

The Constitution of the Alpha Chapter of Delta Omega Kappa Sorority – Condensed Version

Article I: Name

The name of this organization shall be the Alpha Chapter of the Delta Omega Kappa Sorority; hereafter referred to as the chapter.

Article II: Objectives

Section 1.

Amendment IV This chapter shall be conducted as a general healthcare sorority, hereafter referred to as an academic and healthcare sorority.

Section 2.

Amendment I The objectives of the sorority are to bring together students in medically related majors, to provide them with the knowledge, motivation, and strength needed to achieve their professionally related goals, to use what they have learned in service to the community, and to demonstrate scholarship, leadership, service and self-respect.

Section 3.

Pledge: I, as a sister of the Delta Omega Kappa Sorority, pledge to honor, serve, and respect the laws of our sisterhood. I promise to be honest and fair in all ways, to aid and improve the community around me, to show respect for myself and others through my words and actions, and to show dignity, courage, dedication, and determination in reaching the sorority goals.

Article III: Membership Requirements

Section 1. This chapter shall be composed totally of active and alumnae members. The definitions of member status (active, inactive, early alum, and postgraduate active) are defined in article 3.

Section 2.

Amendment VI Any student enrolled in a healthcare related professional curriculum of The Ohio State University and who has completed at least one semester at an accredited college or university, who has a curriculum grade point average of at least 3.0 shall be eligible to become a pledging candidate and must maintain a 3.0 grade point average to remain an active member, and who intends to graduate with a degree from The Ohio State University. Once active, a member who decides to declare a non-healthcare related professional curriculum of The Ohio State University may remain fully active as long as a grade point average of at least 3.0 is maintained. (Transfer grade point averages will only be used for recruitment).

Amendment VII No individual who is also a member (active or inactive) of a social Greek organization is eligible to rush. Members of other academic, professional, or service Greek

organizations are eligible as long as they are available for chapter meetings and other mandatory events. An individual who was involved in a Greek social organization prior, but has deactivated, is eligible to rush.

Section 3.

Amendment I After completion of Recruitment functions, the candidate for selection shall be voted on by the quorum of the active members of the chapter. Candidates shall be selected to become a new member based on enthusiasm, group compatibility, and time commitment.

Section 4.

Amendment VII. During the initial vote the chapter will vote yes, no or leave their ballot blank for each rush. Each rush that gets a "yes" from more than $\frac{2}{3}$ (or 66%) of the chapter will automatically receive a bid. The second round will consist of each active member voting "yes" or "no" and ranking each rush from greatest to smallest amount of "yes" votes. There is no option to leave ballots blank. Should the chapter decide by voting ($\frac{2}{3}$ majority rules), a smaller amount of bids may be given.

To determine the maximum amount of bids that will be given out, the executive board will assess the available resources and number of bids. The vote will consist of two options: yes or no. No points will be added or subtracted for recruitment attendance, favoritism, and more. A revote shall be necessary when there are not more than $\frac{1}{2}$ of the the predetermined bids get a least a 50% yes vote.

Those new members that received automatic bids will NOT be re-voted unless the amount of automatic bids exceeds the maximum bids available. The ballot for a revote will only have a Yes/No option. Based on Yes/No percentages, we will accept those who received at least 66% yes votes from the chapter. When we have exceeded our predetermined number (based on number of bids), we have to cut the lowest percentages regardless of if they are over the $\frac{2}{3}$ mark. For legacies there will be no special advantage in voting.

Section 5.

Amendment II This organization and its members shall not discriminate against any individual(s) for reasons of age, ancestry, color, disability, ethnicity, gender identity or expression, genetic information, HIV/AIDS status, military status, national origin, race, religion, sex, sexual orientation, protected veteran status or any other basis in accordance with the university guidelines. Delta Omega Kappa is committed to expanding the cultural competency of its members and promoting diversity within its sisterhood.

Section 6.

Amendment I When expectations are continuously not met, the Directors of New Member Educations can address the executive board and active chapter to decide how to proceed to determine the new member's status.

Amendment II New members are given probationary active status if expectations are continuously met throughout the first half of their new member process.

Amendment III This is determined by the Directors of New Member Educations not a quorum of the active chapter.

Section 7.

Amendment V Sorority members must maintain a grade point average of 3.0 for the semester or they will be placed on academic probation for the following semester. A cumulative grade point average below 3.0 will also result in academic probation for the following semester (only OSU grade point averages will be considered when determining academic probation—no transfer GPA's). Academic probation will consist of study tables, tutoring, and any other sanctions deemed necessary by the executive board at the beginning of each semester. A demonstration of positive academic progress will result in the probation being lifted, provided the semester and a cumulative 3.0 grade point average are met. (The 3.0 cumulative and semester GPA requirement will take effect for all members joining fall 2011 or after). Under the discretion of the Director of Academic Programming , specific cases of extended probation can be discussed with the executive board.

Amendment VI Members on academic probation are required to be a dove duo.

Section 8.

Any active member who is not in good academic standing with the university (GPA of 2.0 or lower) must meet with the Director of Academic Programming to discuss possible alternatives to academic probation.

Section 9.

Amendment IV All active members shall be responsible for upholding chapter rules and objectives, attending meetings, participating in chapter activities, paying chapter dues, signing/approving the constitution (after annual or biannual review of the constitution by the executive board), and sharing in chapter expenses. One unexcused chapter absence per semester is permitted. Active members are encouraged to live in the house when space permits. Along with those listed in Section 8, all active members will also be responsible for the following: attending all recruitment functions and initiation ceremonies; 20 points for philanthropy, 20 points for academic, 20 points for diversity, equity, and inclusion, and additional points required from other pillars of DOK Members who feel they have given valid excuses for not attending mandatory functions may bring the issue before the executive board. Refer to Article 7 Amendment IV for specific fines.

Amendment V: The acceptable number of unexcused absences is to be determined by the executive board.

Section 10.

Amendment VI At graduation, the active member will be considered an alumnae. Active members can petition for alumnae status upon their last semester at Ohio State. If the

previously mentioned conditions are not met, an active member may petition the executive board for alumnae status. Alumnae must be invited to attend social functions. Early alumnae and alumnae can be subjected to the costs of the events attended. No officer can be considered for early alumnae status.

Amendment VII Actives can also petition for active status for one semester following graduation by letter of intent for the executive board before their last undergraduate semester, before becoming a Big, or running for an executive board position. Petitioned actives will be held to the same attendance and financial responsibilities as actives; however, modifications to the academic responsibilities will be determined by the Director of Academic Programming . Students in direct admission graduate programs have the opportunity to choose active status or early alumnae status during their fourth year of studies.

Section 12.

Amendment II A quorum shall be defined as 66% + 1 of the total number of actives in a particular semester minus those actives with approved absence for that semester.

Section 13.

Amendment VIII Inactive members are responsible to present a letter of inactivity by first installment of dues, or else they will have to pay dues. An inactive member cannot hold office or vote during chapter, and cannot attend (social) events including but not limited to formal and/or date parties. Inactive members may attend chapter and public social functions which will be approved by the standing executive board as early as possible; however, they must pay the full price for all activities they attend. It is up to the discretion of the executive board if inactive members may attend initiation or initiation events. If they attend any event not pre-approved by the executive board they will be fined.

Members that live in the house may go inactive, with a valid excuse of inactivity brought before the executive board.

If a sister is forced inactive, they follow the same protocol as a choice inactive sister where their attendance must be verified by the executive board. If forced inactive sisters attend any event not pre-approved by the executive board they will be fined.

If an active decides to go inactive/early alum after the hard deadline and has already paid a portion of/all of dues they will NOT be refunded. All executive members must remain active otherwise they will be forced to deactivate and resign their exec position. Any inactive members cannot be brought as an active member's date. Early alums can attend social events including formal. Prices for these events for early alums will be provided by the Directors of Social Programming and Treasurer.

Section 15.

Amendment III Members are allowed only one consecutive inactive semester and a maximum of two inactive semesters. There will not be a vote to become active again. No half semester inactivity will be offered.

Section 16.

An active member who must attend class and/or clinicals during chapter may remain fully active. It will be the responsibility of the active to stay up to date with information given in chapter and all dues.

Amendment I Work is not an excused absence unless it is petitioned to the executive board.

Section 17.

Amendment I Slander includes, but is not limited to, disrespecting a sister or past sister in any form, and will not be tolerated. The cost of the fine is up to the discretion of the executive board, beginning with a minimum of \$20. If there is more than one occurrence of slander, the issue will be brought upon the executive board and forced inactivity (the sister will not be allowed to attend any events hosted by DOK for 8 weeks) may be a potential consequence. The sister in question will have the opportunity to present her case to the Executive Board the following Sunday and if the executive board decides that forced inactivity is necessary, a letter must be presented to the entire chapter (after an 8 week period) requesting active status and a vote will be held. Any dues that had already been paid by the sister at hand will not be refunded, but she will not be obligated to pay any additional funds. Reporting slander can be done either by texting the director of standards directly or filling out the anonymous form in their carmen module.

Section 18.

If a member conducts themselves in such a manner deemed detrimental to advancing the purpose of this organization or is in violation of the OSU Student Code of Conduct, they can be removed through a majority vote of the other voting membership or unanimous vote of the officers, with the consultation of the advisor. No refunds for dues will be given.

Amendment I Below are the guidelines for general misconduct that leads to social probation in regards to behavior at social events.

Low risk misconduct includes posting inappropriate photographs in letters or discrepancies on social media, uncharacteristic behavior at one social event, or missing a monitoring shift without proper notice.

Moderate risk misconduct includes repeated or intentional violation of social contract, including but not limited to slander, disrespecting a sister in any form.

High risk misconduct includes the intervention of outside sanctions particularly at our events and/or after (this includes legal or university administration).

Amendment II Below are the suggested sanctions for social misconduct.

Low risk sanctions include a conversation with the risk manager and discussion of future consequences.

Moderate risk sanctions include a conversation with the president and the risk manager along with mandatory social monitor shifts or inability to participate in future events.

High risk sanctions include the inability to attend formal and/or date party with the possibility of suspension of all social events depending on severity.

These are subject to the discretion of the executive board based on the situation.

Article IV: Officers and Duties

Section 1.

Amendment I The president, treasurer, Directors of New Member Education, house manager are required to live in the house during their term of office.

Amendment II The president, treasurer, and a Director of New Member Education are required to live in the house during their term of office. In case that people cannot live in the house, exceptions may be made to fill the positions.

Amendment III If not more than half the house girls are eligible to run for president, the election process may be changed to include anyone from the active chapter.

Amendment IV There is still a requirement that candidates for election for positions other than cabinet positions must have been active for one year.

Section 2.

Amendment VI The elected officers of this chapter shall be president, vice president, secretary, treasurer, Directors of Recruitment (2), Directors of Social Programming (2), director of standards, Directors of New Member Educations (2), Director of Sisterhood, Director of Academic Programing, and Director of DEI. All executive officers have voting rights during an executive board meeting. Current and the following year's executive board shall have voting rights during the annual or biannual review of the constitution. All officers must be students of The Ohio State University and active members of the sorority for the entire term. No early alumnae/inactive status will be granted to any active that is holding a position. All officers are responsible for training and mentoring the successive officers before their term begins.

Section 3.

It shall be the responsibility of the president to conduct all meetings in an orderly fashion. As head of the chapter, the president shall possess the power to appoint members to other necessary positions, with consent, to call special meetings, and executive board meetings. The president shall also organize composite pictures and end of year banquet.

Amendment IV The president shall carry out the following duties:

- a. Be presiding officer at all chapter and executive council meeting and conduct these meetings in an orderly manner
- b. Have the power to appoint members to necessary positions with consent
- c. Register the sorority with the university each year
- d. Be responsible for organizing Holiday chapter and the end of the year banquet in conjunction with the Vice President
- e. Be responsible for organizing composite pictures

- f. Be responsible for conducting initiation and officer elections
- g. Work with the treasurer to calculate a balanced budget for the year
- h. Have her name on the bank account along with the Treasurer
- i. Get holiday postcard for chapter and senior gift for graduating seniors
- j. Composing and sending out “thank you” notes to speakers, event partners, etc.
- k. Maintain and update the sorority Constitution and Bylaws
- l. Coordinate sorority name tags.
- m. Perform other duties that her office may require

Section 4.

In the absence of the president, the Vice President shall assume all duties and responsibilities of the president. The Vice President shall also organize philanthropy projects.

Amendment IV The Vice President shall carry out the following duties:

- a. Coordinate all philanthropy projects and oversee tracking of philanthropy points
- b. In absence of the president, resume all duties and responsibilities of the president as needed
- c. Be responsible for organizing the Holiday chapter and the end of the year banquet in conjunction with the President
- d. Assist the President and Director of Standards in executive board elections
- e. Perform other duties that her office may require

Section 5.

Amendment VII The Secretary shall carry out all of the following duties:

- a. Record the minutes at all chapter and executive meetings
- b. Provide a copy of the minutes of all chapter meetings to all active members
- c. Maintain and update the sorority Constitution and Bylaws in conjunction with the president
- d. Take attendance at chapter and executive meetings, as well as other sorority functions (if asked)
- e. Maintain and provide each member with a current member directory with active status and create spreadsheet with point status
- f. Keep track of job/activities of active members
- g. Create a calendar every semester with all DOK events. This calendar will be updated throughout the semester
- h. Maintaining the sorority Carmen page
- i. Perform other duties that her office may require

Section 6.

Amendment V Historian is no longer an independent position, duties are distributed to other executive board positions.

Section 7.

Amendment V The Treasurer shall carry out the following duties:

- a. Maintain custody of all funds and securities of the sorority along with the President
- b. Keep regular books of account for the sorority
- c. Work with the president to calculate a balanced budget for the year
- d. Create a complete financial report of the sorority accounts quarterly annually after the academic year
- e. Determine and collect dues and oversee the distribution of the sorority's funds
- f. Collect all rent checks from house members and submit one rent check to the respective landlord
- g. Make preparations for the house for the following year
- h. Deposit checks received by active members within one week of submission
- i. Make necessary budget increases each year upon meeting with the previous executive members
- j. Oversee new member budget
- k. Run DOK Venmo account
- l. Oversee scholarship program
- m. Perform other duties that her office may require

Section 8.

Amendment IV The Directors of Recruitment shall carry out the following duties:

- a. Plan and oversee recruitment of new members
- b. Coordinate all recruitment events
- c. Order recruitment shirts
- d. Coordinate banner and letters in conjunction with apparel and recruitment chair
- e. Maintain a scrapbook of the sorority's activities for the year
- f. Perform other duties that her office may require

Section 9.

Amendment VI The Directors of Social Programming person(s) shall carry out the following duties:

- a. Coordinate all social events
- b. Create social calendar
- c. Plan an annual Date Party
- d. Plan an annual Formal
- e. Coordinate and enforce the Wellness and Safety Contract in conjunction with risk manager
- f. Enforce point system tracking active attendance at events
- g. Organize family and alumni tailgate
- h. Perform other duties that her office may require

Section 10.

Amendment II The Sergeant at Arms will be combined with the Risk Manager and be renamed to Director of Standards, see Section 18 Amendment I for duties.

Section 11.

Amendment V The Directors of New Member Educations shall carry out the following duties:

- a. Direct all new member education, including education of the constitution
- b. Act as a liaison between new members and active members
- c. Coordinate new member activities following Wellness and Safety Contract and hazing protocol approved by advisor(s).
- d. Verify that Anti-Hazing training is completed. Must verify that the new member has scheduled this training by initiation.
- e. Update and maintain the new member book, including the history of the sorority
- f. Work with the Director of Academic Programming to enforce the "New Member Study Program"
- g. Work with treasurer on budget
- h. Perform other duties that her office may require

Section 12.

Amendment V The Alumnae Chairperson will now be combined with the Director of Sisterhood. See Section 16 amendment V for duties.

Section 13.

Amendment I House Manager The house members will select a house manager who does not currently hold any other positions. The house manager will be required to purchase house supplies and organize house chores.

Section 14.

Amendment II The Librarian is no longer an independent position, duties are distributed to other executive board positions.

Section 15.

Amendment V The Director of Sisterhood will now be combined with the Alumnae Chairperson and carry out the following duties:

- a. Help coordinate alumnae sponsored events
- b. Act as a liaison between the Alumnae Association and the sorority
- c. Update the family tree
- d. Invite alumnae to approved functions
- e. Create a newsletter semesterly letter/update and distribute it to the alumnae or update the alumnae facebook page
- f. Organize all sisterhood events
- g. Plan the biannual sisterhood retreat
- h. Order graduation stoles
- i. Coordinate sisterhood week
- j. Manage DOK LinkedIn account
- k. Perform other duties that her office may require

Section 16.

Amendment VI The Librarian and academic chair will be combined to the Director of Academic Programming and carry out the following duties:

- a. Organize and keep all study files in usable order, list DOK library textbooks, organize discussions and files on Carmen for study purposes
- b. Collect semester grades and monitor the grade point average of active members
- c. Organize a professional panel and professional event each year
- d. Organize study tables and work with Directors of New Member Educations for “New Member Study Program”
- e. Monitor mandatory Active attendance, and notify Director of Standards for a fine if necessary, attendance is not met for study tables
- f. Meet with those members each semester who are on academic probation if needed
- g. Perform other duties that her office may require

Section 17.

The Risk Manager shall carry out the following duties

Amendment I The Risk Manager position shall be combined with the Sergeant at Arms and be renamed the Director of Standards. They will carry out the following duties:

- a. Coordinate, maintain, and enforce the Wellness and Safety Contract and Anti-Hazing training by all active members in conjunction with Directors of Social Programming s
- b. Keep digital file of documents for records
- c. Maintain the safety of all active sisters
- d. Organize safety initiatives
- e. Organize wellness events each semester
- f. Tabulate all votes taken at chapter and executive meetings
- g. Act as a liaison between members of the sorority
- h. Organize the Sister of the Week vote
- i. Organize Sister of the Year awards
- j. Enforce all disciplinary action
- k. Distribute and collect all fines
- l. Perform other duties that her office may require

Section 18.

Director of DEI shall carry out the following duties:

- a. Organize guest speakers for the chapter
- b. Organize philanthropy events in conjunction with the Vice President
- c. Maintain a tracking log for Diversity and Inclusion points
- d. Organize a diversity equity and inclusion retreat activity
- e. Perform other duties that her office may require

Section 20.

Amendment II It shall be the duty of all officers to attend all Executive Board meetings announced by the President. All officers are permitted to have one unexcused absence per semester with proper notification to the President. All officers must also have their purchases approved by the treasurer. If a position wants a budget increase, it must be approved by the Treasurer. If a position holder overspends without approval, that position holder will be personally responsible to pay the financial difference.

Section 21.

When utilizing transportation to and from an event or in any other questionable circumstance, members and dates if applicable must fill out waivers in order to attend an event. This will be outlined in our Bid Day survey and our Wellness and Safety Contract.

Section 22.

Amendment II All semester events must be scheduled in a timely manner. The House Manager must be notified two weeks in advance for any events occurring at the DOK house. Any non-essential events (not initiation, recruitment, chapter, and new member meetings) must be approved by a unanimous vote of the house girls.

Section 23.

Amendment III Four chairs will be elected to positions of support for the Directors. These chairs must attend executive board meetings and will be required to go in the absence of the associated board member. Voting rights during an executive board meeting are subject to discretion of the President, Vice President and Director of Standards. Their roles are as followed:

- Administration Chair
 - Assist the president, vice president, and secretary in their roles
 - Keep track of birthdays each semester
- Apparel Chair
 - Be responsible for banner making including any social and recruitment events
 - Create and sell merchandise to the active chapter
 - Assist new member class with the creation of their merchandise
 - Assist directors as needed
- Recruitment Chair
 - Assist Directors of Recruitment as needed
- Social Chair
 - Track social points
 - Manage social media accounts
 - Assist Directors of Social Programming as needed

Article V: Election of Officers

Section 1.

Amendment II Election of officers shall be held at a predetermined time and location announced by the President. Officers will be inducted and assume their new duties at the last chapter of the previous year. The apprenticeship for newly elected officers will begin in the Spring Semester. All outgoing officers must provide newly elected officers with materials to perform their position.

Section 2.

A quorum must be present during the election of the officers.

Section 3.

Amendment III This is to replace the existing section. For the position of President, Vice President, Treasurer, Directors of New Member Education, Directors of Recruitment, Directors of Social Programming , Director of DEI, Director of Sisterhood, Director of Academic Programming , Secretary, and Director of Standards, a member must be active for one year in order to run for the position. All members that are active at the time of elections are eligible to run for any of the remaining positions. Directors of New Member Educations must run together, as a pair; and only one from each pair has to be active for one semester.

Amendment IV These requirements may be adjusted by the executive board in special circumstances.

Section 4.

Amendment II If there are more than two people running for a position, the top two girls with the most votes will be voted on a second time to determine who wins that election. Should someone have more than 2/3 of the chapter vote in her favor, the election is automatically won.

Section 5.

Amendment I For elections, absentee ballots will be available prior to the established election date. The completed ballot must be returned to the Director of Standards virtually before the start of the elections.

Section 7.

Amendment II Continue to hold section 7. To be sworn in as an officer, an active person may not be on academic probation, social probation, or have any outstanding financial dues or fines.

Article VI: Dues

Section 1.

Amendment III Dues shall be collected in full or payment plan must also be determined within the first month of the first chapter. Treasurer has the flexibility to work with actives.

Section 2.

Amendment II A payment plan may be arranged between the Treasurer and active if made before the second chapter of the semester when dues are due.

Amendment III Payment plan is up to the discretion of the treasurer.

Section 3.

Amendment III Dues will range from \$300-400 based on programming and events planned by the executive board, predetermined and announced by the treasurer and executive board. New members will pay more based on the financial rigor of their activities. House girls will have a discount on their dues.

Section 4.

If a member is not in good financial standing with the sorority, attendance to sorority events shall be limited.

Amendment I Graduating seniors who are not in good financial standing upon graduation will be prohibited from activities including but not limited to initiation, senior photos, senior gift/stole

Article VII: Fines

Section 1.

Amendment VI This is the maximum fine for the following but is up to the discretion of the position:

1. Failure to attend a chapter meeting without approval of an absence (\$5 per meeting increasing by \$5 each time, capped at max of \$15 per missed chapter)
2. Failure to complete any attendance forms (\$5)
3. Failure to attend a recruitment function, except for Bid Day (\$15)
4. Failure to attend formal initiation ceremonies (\$50)
5. Failure to attend any function that's not a social event once signed up to go, including but not limited to extra academic, sisterhood, and philanthropy events (\$15 or cost of event)
6. Failure to reach the philanthropy requirement per semester (\$1 per point of service not completed)
7. Failure to attend a previously announced vote or absentee ballot (\$10)
8. Failure to be on time for a mandatory event without prior notification (\$10)
9. Failure to turn in grades on time (\$5 per week late)
10. Failure to attend a sisterhood event (\$30 or the cost of the event divided by number of attendees)
11. Failure to attend an initiation week event (\$10)
12. Failure to attend an Executive Board meeting, after one unexcused absence (\$5)
13. Failure to complete study tables (\$1 per point missed)
14. Failure to complete DEI point requirements (\$1 per point missed)
15. Failure to take name off of house list on time (amount of the security deposit)

16. Failure to complete house chores (TBD by House Manager at beginning of year, paid to house budget account)
17. Failure to pay dues, fines and/or rent on time (\$5 per week late)
18. Failure to follow Wellness and Safety Contract (determined based on severity)
19. Failure to attend Bid Day (\$40)
20. Any predetermined mandatory event planned by an executive member (including, but not limited to, daisy dates, alumni tailgate, professional night, wellness events) (\$15)
21. Not doing dove duo hours (\$5 per hour)
22. Parking in the house lot without prior permission from the house manager (\$5)
23. Excessive use of phone at chapter (\$5)

Section 2.

Members shall be fined predetermined amounts for failing to attend additional events, not listed above, as deemed by the executive board. These events will be announced well in advance of the scheduled date. Fines will be issued without a legitimate excuse given to the pertaining officer.

Amendment I Members may be fined for inappropriate technology and social media use

Section 3.

Fines must remain consistent among the same offense for all active members.

Section 4.

A tracking record for fines will be implemented.

Article VIII: New Members

Section 1.

A new member candidate shall be considered as any student enrolled in a pre-professional curriculum at The Ohio State University who has fulfilled Article III, Section 2 and who has been invited to become a candidate of the sorority by the active members.

Section 2.

A rush becomes a new member upon accepting the actives' invitation for candidacy.

Section 3.

Amendment I All new members of the sorority shall be entitled to the rights and privileges of the sorority; except for attending chapter meetings, voting, displaying Greek letters. They are invited to attend only approved, sober functions by the executive board. Extended privileges may be granted after pending active status (see Article III Section VI Amendment II).

Section 4.

Every pledge class shall have the right to organize and elect officers. Officers hold this position for the duration of their new member process.

Section 5.

The length of the new member process shall be defined as that period between the end of formal recruitment and the date of graduation associated with the new member semester

Section 6.

Amendment V: New Members are encouraged to do all of the following:

1. Attend all meetings
2. Pay new member dues
3. Learn the history and traditions of the sorority
4. Contact their big sister once a week
5. Attend at least 4 hours of study tables per week, 2 of which are at study tables and 2 of which are independent
6. Make a paddle that includes our Greek letters, something related to their major, something about themselves, and signatures of active members
7. Attend initiation week activities
8. Send in their GPA to the Director of Academic Programming once they accept their bid
9. Keep a record of networking signatures
10. Other new member requirements shall be defined at the Directors of New Member Education's discretion and are subject to sorority approval

Amendment VI: The date and plan for Ditch should be announced after the first new member meeting (as far in advance as possible). Absences are subject to attendance policies at discretion of the executive board.

Section 7.

Amendment II A full quorum vote by the active voting members can terminate their new member process or place new members on probation at any point during the new member period. If expectations are continuously not met.

Amendment III See Section 7

Section 8.

Amendment I Refer to Article III section 4

Section 9.

Amendment III No demerits will be given.

Section 10.

Amendment I If a new member drops out anytime during their new member process, they will not be refunded their dues and also will be asked to return their pledge pin and new member book.

Section 11.

Amendment II Bigs cannot be inactive, on academic probation, or are unable to attend initiation. It will be up to the discretion of the executive board if there are extenuating circumstances of a senior or a shiny being granted a little.

Section 12.

Amendment III Directors of New Member Educations, Director of Standards, and the President must oversee all initiation week activities following all university rules and regulations including but not limited to the university's Anti-Hazing policy.

Section 12

Amendment I

Requirements for being a big are as follows:

- Meet with the required amount of potential littles before deadline (varies by semester)
- Participate in the Big-Little reveal
- Participate in the Big-Little activity night
- Present your Little Sister with a gift upon her initiation
- Perform all responsibilities of the Big Sister during initiation ceremonies, if unable to attend, the big sister is responsible for finding a replacement

Article IX: House Policy

Section 1.

Amendment II This replaces all other forms of paying house utilities. The Treasurer will determine how all utilities will be paid for during a summer meeting when planning the sorority budget. This plan will then be approved by the House Manager and President and then by the house members at a meeting held at the beginning of the academic year.

Section 2.

House rules and chores will be determined by the House Manager at the beginning of the year and discussed at the house meeting. All girls are to follow accordingly.

Section 3.

House events have to be discussed with all members of the house and if there is any discrepancy, brought up to chapter. House events should not inconvenience anyone and the girls that are involved are expected to clean up their messes immediately. The events should be approved by house members and house manager through a unanimous vote.

Section 4.

Amendment I Priorities for living in the house:

1. Those recently elected for President and Treasurer
2. Any previous house member

3. Any other active, starting with the earliest pledge class and ending with shiny pins. If 2 or more people with equal pledge class priority are competing for remaining spots, it should be arbitrarily determined.

Amendment II If all spots are not filled, it will be opened up to anyone in the community.

Section 5.

Amendment II Priority for choosing bedrooms:

1. Any previous house member may keep her same room for the next year.
2. The President will have the first pick of any room in the house.
3. The members of the executive board will have next pick in order of their position
4. Any returning house girl by pledge class.
5. The successive order of the girls who signed the lease
6. House girls can vote to change how rooms are selected each year depending on the situation.

Section 6.

It is up to the discretion of the house manager and/or treasurer when rent is due. Everyone pays the same amount for rent and utilities regardless of the size of the room or bedroom.

Article X: Academics

Section 1.

Amendment I All active members must turn in grades to Director of Academic Programming by the second chapter of the semester.

Section 2.

Amendment V Academic Probation Requirements are as follows:

1. Required amount of study tables set by Director of Academic Programming
2. At week 7 of the semester, Director of Academic Programming will meet with active to discuss progress and academic plans for the remainder of the term.
3. An active is not allowed to run for an executive position if they are still on academic probation during the semester of elections.
4. All actives on academic probation must be a dove duo.

Section 3.

Amendment I Demerits will not be given.

Section 4.

Amendment II If a sister is forced into inactivity after two semesters of probation and has yet to meet the GPA requirement after a semester of inactivity, they must deactivate from the sorority.

Amendment IV On the second consecutive semester of academic probation, academic sanctions will be enforced. Academic sanctions includes:

1. Required amount of study tables set by Director of Academic Programming
2. Required to meet all active member duties (i.e., chapter, recruitment, initiation, sisterhood, philanthropy events, etc.)
3. May attend date party or formal
4. Extenuating circumstances will be discussed on a case by case basis with the Director of Academic Programming and/or executive board.

Article XI: Removal of Members

Section 1.

Amendment II If a member conducts themselves in such a manner deemed detrimental to advancing the purpose of this organization or is in violation of the OSU Student Code of Conduct, a 90% vote of the officers (officers will have the ability to abstain from voting), with the consultation of the advisor, will result in member removal. No refunds for dues will be given.

Reasons are listed below, but not limited to the following:

1. On the 4th semester of academic probation (following academic probation, social probation, and forced inactivity)
2. During new member process, after a warning has been given and guidelines of probation has failed to be followed
3. A member can choose to deactivate at any time throughout their new member process or active status
4. If an executive member chooses to vacate her position for reasons other than extenuating circumstances, she must be forced to deactivate.
5. Fourth violation of wellness and safety contract (after social probation) could lead to removal, up to discretion of Director of Standards and Executive Board
6. If actives participate in back to back semesters of inactivity they will be forced to deactivate

Amendment III

If any elected officer fails to carry out the duties and responsibilities as indicated in Article IV or mistreating members (new or active), the officer may be asked to appear before the executive board and may be subject to removal from office by a unanimous vote of the executive board excluding that member.

Article XII: Social Events Point System

Section 1.

Actives must abide by the point system predetermined by Directors of Social Programming s and executive board in order to attend date party and formal. Details shown here:

1. The threshold is predetermined by the Directors of Social Programmings. This threshold will be announced based on the social events planned for that semester.
2. Points will be actively tracked by the social chair
3. Points can be attained by attending events with other Greek organizations, attending sisterhood events, attending certain mandatory events, weekly hot spots, providing extra help, and acting as a sober monitor during certain events.
4. It is the responsibility of the active to communicate social event attendance issues

5. This point system does **not** affect active membership, it allows active members the opportunity to attend larger social events like date party and formal.

ARTICLE XIII – STATEMENT OF NON-DISCRIMINATION

As a student group seeking affiliation to The Ohio State University, we hereby state that this student organization does not discriminate or permit discrimination by any member of its community against any individual on the basis of race, color, ethnicity, religion, national origin, sex, sexual orientation, gender identity, gender expression, parental status, marital status, age, disability, citizenship or veteran status in matters of admissions, employment, housing or services or in the educational programs or activities it operates. Harassment, whether verbal, physical or visual, that is based on any of these characteristics, is a form of discrimination. This includes harassing conduct affecting tangible job benefits, interfering unreasonably with an individual's academic or work performance, or creating what a reasonable person would sense is an intimidating, hostile or offensive environment. While Ohio State University is committed to the principles of free inquiry and free expression, discrimination and harassment identified in this policy are neither legally protected expression nor the proper exercise of academic freedom.

ARTICLE XIV – STATEMENT OF NON-HAZING

Section 1.

This organization will not engage in or permit hazing. The University forbids hazing and all other activities that interfere with the personal liberty of an individual. The University defines hazing as any action taken or situation created, whether on or off University premises and whether presented as optional or required, to produce mental or physical discomfort, servitude, embarrassment, harassment, or ridicule for the purpose of initiation into, affiliation with, or admission to, or as a condition for continued membership in, a group, team, club, or other organization. Hazing activities may also violate the Ohio Hazing Act also known as Collin's Law.

Section 2.

In the event hazing is accused of a member or the organization as a whole, the following steps should take place.

1. Notify the advisor, Haley Griffin (740-502-4436) that hazing may have occurred and that there needs to be an emergency exec board meeting with the accused present
2. Have a meeting as soon as possible in a neutral location. Only the exec board, accused, person/people accusing, and advisor may be present.
3. Individual consequences may be sanctioned by the advisor and executive board to the members accused of hazing. A recommended sanction is 8 school weeks suspension from all sorority events, including social events and rush. At the end of the suspension, the member may petition to return. To return, they require a $\frac{2}{3}$ of the chapter vote.
4. In the case that the active accused of hazing is an executive board member, the active will be removed from their executive board position with an unanimous vote from the rest of the executive board. They should then be under the 8-week suspension as outlined above. An election should take place at the next chapter to fill the emptied role. In the

case that the impeached officer is the president, the vice president shall become president and the vice president role should be up for election.

5. Write an official report and submit it to Ohio State Conduct through their portal https://stophazing.osu.edu/reporting?utm_term=Report%20Hazing%20
6. Follow Ohio State's instructions and ensure DOK members comply with instructions as well