Peer Accountability Board, as needed.
- l. Perform all other duties as assigned.

2. Executive Vice President:

- a. Perform duties of the President in their absence.
- b. Oversee and serve as Advisor to the Junior Panhellenic Association.
- c. Coordinate with OSFL regarding the Andrew Dickson White Leadership Conference, Dr. Susan H. Murphy Awards Program, & the Panhellenic Alumnae Ceremony.
- d. Serve as an Advisor to the New Member Educators.
- e. Provide oversight and feedback on New Member Education Plans.
- f. Oversee the Panhellenic Council officer transitions,
- g. Be familiar with the NPC Manual of Information and all governing documents of this association.
- h. Maintain a complete and current list of resources, materials, and email, containing information on all pertinent programs and activities.
- i. Serve as a member of the Peer Accountability Board, as needed.
- j. Perform all other duties as assigned.

3. Vice President Judicial:

- a. Serve as the Panhellenic Peer Accountability Officer.
- b. Act as Parliamentarian at all Panhellenic Council meetings.
- c. Oversee the Panhellenic Council Elections process.
- d. Serve as the chairperson of the Slating Committee.
- e. Oversee functionality of all chapter Risk Managers and Judicial Standards, to ensure accountability.
- f. Oversee all governing documents and processes and purpose amendments as necessary.
- g. Organize/Coordinate with OSFL all Risk Management programs, including: Sober Monitor Training, Slope Day Summit, & Event Management Training.
- h. Be familiar with the NPC Manual of Information, NPC Peer Accountability Guidebook, and all governing documents of this association.
- i. Maintain a complete and current list of resources, materials, and email, containing information on all pertinent programs and activities.
- j. Perform other duties as assigned.

4. Vice President Diversity, Equity, and Inclusion:

- a. Sponsor member experience events under the topics of diversity and inclusion.
- b. Highlight cultural events occurring on campus, hosted by organizations and promote collaboration.
- c. Provide oversight to chapters on how to create effective, tangible change towards inclusivity in their organizations.
- d. Oversee chapters' successful implementation of events and trainings relative to inclusivity.
- e. Ensure all membership receives training on effective allyship, unconscious bias, and microaggressions on an annual basis.
- f. Identify and escalate any reported incidents of bias to any and all appropriate channels, including but not limited to OSFL staff, BART, etc..
- g. Encourage collaborative partnerships, programming, and sustainable change to achieve inclusivity.
- h. Chair the Greek Diversity, Equity, and Inclusion Committee, hosting regular meetings and events.
- i. Provide guidance to members who would like to educate chapters or talk to individual chapter members regarding diversity and inclusion.
- j. Serve as a Member of the Recruitment Team.
- k. Maintain a high level of confidentiality and serve as an outlet for diversity, equity, and inclusivity concerns from chapters and members.
- l. Maintain a complete and current list of resources, materials, and email, containing information on all pertinent programs and activities.
- m. Serve as a member of the Peer Accountability Board, as needed.
- n. Perform other duties as assigned.

5. Vice President Membership:

- a. Oversee all recruitment processes for the Panhellenic Association.
- b. Propose updates to recruitment rules & processes, annually, and oversee the creation and communication of recruitment guidelines.
- c. Serve as chair of the Recruitment Committee.
- d. Oversee the Director of Recruitment Counselors and Director of Recruitment Operations .
- e. Assist with oversight and feedback on Recruitment Plans.

- f. Plan, at least, two Recruitment publicity events during the Fall semester, including Recruitment Goes Live!
 - g. Assist with creation of any recruitment publicity items, including: recruitment t-shirts, recruitment advertising, etc.
 - h. Oversee the design and distribution of all publicity documents and events, relating to membership recruitment in coordination with the Director of Communication.
 - i. Chair the Recruitment Team.
 - j. Coordinate, in collaboration with the Panhellenic Advisor, all Continuous Open Bidding information.
 - k. Be familiar with the NPC Manual of Information and all recruitment governing documents and processes
 - l. Maintain a complete and current list of resources, materials, and email, containing information on all pertinent programs and activities.
 - m. Serve as a member of the Peer Accountability Board, as needed.
 - n. Perform other duties as assigned.
6. Vice President Finance:
- a. Supervise the finances of the Cornell Panhellenic Association, corresponding with Scriabba Walker on all budget matters.
 - b. Receive all payments to the Panhellenic Association, collect all dues, and provide receipts when necessary.
 - c. Oversee the General Member Dues and New Member Dues Programs.
 - d. Work with member organizations' financial officers and assist them where necessary.
 - e. Prepare the annual budget and after its approval by the Panhellenic Association, provide a copy to each member organization.
 - f. Coordinate with IFC and MGFC to prepare and approve the Tri-Council budget.
 - g. Provide financial reports at each regular meeting of the Panhellenic Council and an annual report at the close of their term to the Panhellenic Association.
 - h. Keep up-to-date records of all receipts, reimbursements, and contracts.
 - i. Communicate reimbursements to Scriabba Walker in a timely manner.
 - j. Maintain a complete and current list of resources, materials, and email, containing information on all pertinent programs and activities.
 - k. Serve as a member of the Peer Accountability Board, as needed.
 - l. Perform other duties as assigned.
7. Vice President Advocacy:
- a. Keep track of all community service hours completed by Panhellenic organizations.
 - b. Inform chapters about the requirements of GIVE standard.
 - c. Maintain a robust GIVE menu through outreach to Tri-Council chapters and outside organizations.
 - d. Assist VP Programming, as needed, with Service or Advocacy initiatives.
 - e. Oversee Philanthropy chairs from each chapter.
 - f. Maintain a complete and current list of resources, materials, and email, containing information on all pertinent programs and activities.
 - g. Serve as a member of the Peer Accountability Board, as needed.
 - h. Perform other duties as assigned.

8. Vice President Programming:

- a. Organize Panhellenic programs and events throughout the year.
- b. Maintain a working relationship with relevant mental health and wellbeing groups at Cornell.
- c. Serve on any committee involving joint programming of the Panhellenic Association.
- d. Communicate with outside organizations regarding Panhellenic sponsorship.
- e. Oversee the Director of Communications.
- f. Coordinate with Director of Communications for all publicity of outside sponsorship advertisement.
- g. Assist VP Advocacy, and any other Council member as needed, with Programming initiatives.
- h. Maintain a complete and current list of resources, materials, and email, containing information on all pertinent programs and activities.
- i. Serve as a member of the Peer Accountability Board, as needed.
- j. Perform other duties as assigned.

Section 9. Removal & Vacancies

Any officer may be removed for cause by a vote of two-thirds of the Panhellenic Association or by a unanimous vote of the rest of the council. Any officer will be removed if she falls in bad standing with Cornell University or her member organization. Vacancies shall be filled in the same manner of selection as provided in Section 3 of this article.

Section 10. Director Roles

All Director roles will be filled through an application process, and the Panhellenic Council will have the ability to select individuals who best meet the needs of the roles.

1. Director of Communication

- a. Create advertisements and media, as needed
- b. Assist Executive VP, as needed, with Communication initiatives
- c. Provide quarterly electronic newsletters to alumnae and collegiate members
- d. Oversee Maintenance of all Cornell Panhellenic social media and publicity
- e. Assist VP Programming, as needed, with event promotion and communication.

2. Director of Recruitment Logistics

- a. Manage recruitment software and updates throughout formal recruitment, and host trainings in the fall for all users
- b. Coordinate all accessibility rides and absence notifications
- c. Serve as members of the Recruitment Team
- d. Assist VP Membership, as needed, with Recruitment related initiatives

3. Director of Recruitment Counselors

- a. Works with VP Membership to advertise and select all Recruitment Counselors
- b. Plan and execute the Recruitment Counselor Training
- c. Serve as member of the Recruitment Team
- d. Maintain open communication with Recruitment Counselors around expectations and responsibilities, fielding all questions
- e. Assist VP Membership, as needed, with Recruitment related initiatives

Article V. The Panhellenic Association

Section 1. Authority

It shall be the duty of the Panhellenic Association to conduct all business related to the overall welfare of the Cornell University Panhellenic including, but not limited to: annually review and adjust total as needed; determine dues; approve the annual budget; consider extension; set a calendar of events; determine programming; and establish recruitment rules. The Panhellenic Association shall also have the authority to adopt rules governing the College Panhellenic that do not violate the sovereignty, rights, and privileges of member women's fraternities.

Section 2. Composition and Privileges

The Cornell University Panhellenic Association shall be composed of one delegate and one alternate delegate from each regular, provisional and associate member group at Cornell University as identified in Article III. The delegates shall be voting members of the Panhellenic Association except as otherwise provided in Article III of these bylaws. An alternate delegate shall act and vote in the place of the delegate when the delegate is absent. An individual may act as an alternate delegate provided that their credentials have been presented to the association President.

Section 3. Selection of Delegates

Delegates and alternatives to the Panhellenic Association shall be selected by their respective chapters.

Section 4. Delegate Vacancies

When a delegate vacancy occurs, it shall be the responsibility of the organization affected to select a replacement and to notify the Executive VP of their name, email, and telephone number within two weeks.

Section 5. Delegate Duties and Responsibilities

1. Panhellenic Delegate:
 - a. Attend and participate in all Panhellenic Association meetings.
 - b. Present regular College Panhellenic Association reports at member organization chapter meetings.
 - c. Support NPC Unanimous Agreements, policies, and procedures.
 - d. Understand local College Panhellenic Association policies and procedures.
 - e. Consult member sorority's chief panhellenic officer for assistance and advice regarding College Panhellenic concerns, if needed.
 - f. Be prepared and knowledgeable about College Panhellenic concerns, the views of the member organization and chapter, and how to voice concerns to the Panhellenic Council.

Section 6. Meetings

Delegates must attend each meeting of the Panhellenic Association. Two-thirds of the delegates from the member fraternities of the Cornell University Panhellenic Association shall constitute a quorum for the transaction of business. Regular meetings of the Panhellenic Association shall be held bi-weekly on Wednesday at 6:30pm. Should a Panhellenic Delegate miss more than two Panhellenic Association meetings, the Peer Accountability Process will be engaged with their member organization; the chapter will be asked to discuss reasons and future options with the Peer Accountability Officer/Board.

Special meetings of the Panhellenic Association may be called by the President when necessary and shall be called by them upon the written request of no fewer than one-fourth of the member women's fraternities of the Cornell

University Panhellenic. Notice of each special meeting of the Panhellenic Association shall be sent to each member of the Panhellenic at least 24 hours prior to convening the meeting; however, such notice may be waived, and attendance at such meeting shall constitute a waiver of said notice.

Section 7. Vote Requirements

Proposed motions on issues that impact a chapter as a whole must be announced at least 48 hours before to allow opportunity for chapter input before a vote may be taken on the issue. A two-thirds vote of the Panhellenic Association shall be required to approve a re-establishment plan and for all extension-related votes. All other votes, unless specified in these bylaws, shall require a majority vote for adoption. (See the Article on Amendment of Bylaws for specific voting requirements for the amendment of these bylaws.)

Article VI. The Panhellenic Advisor

Section 1. Appointment

The Panhellenic Advisor of the Cornell University Panhellenic Association shall be appointed by the Cornell University administration.

Section 2. Authority

The Panhellenic Advisor shall serve in an advisory capacity to the Cornell University Panhellenic Association. The Advisor shall have voice but no vote in all matters of the Panhellenic Association and the Panhellenic Council.

Article VII. Committees

Section 1. Appointment of Committee Membership

The Panhellenic Council shall appoint the members and chairperson of all standing and special committees, except as provided otherwise in these bylaws, and, in making these appointments, recognize fair representation from all organizations as much as possible. The President shall be an ex-officio member of all committees except the Peer Accountability Board.

Section 2. Standing Committees

The standing committees of the Cornell University Panhellenic Association shall be the Peer Accountability Board, Junior Panhellenic Council, and the Diversity, Equity, and Inclusion Committee. The standing committees shall serve for a term of one year, which shall coincide with the term of the officers.

1. Peer Accountability Board

The Peer Accountability Board must consist of the VP Judicial as the presiding officer, two members of the College Panhellenic Executive Board selected at random and rotated between accountability, resolution meetings, and the fraternity/sorority advisor as an ex-officio non-voting member.

In accordance with NPC Unanimous Agreement VII. College Panhellenic Association Peer Accountability Process, it shall be the Peer Accountability Board's duty to hold a formal accountability resolution meeting to adjudicate all alleged infractions of the NPC Unanimous Agreements and policies, the bylaws, code of ethics, standing rules and membership recruitment rules of the Cornell University College Panhellenic Association that are not settled through an informal accountability resolution meeting. The members of the Peer Accountability Board shall maintain confidentiality throughout and upon completion of the process.

2. Junior Panhellenic Council

The Junior Panhellenic Council shall consist of the Executive VP as advisor and members from all organization's new member class. The council will be selected at the conclusion of Formal Membership Recruitment. The Junior Panhellenic Council shall be responsible for discussing the new member experience to better understand the Greek community as a whole and planning a philanthropy and/or outreach event.

3. Diversity, Equity, and Inclusion Committee

The Diversity, Equity, and Inclusion Committee shall be chaired by the VP Inclusion and shall consist of the Diversity, Equity, and Inclusion chairs from each regular, provisional, and associate member group. Any other individual in the Panhellenic community with a desire and interest in social equity and inclusion work may additionally join the committee (i.e., each member chapter must have at least one representative on the committee—their DEI chair—but additional interested individuals can join independently). The committee will meet on a monthly basis to discuss ongoing efforts and collaborations. Respective committees will select an area of focus for each semester. These topics may include but are not limited to disabilities, gender identity, sexual orientation, race, ethnicity, socioeconomic status, or religion.

4. Presidents' Committee

The Presidents' Committee shall be chaired by the Panhellenic President and consist of the chapter presidents of all individual member groups. The Committee shall meet outside of Association meetings at least once a month at an agreed upon time, but presidents can also be called to Association meetings at the discretion of the Panhellenic President.

Section 3. Other Committees

Other such committees, standing or special, shall be appointed as deemed necessary by the Panhellenic Council.

Article VIII. Finances

Section 1. Fiscal Year

The fiscal year of the Cornell University Panhellenic Association shall be from July 1 to June 30, inclusive.

Section 2. Contracts

Dual signatures of the VP Finance and the President shall be required to bind the Cornell University Panhellenic Association on any contract.

Section 3. Payments

All payments due to the Cornell University Panhellenic Association shall be received by an accountant at Sciarabba Walker & Co., LLP, who shall maintain record. Payments shall be made payable to the Cornell Greek Community.

Section 4. Dues

1. The Panhellenic dues of each of the Cornell University Panhellenic Association member organizations shall be determined annually by the Panhellenic Council and based upon an assessment per chapter population to be approved by the Panhellenic Association.
2. Each potential new member will be assessed a fee for recruitment registration, determined during the budget approval process.
3. Delinquent dues may result in a loss of privileges as determined by the Judicial Board.

4. NPC College Panhellenic dues shall be paid yearly as invoiced by the NPC office.
5. Panhellenic Association membership dues shall be an assessment per member and new member.
 - a. The amount of such dues for the next academic year shall be determined by the Panhellenic Council no later than April of that year.
 - b. The dues of each Panhellenic Association member fraternity shall be payable on or before deadline noted by Sciarabba Walker & Co., LLP.

Section 5. Fees and Assessments

The Panhellenic Council shall have the authority to determine fees as may be considered necessary.

Section 6. Accumulation and Maintenance of Reserves

At the end of each fiscal year, the VP Finance from each council (the Interfraternity Council, the Panhellenic Council and the Multicultural Greek Fraternal Council) shall distribute net income as follows:

1. Each council will submit 80% of their net income to their council reserve and 20% to the Tri-Council reserve.
2. Net Income for the Tri-Council will also be submitted to the Tri-Council reserve.

Section 7. Use of Reserves

1. Individual Councils can use their own reserves as needed, requiring only the approval of the council's President and VP Finance.
2. Tri-Council reserves can be accessed for any Tri-Council expense or event with the approval of all council VPs Finance.
3. Tri-Council reserves can be accessed by an individual council subject to:
 - a. The approval of the remaining councils' VPs Finance.
4. Proper justification, implying:
 - a. Council requesting funds requires financial assistance for an expense or event related to new member education or recruitment.
 - b. Council requesting funds demonstrates that there is no functioning alternative to the expense or event that requires additional financing.

Section 8. Budget Voting

The budget may be voted on at any regular or special meeting of the Cornell University Panhellenic Association. A two-thirds vote is required to pass the budget, provided that the proposed budget has been announced and submitted in writing at the previous regular meeting, allowing an opportunity for member group input.

Article IX. Attendance

Section 1. Mandatory Attendance

If a chapter does not reach the attendance requirement at a mandatory Panhellenic event (given at least one week's notice), the chapter will be subject to the Peer Accountability Procedure, through which an appropriate sanction will be determined by the VP Judicial and/or the Peer Accountability Board.

Section 2. Attendance Violation

If a chapter is required to send a minimum number of members to another event and fails to do so, that chapter will be subject to the Peer Accountability Procedure, through which an appropriate sanction will be determined.

Section 3. Mandatory Committee Attendance

If a chapter does not reach the attendance requirement at a mandatory Association or committee meeting, the chapter will be subject to the Peer Accountability Procedure, through which an appropriate sanction will be determined.

Article X. Violation Resolution

Section 1. Violation

Chapters shall be held accountable for the conduct of their individual collegiate and alumnae members. Conduct contrary to the NPC Unanimous Agreements, these bylaws, the Panhellenic Code of Ethics, standing rules and/or membership recruitment regulations of the Cornell University Panhellenic Association, or Cornell University Recognition Policy shall be considered a violation.

Section 2. Informal Resolution

Members are encouraged to resolve alleged violations through informal discussion with the involved parties.

Section 3. Peer Accountability Procedure

The Cornell University College Panhellenic Association shall follow all NPC Unanimous Agreements and NPC guidelines for the Peer Accountability process.

Article XI. Hazing

All forms of hazing which affect either new members or active members are forbidden.

Section 1. Cornell University Hazing Definition, Cornell University Campus Code of Conduct.

To haze another person, regardless of the person's consent to participate. Hazing means an act that, as an explicit or implicit condition for initiation to, admission into, affiliation with, or continued membership in a group or organization, (1) could be seen by a reasonable person as endangering the physical health of an individual or as causing mental distress to an individual through, for example, humiliating, intimidating, or degrading treatment, (2) destroys or removes public or private property, (3) involves the consumption of alcohol or drugs, or the consumption of other substances to excess, or (4) violates any University policy.

Section 2. NPC Unanimous Agreements

Per the Unanimous Agreements, the National Panhellenic Conference supports all efforts to eliminate hazing. All forms of hazing shall be banned.

Article XII. Organization Expectations

Section 1. Philanthropy & Service

1. Each chapter submits a well-defined outline of intended service and philanthropy projects to VP Advocacy at the start of the semester.
 - a. A detailed event outline for each event should be submitted 3 weeks before the event to the VP Advocacy and an event report should be submitted after the event.
2. Chapters and individual members are responsible for upholding the GIVE (Greek Involvement and

Volunteering Excellence) Standard of community engagement and volunteering.

- a. On an individual level, members should fulfill the three points of the GIVE Standard, which are outlined below:
 - i. 1 Panhellenic point
 1. 1 philanthropy, service, or community engagement event from Panhellenic Council OR a Panhellenic chapter that is not the member's own chapter
 2. Panhellenic events that fulfill the Panhellenic points requirement will be listed in the Panhellenic GIVE Menu under the Panhellenic Events section
 - ii. 1 Tri-Council point
 1. 1 philanthropy, service, or community engagement events from an IFC (Interfraternity Council) or MGFC (Multicultural Greek & Fraternal Council) chapter
 2. IFC or MGFC events that fulfill the Panhellenic points requirement will be listed in the Panhellenic GIVE Menu, under the Tri-Council Events section
 - iii. 1 Community Engagement point
 1. 1 philanthropy, service, or community engagement events from a non-Greek organization
 2. A selection of Community Engagement events that fulfill the Community Engagement point will be listed in the Panhellenic GIVE Menu, under the Community Engagement section
 3. Members are able to count any philanthropy or community service event completed during the semester as a Community Engagement point, as long as the event is organized by a non-Greek organization
 - iv. All three Points must be recorded by individuals through the CampusGroups form that will be linked at the top of the GIVE Menu
- b. On a chapter level, chapters will receive a designation of the GIVE standard depending on what percentage of their members completed **all 3** points of the GIVE Standard
 - i. The levels of designation will be as follows:
 1. Gold - 80-100% of chapter completion
 2. Silver - 70-79% of chapter completion
 3. Bronze - 60-69% of chapter completion
 - ii. If less than 40% of chapter members in Fall 2023 and 50% beginning Spring 2024 complete their individual requirements, the chapter will not receive a designation of the GIVE standard and the chapter will be subject to a fine of \$1000 for Fall 2023 and \$2,000 starting in Spring 2024 and going forward, which will go towards the Panhellenic Scholarship Program. If a chapter does not meet the GIVE standard for two or more consecutive semesters, additional disciplinary action may be taken at the discretion of VP Advocacy.
 - iii. All chapters who reach the gold standard will be eligible to apply for a grant to be put towards their chapter philanthropy or to fund a community service project
3. Chapters should work towards community involvement through service and philanthropy to strengthen the relationships within the Panhellenic community and the local Ithaca community.
 - a. Each chapter is encouraged to support a local community partner in the Ithaca or the Greater

Tompkins County area to strengthen relationships in the Ithaca community. If a chapter is not associated with a local philanthropy, the philanthropy chair will work with the VP Advocacy to find an organization that aligns with the chapter's values.

- b. Each chapter is required to have at least one fundraiser or event raising money for their local or national philanthropy each semester.
 - a. In planning events, philanthropy chairs must communicate amongst themselves to determine dates that do not conflict and the event date must be reported to VP Advocacy. In the event of a conflict of dates the VP Advocacy is responsible for mediating.
4. Any philanthropy-based event must abide by Panhellenic guidelines.
 - a. All events must uphold the values of Panhellenic and are subject to review by the Panhellenic Council. This includes, but is not limited to, no alcohol present or chapter members under the influence of drugs or alcohol at any philanthropy event
 - b. No Panhellenic chapter's philanthropy events may be held on North Campus during the fall semester if they are open to the student body of Cornell. Exceptions include at the chapter house while upholding the rules of The Quarter System.
 - c. At any fundraising event or in-person advertising for said event, there must be information about the organization and cause targeted by the fundraiser clearly visible at all times.

Section 2. Diversity, Equity, and Inclusion

1. Each chapter will submit a well-defined outline of an intended diversity and inclusion education plan for each semester to the VP Inclusion before the fourth week of class for approval.
 - a. Events must demonstrate an effort to engage chapter members in dialogue concerning various social identities. One event per semester must be in conjunction with on-campus organization.
2. Each chapter is required to designate an Inclusion Chair and supporting committee.
 - a. The Inclusion Chair will attend an one-on-one meeting with the VP Inclusion within the first three weeks of the semester.
 - b. A committee should be formed by the chapter to support the Inclusion Chair. The formation of this committee will be left to the discretion of the chapter.
3. Chapters will be required to undergo a Microaggressions training each fall semester.
 - a. All chapter representatives from the diversity and inclusion committee will be trained by the VPI to conduct microaggression training to their respective chapters.
 - b. Failure to have 80% of the chapter undergo this training will result in social probation and exclude the chapter from participating in recruitment.
 - c. New Members
 - i. During the spring semester all new members of each chapter must undergo microaggressions training. Training will be facilitated by the Inclusion chair of each chapter. 85% of the new member class must attend this training. Chapters who do not meet this requirement must send the appropriate amount of new members to a make-up

session to meet this requirement.

Section 3. New Member Period & Big/Little Expectations

1. New Member Period lasts from Bid Day to approximately 4 weeks after the aforementioned day. The aforementioned day is subject to variation and must be abided by if changed by the Office of Sorority & Fraternity Life. The Office of Sorority & Fraternity Life will approve any extensions.
 - a. No more than 4 consecutive days of mandatory scheduled events are allowed during the New Member Period. During New Member Period, there shall be no more than three dry mixers a week.
 - b. No alcohol or alcohol paraphernalia may be given to New Members as gifts.
 - c. No alcohol or alcohol paraphernalia can be consumed with or in the same premises of any New Member (even if one is of legal drinking age) during New Member Period.
 - d. New Members may not be given or expected to wear costumes at any point throughout the week.
 - e. Each chapter must complete required trainings with their new members prior to the end of the New Member Period. The specifics of these requirements will be communicated to each chapter prior to the start of the New Member Period. These trainings may included, but are not limited to: Cayuga's Watchers, Consent Ed, and Inclusion Education. 85% attendance is required at all trainings, which will be tracked via an attendance Google Form. Failure to reach this minimum may result in engagement of the Peer Accountability process.
2. Big/Little Week must be registered with the Panhellenic Executive VP prior to Bid Day.
 - a. Chapters must have a meeting with all potential big sisters advising them of these regulations.
 - b. All gifts must be distributed at the Chapter facility. Bigs will not attempt to gain access to Littles residence hall rooms through any means, unless accompanied by the Little.
 - c. Bigs are not to interrupt classroom instruction.
 - d. No alcohol or alcohol paraphernalia can be consumed with or in the same premises of one's lineage (even if a lineage member is of legal drinking age) during New Member Period.
 - e. Any violation will result in judicial action via the Peer Accountability process.

Section 4. Fraternity Little Sister & Sweetheart Participation

1. The participation of Panhellenic women in Little Sister and Sweetheart initiations must adhere to the Campus Code of Conduct.
 - a. Any member found to have participated in hazing, dangerous, or offensive actions as part of an initiation will be brought before the Tri-Council Judicial Board and OSCCS.
 - b. This applies to both Fraternity and Sorority Sweethearts. Panhellenic women may not participate in fraternity recruitment events or in the hazing of new fraternity members, nor may they haze the Sweethearts of their respective sorority chapters.

Article XIII. Parliamentary Authority

The rules contained in the current edition of Robert's Rules of Order Newly Revised shall govern the Cornell University Panhellenic Association in all cases to which they are applicable and in which they are not inconsistent with the NPC Unanimous Agreements, these bylaws, and any special rules of order the Cornell University Panhellenic Association may adopt.

Article XIV. Amendment of Bylaws

Section 1. Bylaws

These bylaws may be amended at any regular or special meeting of the Cornell University Panhellenic Association by a two-thirds vote, provided that the proposed amendment has been announced and submitted in writing at least 48 hours before the meeting, allowing an opportunity for member group input.

Section 2. Standing Rules

The Standing Rules may be amended at any regular or special meeting of the Cornell University Panhellenic Association by a 51% vote, provided that the proposed amendment has been announced and submitted in writing at least 48 hours before the meeting, allowing an opportunity for member group input.

Article XV. Dissolution

This Association shall be dissolved when only one regular member group exists at Cornell University. In the event of the dissolution of this Association no assets of the Association shall be distributed to any members of the Association. After payment of debts of the Association, assets shall be given to the National Panhellenic Conference.