

LAMBDA PHI EPSILON CONSTITUTION

ARTICLE I: NAME

The name of this Fraternity shall be Lambda Phi Epsilon International Fraternity Incorporated at The Ohio State University.

ARTICLE II: PURPOSE

SECTION A: INTENTION

As leaders of Lambda Phi Epsilon, we advocate for the empowerment of men from all backgrounds and identities, within and outside, of the Asian Pacific Islander Desi American (APIDA) diaspora to further their growth personally, professionally, culturally, and academically. We aim to promote cultural diversity and awareness for those underrepresented within the APIDA community while providing them a safe and inclusive space to freely explore and embrace their heritage. We will work together to help foster strong connections and bonds with the members of Lambda Phi Epsilon and within the community surrounding us.

SECTION B: MISSION STATEMENT

To guide men on a lifelong discovery of authenticity and personal growth.

SECTION C: VISION STATEMENT

A world where Lambda men live authentic, fulfilling lives and contributes through the pursuit of their noble purpose.

SECTION D: CORE VALUES

WISDOM is the pursuit of understanding and its positive application towards our lives and the world.

LOVE is care and respect for ourselves, our brothers, and our world.

CULTURAL HERITAGE refers to the ever-changing values, ideas, and experiences of a people, passed down and passed on over generations.

AUTHENTICITY is the willingness to show our true selves to the world, despite the pressures and expectations that are placed on us by society.

COURAGEOUS LEADERSHIP is leading with integrity, especially in times of adversity, in the pursuit of a more humane and just world.

ARTICLE III: MEMBERSHIP

SECTION A: DEFINITION OF MEMBERSHIP

A full-time, undergraduate student/alumni at The Ohio State University that has completed the education process and pay chapter dues.

SECTION B: ELIGIBILITY

New Members and Active Members must maintain a cumulative grade point average of over 2.75. Failure to uphold this academic standard will result in internal academic probation and future membership may be put into question. Active members must be a full-time student and pay chapter dues.

SECTION C: STATUS

SUBSECTION 1: NEW MEMBER

An individual that is going through The New Member Education process.

SUBSECTION 2: ACTIVE

A full-time, undergraduate student/alumni at The Ohio State University that has completed the education process and pay chapter dues.

SUBSECTION 3: INACTIVE

An individual that does not meet the eligibility of being an active member or voluntarily choose to be inactive (allowed for one semester)

SUBSECTION 4: ALUMNUS

An individual that has graduated from The Ohio State University as a fully crossed brother of Lambda Phi Epsilon.

SUBSECTION 5: DELETTERED

A fully crossed brother that has been stripped of his letters and status as a brother of Lambda Phi Epsilon.

SECTION D: FINANCIAL RESPONSIBILITY

SUBSECTION 1: NATIONAL DUE

Dues that are paid to Lambda Phi Epsilon International Fraternity Inc. to maintain active status.

SUBSECTION 2: MCGC FEE

Dues that are paid towards the Multicultural Greek Council (MCGC) at The Ohio State University to maintain an active status for the Multicultural Greek Council.

SUBSECTION 3: SORORITY AND FRATERNITY CONTRIBUTION

Dues that are paid towards the Sorority and Fraternity Life (SFL) operations fund.

SUBSECTION 4: CHAPTER DUES

Dues that are paid to aid in chapter operations.

SECTION E: NON DISCRIMINATORY CLAUSE

Lambda Phi Epsilon and its members will not discriminate against any individual(s) for the reasons of race, color, creed, religion, sexual orientation, national origin, gender/gender expression, age, handicap, or veteran status.

SECTION F: ANTI-HAZING CLAUSE

SUBSECTION 1: DEFINITION

Hazing is defined as: “any action taken or situation created, which produces mental or physical discomfort, embarrassment, harassment, or ridicule; whether done intentionally or unintentionally, on or off Fraternity premises, and whether with or without the consent of the persons subjected to the action.” Such activities and situations include, but are not limited to:

- Paddling in any form.
- Creation of excessive fatigue.
- Calisthenics, such as push-ups or sit-ups.
- Physical and psychological trauma/shock.
- Forced intake of food or beverage.
- Engaging in any public stunts and/or buffoonery.
- Morally degrading activities.
- Activities that interfere with scholastic activity.
- Any activities which are not consistent with fraternal law, mission, vision, core values or Policy.
- Any activities that violate university, state/provincial or federal laws or regulations.

SUBSECTION 2: STATEMENT

This organization complies with all State and Federal laws and The Ohio State University’s Hazing Policy (see University Student Code of Conduct). Further, the members of this organization understand that any individual or group found responsible for hazing will be subject to disciplinary action by the Office of the Vice Chancellor of Students Affairs. No chapter or member of Lambda Phi Epsilon shall indulge in any physical abuse or undignified treatment (hazing).

ARTICLE IV: OFFICERS & RESPONSIBILITIES

SECTION A: EXECUTIVE BOARD

SUBSECTION 1: PRESIDENT

- First in power
- Serve as the main point of contact for:
 - Lambda Phi Epsilon
 - OSU Sorority and Fraternity Life
 - External Greek Life
- Serve as communication between Lambda Phi Epsilon National Board and OSU Lambdas
- Oversee all operations and processes
- Oversee all documentation
- Serve as spokesperson
- Represent the fraternity
- Scheduling and planning meeting discussions
- Serve as the head of Fraternity Executives Council

- Council oversees fraternity operations
- Will be in charge of spearheading discussions of any critical conflicts, formulating appropriate resolutions, and presenting it to the fraternity
- Creating necessary precautionary, contingency plans
- Creating amendments to the constitution at the discretion of the fraternity
- Oversee the following cabinet chair(s):
 - Alumni

SUBSECTION 2: INTERNAL VICE PRESIDENT

- Second in power
- Serve as acting president if the president(s) is unavailable
- Primary point of contact for all internal greek organizations
 - MCGC
 - NPHC
 - IFC
 - NPH
- Scheduling and planning meeting discussions
- Responsible for all communications/collaborations with other greek organizations at OSU
- In charge of calling any necessary emergency fraternity meetings
- Serve as part of Fraternity Executives Council
 - Council oversees fraternity operations
 - Will be in charge of spearheading discussions of any critical conflicts, formulating appropriate resolutions, and presenting it to the fraternity
 - Creating necessary precautionary, contingency plans
 - Creating amendments to the constitution at the discretion of the fraternity
- Oversee the following cabinet chair(s):
 - Brotherhood
 - Academic

SUBSECTION 3: EXTERNAL VICE PRESIDENT

- Third in power
- Serve as acting president if the president(s) is unavailable
- Scheduling and planning meeting discussions
- Primary point of contact for ALL student organizations
- Responsible for all communications/collaborations with other student organizations at OSU
- Serve on Fraternity Executives Council
 - Council oversees fraternity operations
 - Will be in charge of spearheading discussions of any critical conflicts, formulating appropriate resolutions, and presenting it to the fraternity
 - Creating necessary precautionary, contingency plans
 - Creating amendments to the constitution at the discretion of the fraternity
- Oversee the following cabinet chair(s):
 - Social
 - Culture

SUBSECTION 4: TREASURER

- Fourth in power
- Responsible for all finances and reimbursements
- Be in charge of fundraising
- Keeping track of an explicit, truthful ledger of all transactions
- Look for sponsors
- Serves as the acting President when both President(s) and Vice President(s) are unavailable
- Responsible for applying for any necessary grants provided by OSU and Lambda Phi Epsilon
- Determine Chapter Dues per semester
- Issuing fine
- Serve on Fraternity Executives Council
 - Council oversees fraternity operations
 - Will be in charge of spearheading discussions of any critical conflicts, formulating appropriate resolutions, and presenting it to the fraternity
 - Creating necessary precautionary, contingency plans
 - Creating amendments to the constitution at the discretion of the fraternity
- Oversee the following cabinet chair(s):
 - Philanthropy

SUBSECTION 5: SECRETARY

- Fifth in power
- Serves as the primary point of contact for OSU operations
- In charge of all appropriate venue bookings assigned
- Maintain schedule of events
- Keeping charge of meeting minutes
- Oversee social media
- Keeping track of member attendance at events and Chapter Meetings
- Overseeing event planning and ensuring that cabinets are getting appropriate work done
- Oversee the following cabinet chair(s):
 - Media

SUBSECTION 6: NEW MEMBER EDUCATOR

- Oversee processes and operations of Rush
- Collect all necessary information and documentation and provide to Fraternity Executives Council
- Educate prospective class with appropriate information
- Ensuring the safety of prospective class in all fraternity events
- Ensuring active members are attending process meetings
- Serve as the primary point of contact to prospective class
- Oversee the following cabinet chair(s):
 - Rush

SECTION B: CABINET

SUBSECTION 1: ACADEMIC CHAIR

- In charge of collecting academic records of all active members and provide to designated Fraternity Executive Council Member (Internal Vice President)
- Creates necessary event(s) to help benefit the academic well-being of our members
- Checking up on member well-being

SUBSECTION 2: ALUMNI CHAIR

- Create programming catered to fraternity alumni
- Engage alumni with current active members
- Update and maintain alumni database and contact information

SUBSECTION 3: BROTHERHOOD CHAIR

- Create mandatory events for active house members to promote brotherhood bonding
- Keeping track of fraternity morale
- Relaying any concerns about fraternity dynamic to Fraternity Executives Council
 - Putting together any necessary emergency actions to mitigate further issues

SUBSECTION 4: CULTURAL CHAIR

- Creating programming that increases asian awareness
- In charge of creating any logistics for performances that are to be put on by the fraternity

SUBSECTION 5: MARKETING & MEDIA CHAIR

- Be in charge of all social media platforms
 - Facebook
 - Instagram
 - etc.
- Interacting with the audience via these platforms
- Will provide updates to the community through social media
- Serve as historian
- Assist Secretary in creating necessary graphics and posting on the appropriate platform
- Design graphics and media that represent LPhiE
 - Flyers/brochures/posters

SUBSECTION 6: PHILANTHROPY CHAIR

- Being point of contact for National Marrow Donor Program (NMDP) or philanthropic partner(s)
- Creating fundraising ideas to raise money to donate
- Table NMDP and hold drives

SUBSECTION 7: SOCIAL CHAIR

- Create social programming with other organizations (Student and Greek)
- Assist Internal & External Vice President by acting as a form of contact to organizations
- Compile necessary logistics and information to present to fraternity

SUBSECTION 8: RUSH CHAIR

- Assist New Member Educator in designing rush events and logistics
- Promoting rush events
- Executing Rush events

SUBSECTION 9: ASSISTANT NEW MEMBER EDUCATOR

- Ensure that process is safe for interested new members

- Ensuring process spaces are representative of fraternity morals and pillars
- Maintaining connections with new members
- Obtaining and organizing all necessary information gathered from new members

SECTION C: ADVISOR

- Share knowledge, expertise, and experience
- Serve as a resource
- Voting body in dissolution of the organization

SECTION D: ELIGIBILITY FOR EXECUTIVE BOARD

SUBSECTION 1: TREASURER & SECRETARY

Must serve at least 1 term as a cabinet chair member

SUBSECTION 2: PRESIDENT, INTERNAL VICE PRESIDENT, & EXTERNAL VICE PRESIDENT

Must serve at least 2 terms as a cabinet chair member and be an active member in the community (subject to chapter approval) or one year on the executive board.

SECTION E: EXECUTIVE BOARD TERM LENGTH

The Executive Board will serve one academic year long term beginning in the Fall.

SECTION F: CABINET TERM LENGTH

A cabinet member will serve one academic semester long term.

ARTICLE V: ELECTION OF OFFICERS

SECTION A: EXECUTIVE BOARD

Members that are interested in these positions will fill out the interest form. After filling these forms out, their eligibility will be checked and approved by the active house. When approved, they will deliver a speech during their allotted time. (Treasurer/Secretary: 3 minute maximum and PVP: 5 minutes maximum) After issuing their speech, they will be subject to a Q&A administered by the rest of the chapter. Voting will be done by the active house.

If a potential candidate has an opposing candidate(s), neither candidate(s) can partake in their respective interview and voting processes.

SECTION B: CABINET

Members that are interested in these positions will fill out the interest form. After filling these forms out, their eligibility will be checked and approved by the active house. When approved, they will deliver a speech during their allotted time. (2 minutes maximum) After issuing their speech, they will be subject to a Q&A administered by the rest of the chapter. Voting will be done by the active house.

If a potential candidate has an opposing candidate(s), neither candidate(s) can partake in their respective interview and voting processes.

ARTICLE VI: CODE OF CONDUCT

SECTION A: DISCIPLINARY ACTION

- The members of Lambda Phi Epsilon are to abide, by the rules and guidelines of all State and Federal Laws and the The Ohio State University's Code of Conduct.
- The members of Lambda Phi Epsilon are to also uphold the values of Lambda Phi Epsilon International Fraternity, Inc.
- Any and all activities that do not follow the rules and guidelines mentioned above done on the premise of the Lambda Phi Epsilon Fraternity house, during a Lambda Phi Epsilon function or performed by a brother of Lambda Phi Epsilon will result in disciplinary actions that may include expulsion from Lambda Phi Epsilon International Fraternity Inc., confiscation of the Lambda Phi Epsilon House Letters and possible legal recourse.
- The executive board or a separate committee at the discretion of the President shall handle disciplinary action with the exception of expulsion.
- In order for a disciplinary action to move forward, 75% of all members involved in the the judicial process must vote in favor.
- In the event of possible expulsion, a panel of alumni will determine whether or not to pursue this course of action. To expel a member, the Midwest Governor must be notified and forms must be completed and submitted before submitting a request to the alumni Board.
- Other possible disciplinary actions must adhere to all University, State and Federal guidelines. Some options may include; removal from officer position, confiscation of letters, restrictions of attendance to fraternity events, voting privileges, continuation of lineage, etc.

SUBSECTION 1: FINES

Active members are subjected to be fined at the discretion of the Executive Board. Grounds for being fined include, but are not limited to, the following:

- Unexcused absence to chapter meetings or mandatory events: \$10
 - Two tardies to a chapter meeting is equivalent to one unexcused absence
- Unruly conduct: \$20
- Revealing confidential Lambda Phi Epsilon Fraternal operations: \$25

SECTION B: SAFE COMMUNITY INITIATIVE

SUBSECTION 1: INTENTION

SUBSECTION 2: RETALIATION CLAUSE

SUBSECTION 3: DEFINING

SUBSUBSECTION A: HARASSMENT

SUBSUBSECTION B: ASSAULT

SUBSUBSECTION C: SEXUAL ASSAULT

SUBSECTION 4: REPERCUSSIONS

SUBSECTION 5: DUE PROCESS

ARTICLE VII: STATUS REMOVAL

SECTION A: EXECUTIVE BOARD/CABINET

The need to remove an officer that is not the President, due to any reason, will be evaluated and determined by the executive board and president.

SECTION B: PRESIDENT

To ask the President to step down, the executive board members and Advisor must come forward with a motion presented during a board meeting where it will be discussed. A majority vote must be found for the motion to pass.

SECTION C: BROTHERS

The need to remove a member due to any reason will be first discussed with the officers on the executive board; however, ultimately decided by the president and executive board.

ARTICLE VIII: METHOD OF AMENDING CONSTITUTION

Proposals for amendments will be undergone during Executive Board meetings between the President(s) and Vice-President(s). Legislation will require unanimous decision between both executive board and active house.

ARTICLE IX. DISSOLUTION

Lambda Phi Epsilon at The Ohio State University may be dissolved only in the event of all cleared debts. Dissolution will occur only through the unanimous approval by the President, Vice President, Treasurer, Active House, and Advisor. Upon dissolution of the organization, all existing assets shall be donated to a charity.