



Pi Epsilon Chapter of Sigma Lambda Gamma National Sorority, Inc.

The Ohio State University Constitution

ARTICLE I. *Name, Purpose, and Non-Discrimination Policy of the Organization.*

Section 1: Name

The Pi Epsilon Chapter of Sigma Lambda Gamma National Sorority Incorporated

Section 2: Purpose

The Purpose of Sigma Lambda Gamma National Sorority shall be primarily one of promoting standards of excellence in morality, ethics, and education. Further, the sorority shall work to better serve the needs and wants of all people by disseminating information about the diverse culture, which we all share. Finally, the sorority shall maintain respect for the views of others through this valuing, thereby enhancing our understanding of one another, and thus bettering the community, the country, and the world.

Section 3: Non-Discrimination Policy

SLG affirms that it does not discriminate on the basis of age, race, national origin, religious preference, sexual orientation, or disability. SLG does not categorically discriminate or deny membership to an individual based on age, race, color, ethnicity, national origin, ancestry, sexual orientation, military or veteran status, the presence of disability, genetic information, familial status, political affiliation, or participation in protected activities. SLG will not tolerate such discrimination by any of its members. SLG is a private membership organization. Members are selected based on an individual meeting the criteria set forth by the organization and successful completion of the new member education program.

Trans, Non-Binary, and Gender Policy

While members of SLG are neither selected nor rejected based upon age, religion, race, national origin, sexual orientation, or disability, age, race, color, ethnicity, national origin, ancestry, sexual orientation, military or veteran status, the presence of disability, genetic information, familial status, political affiliation, or participation in protected activities, SLG membership is only open to those who identify as a woman or nonbinary based upon the exemption given to social fraternities and sororities by Title IX of the Education Amendments of 1972. SLG is open to and will not deny membership to women based on legal designation or sex assigned at birth. Entities will not ask any individual to provide proof of gender or sex assigned at birth.

Federal law provides no clear and consistent definition of gender. Therefore, SLG adopts the most expansive policy under present law in order to prevent exclusion and/or discharge of transgender members regardless of legal gender designation. This policy is not intended to change the character of SLG nor to waive the rights under Title IX. As such, SLG is open to and will not deny membership to women based on legal designation or sex assigned at birth. II. Entities will not ask any individual to provide proof of gender or sex assigned at birth. III. A member will not lose their membership rights due to a change in gender, gender identity, or gender expression. SLG entities may not deny membership status or leadership roles to members due to gender, gender identity, or gender expression.

Section 4: Multiculturalism

Sigma Lambda Gamma National Sorority, Incorporated, is a multicultural organization, with many of its customs and traditions continuing to come from its Latina roots. Since its founding, its scope and appeal as a vibrantly diverse Sorority committed to empowering all its members has become a central element of the organization. Multiculturalism is a system of beliefs and behaviors that recognizes and respects the presence of all diverse groups in an organization or society, acknowledges and values their socio-cultural differences, and encourages and enables their continued contribution within an inclusive cultural context which empowers all within the organization or society. Further, when referring to diverse groups, we mean the varying types and combinations of social identities that impact the way we see the world. The following are some, but not all, examples of varying social identities: Age, Generation, Race, Country of origin, Nationality, Socio-Economic Status, Ethnicity, Geographic Region, Gender Identity, Differences in Ability (Visible or Invisible), Neurodiversity, Mental Health Status, Sexual Orientation, and Religion/Spirituality/Faith.

ARTICLE II: *Membership*

Individuals selected for membership in SLG must have good scholarship, be of good character, have an interest in activities that will enhance the academic atmosphere at their college or university, and have a sincere desire to contribute to the work of the Sorority. Members must be women-identifying (self-defined) or non-binary.

Collegiate members/Active Members considered in Good Standing must:

- A. Meet the 2.6 GPA on a 4.0 scale minimum as set forth by our National Headquarters
- B. Maintain good financial standing by paying all applicable National, Chapter, and Council dues
- C. Be enrolled in a 4-year accredited college/university
- D. Must attend all entity scheduled events, meetings, and programming unless presented with a valid excused absence as outlined in the entity bylaws.

Active members are able to make decisions regarding membership and entity operations.

Associate Members are defined as those participating in the official Sigma Lambda Gamma Education program. Associate members are not members of Sigma Lambda Gamma and do not receive the rights and privileges bestowed on initiated members

Associate Members must:

- A. Be enrolled full-time at The Ohio State University, which entails a minimum of 12 credit hours
- B. Have completed at least one (1) successful semester of higher education
- C. Have record of completing some community service hours

- D. Be dedicated to the empowerment of women and the goal of being an agent for equitable change
- E. Be ready to uphold our five principles (academics, community service, cultural awareness, social interaction, and morals and ethics)
- F. Be willing to practice emotional intelligence and intellectual humility

Prospective Members are defined as those who have expressed interest in joining Sigma Lambda Gamma, but have not received an invitation to begin the official Sigma Lambda Gamma Education program. Prospective Members are not members of Sigma Lambda Gamma and do not receive the rights and privileges bestowed on initiated members.

Previous Involvement in Sorority and Fraternity Life

Membership may be granted to an individual who has previously been initiated into a social sorority after a minimum waiting period of one (1) year post-disaffiliation, pending approval of a written petition to Headquarters describing the circumstances of their disaffiliation, and a letter of support from Pi Epsilon.

ARTICLE III: *Removal of Members and Impeachment of Executive Board Officers*

Section 1: Removal of Members

Membership is terminated from the organization either voluntarily or involuntarily in accordance with the National Constitution and National Bylaws. End of membership forfeits all organizational relations and membership rights. This includes, but is not limited to representing the organization, retaining paraphilia, and voting rights.

Section 2: Impeachment of Executive Board Officers

- a. An officer is at risk of impeachment if
 - i. They become in Bad Standing as outlined in the chapter and National bylaws
 - ii. There is a demonstrated incapacity to carry out officer obligations outlined in the chapter bylaws
 - iii. There is a demonstrated history of violations of the Student Code of Conduct, university policy, or federal, state, or local laws.
- b. There will be an election to decide who shall take the place of the former executive board officer. Any officer shall be subjected to vote on removal from office for incapacity to carry out the responsibilities of office only after the member has received written notice of charges and has had an opportunity to be heard in their own defense. Voting rights are solely reserved for initiated members of Sigma Lambda Gamma who are current students at The Ohio State University.
- c. The Gamma Enhancement Committee may recommend the removal of any officer or chair failing to adequately perform their duties by providing a letter exemplifying the reasons for removal.

In the event that the reason for removal is protected by the Family Educational Rights and Privacy Act (FERPA) or cannot otherwise be shared with members (e.g., while an investigation is pending), {00312468-1} the executive board, in consultation with the organization's advisor, may vote to temporarily suspend a member or executive officer.

ARTICLE IV: *Elected Leadership*

Section 1: Executive Board Members and Chairs

Each entity of Sigma Lambda Gamma shall have, at minimum, four (4) positions: President, Vice President of Recruitment, Vice President of Finance, and Vice President of Marketing. Each position shall serve from the

beginning of Fall Semester to the end of the Spring Semester. Only members who are in Good Standing as outlined in the bylaws and constitution shall be eligible for an elected position. Transitions shall happen over summer break. Good Standing members are eligible to take on the following positions:

- A. President (required)
- B. Vice President (required)
- C. Vice President of Finance (required)
- D. Vice President of Marketing
- E. Vice President of Recruitment
- F. Program Development Chair
- G. Academic Chair
- H. Morals & Ethics Chair
- I. Community Service Chair
- J. Cultural Awareness Chair
- K. Social Interaction Chair
- L. Step & Stroll Chair
- M. Faculty Advisor (must be a full-time faculty member at The Ohio State University)

All chapters of Sigma Lambda Gamma shall have a Standards & Ethics Committee composed of members in their entity, headed and managed by the Entity President. The SEC serves as the judicial subcommittee of the chapter.

Section 2: Voting Process

Only active members at The Ohio State University who are in Good Standing as outlined by the National and Chapter bylaws shall be allowed to vote.

ARTICLE V: *Frequency and Attendance of Meetings*

The Entity shall host chapter meetings at minimum once a week or as outlined in the chapter bylaws. All active members of the entity are required to attend all chapter meetings unless otherwise specified. All active members in good standing are required to attend all required trainings, workshops, events, meetings, conferences, and programming hosted by the chapter, council, or National governing body. Members are to follow the procedures outlined in the chapter bylaws if they are expected to be absent from attendance.

The entity reserves the right to address member or event attendee behavior where the member or event attendee's behavior is disruptive or otherwise not in alignment with the organization's constitution or organization's standards of ethics.

ARTICLE VII: *Amendments*

This document shall be reviewed at the end of each spring semester. A three-fourths decision of the eligible voting body of the Entity is needed to amend the constitution.

- A. The vote may be held to amend only if the following criteria have been met:
 - a. Proposal(s) for amendment must be submitted within 72 hours prior to the weekly Entity meeting to appear on the agenda for said meeting.
 - b. Proposal(s) has been presented at the Entity business meeting where quorum is present.
 - c. Executive Board has researched the laws for any contradictions.

- B. If the proposal is rejected, the proposing party has the opportunity to appeal the Entity's decision after a minimum of three Entity business meetings have passed. At this point, the proposal may be presented again, meeting the above requirements, for a final decision.

ARTICLE VIII: *National Sorority Position Statements*

Section 1: Non-Hazing

All members of Sigma Lambda Gamma National Sorority Incorporated shall respect the dignity of all people, and therefore, shall not physically, mentally, psychologically, or sexually abuse or haze any human being. Any such mistreatment of associate members, members or other persons at any time shall be considered a violation of the ideals, principles and purpose of this organization and shall be considered unworthy conduct. Individuals who engage in hazing activities risk sanctions and termination by the Sorority. Sorority sanctions and/or termination does not absolve individuals from criminal sanctions.

Section 2: Sexual Misconduct

The sorority will 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, regardless of location which are demeaning to any person, including but not limited to: verbal harassment or sexual assault by individuals or members acting together.

As a student organization at The Ohio State University, Sigma Lambda Gamma expects its members to conduct themselves in a manner that maintains an environment free from sexual misconduct. All members are responsible for adhering to University Policy 1.15, which can be found here:

<https://br.osu.edu/public/documents/policy/policy115.pdf>. If you or someone you know has been sexually harassed or assaulted, you may find the appropriate resources at <http://titleIX.osu.edu> or by contacting the Ohio State Title IX Coordinator at titleIX@osu.edu.

Section 3: Speech and Language

The sorority will not tolerate or condone the use of derogatory language on the part of its members. This includes, but is not limited to: 1. Negative verbiage or hate speech towards members or others based on race, ethnic origin, gender, sexual orientation, physical ability, religion or otherwise; 2. Negative or discriminatory behavior or action towards members or others; 3. Employment of insensitive or derogatory material in representation of SLG; 4. Or any form of hate-based behavior misrepresenting the values of SLG. Violations by members will be subject to investigation and consideration of continued membership

Section 4: Internet Use

Internet Use, through media including, among others, email, websites, and social networking or discussion groups, is a valuable tool for education and communication. All members of Sigma Lambda Gamma National Sorority, Inc. are responsible for using media in an appropriate and lawful manner. Each member of the Sorority is responsible for seeing that they abide by the letter and spirit of applicable laws governing Internet Use. A member's conduct on the internet is subject generally to the Code of Conduct and must be consistent with these standards and other applicable standards.

Section 5: Standards of Conduct

No entity or member shall engage in or permit Internet Use in any manner, form, or content that is inconsistent with the standards and values of SLG.

- A. Violations of Standards of Conduct The following represent content inconsistent with the standards and values of Sigma Lambda Gamma National Sorority, Inc.:
1. Any explicit or implicit reference to or promotion of illegal alcohol use or alcohol abuse, the unlawful use of controlled substances, possession of drug paraphernalia, hazing or any other illegal behavior;
 2. Discussion or disclosure of any part or parts of the Ritual of Sigma Lambda Gamma National Sorority, Inc.
 3. Content otherwise inconsistent with the bylaws, constitution, and procedures of Sigma Lambda Gamma National Sorority, Inc.
- B. These examples are not intended to be an exhaustive list of all inappropriate content:
- a. No entity or member shall host, sponsor, post, or link to any inappropriate content
 - b. Each entity or member shall delete inappropriate content upon demand by the Sigma Lambda Gamma National Sorority, Inc. or its authorized representatives.
 - c. No entity or member shall engage in or permit Internet Use in any manner, form, or content contrary to any school regulation or rule. Each entity and member shall comply with the rules, regulations, policies and standards regarding Internet Use set by its host institution.
 - d. No entity or member shall create a networking or social group on the internet using the name “Sigma Lambda Gamma National Sorority, Inc.,” “Sigma Lambda Gamma” or any of the Insignias of the Sorority without the written authorization of Sigma Lambda Gamma National Sorority, Inc.
 - e. Where an entity or member creates or maintains a networking or social group on the internet, if said group identifies itself with Sigma Lambda Gamma National Sorority, Inc an entity of Sigma Lambda Gamma National Sorority, Inc, membership in the group shall be limited only to members of Sigma Lambda Gamma National Sorority, Inc, unless specifically authorized
 - f. Any group created or otherwise existing in violation of this standard shall be disbanded and/or ownership, control and administration of such group shall be assigned to an authorized representative of Sigma Lambda Gamma National Sorority, Inc immediately upon demand.
- C. Conduct Review
- a. Risk Management Policies.
Within the bounds set in the National Board of Directors Executive Limitations Policies, Headquarters will execute and manage the execution of all risk management policies that are listed therein to govern the conduct of individual members and entities. Failure to comply with the standards of Sigma Lambda Gamma will result in judicial action.
 - b. All members and entities are expected to report member or entity activities that violate Sorority governing documents or directives. Discipline of Members & Entities. [Combined] Collegiate and post-collegiate members shall be subject to disciplinary action for, including but not limited to, the following:
 - i. I. Endangering the organization
 - ii. II. Violation of, or failure to abide by, the National Constitution, National Bylaws, Ritual, and/or the Sorority’s Policies and Procedures
 - iii. III. Failure to cooperate with officers of the Sorority
 - iv. IV. Acting contrary to SLG’s Founding Principles V. Falsification of documents

- v. VI. [For individual members] Publicly disassociating from SLG
- vi. VII. Participating in bullying, intimidation, or degrading tactics to other members either in person, via social media, or other electronic communication
 - 1. Definitions of bullying and intimidation can be found in the National Operations Manual

Section 6: Human Dignity

SLG firmly denounces actions and statements that negate the concepts of self-respect, personal development, equity, and dignity. Each entity and member will: I. Maintain a priority of education regarding human rights; II. Decline to participate in activities based in any negative or degrading manner regarding religion, gender, physical ability, national origin, ethnicity, socioeconomic background, sexual orientation, or race; III. Renounce use or promotion of derogatory language, visuals, dress or hate speech; IV. And avoid portraying our organization or themselves in an inappropriate manner in relation to the above through any medium, including but not limited to internet platforms and social networking sites. Material that harasses, degrades, bullies, or targets other individuals will not be tolerated.

Section 7: Multiculturalism

Sigma Lambda Gamma National Sorority, Incorporated, is a multicultural organization. It was originally founded to create a safe space for Latina women. Many of its customs and traditions continue to come from its Latina roots. Since its founding, its scope and appeal as a vibrantly diverse Sorority committed to empowering all its members has become a central element of the organization. Definition of Multicultural: Multiculturalism is a system of beliefs and behaviors that recognizes and respects the presence of all diverse groups in an organization or society, acknowledges and values their socio-cultural differences, and encourages and enables their continued contribution within an inclusive cultural context which empowers all within the organization or society. Further, when referring to diverse groups, we mean the varying types and combinations of social identities that impact the way we see the world. The following are some, but not all, examples of varying social identities: Age, Generation, Race, Country of origin, Nationality, Socio-Economic Status, Ethnicity, Geographic Region, Gender Identity, Differences in Ability (Visible or Invisible), Neurodiversity, Mental Health Status, Sexual Orientation, and Religion/Spirituality/Faith.

ARTICLE IX: *Dissolution of Entity*

Provision for dispersal for organization assets, should the organization become defunct: All moneys and assets shall be returned to the parent national association, Sigma Lambda Gamma National Sorority Incorporated

ARTICLE X: *Statement of Ratification of Entity Constitution*

This document has been ratified by 3/4th vote of the membership of the Pi Epsilon Chapter of Sigma Lambda Gamma at The Ohio State University on December 18, 2023.