

**CONSTITUTION OF ALPHA LAMBDA MU FRATERNITY AT THE OHIO  
STATE UNIVERSITY**

## **TABLE OF CONTENTS**

**PREAMBLE**

**TITLE I. DEFINITION AND GOVERNANCE**

**TITLE II. GOVERNANCE**

**TITLE III. BOARD OF TRUSTEES**

**TITLE IV. EXECUTIVE SHURA**

**TITLE V. EXECUTIVE COMMITTEES**

**TITLE VI. MEMBERSHIP**

**TITLE VII. DISCIPLINE OF MEMBERS**

**TITLE VII. NATIONAL RISK MANAGEMENT POLICY**

**TITLE IX. AMENDMENT PROCESS**

## **PREAMBLE**

The Alpha Lambda Mu Fraternity's mission is to build purposeful men based on the Prophet ﷺ.

The Alpha Lambda Mu Fraternity promises to strive to promote certain core principles among each member. These core principles are what the fraternity was founded upon and are as follows:

1. A strongly principled life following the Prophet Muhammad (Peace Be Upon Him) as our guide and example as a Muslim-interest fraternity.
2. An everlasting, ever-enriching, and flourishing bond between brothers as they lead their communities in service.
3. Spiritual, intellectual, and professional successes that benefit the individual, the family, and the Community.
4. To build and develop integrity, honesty, respect, and the highest character among each member within the Alpha Lambda Mu Fraternity.

## **TITLE I. DEFINITION AND GOVERNANCE**

1. Name. This body shall be known as Alpha Lambda Mu Fraternity (henceforth referred to as “the Fraternity” in portions of this Constitution). The fraternity is informally and unofficially also known as Alif Laam Meem or ALM.
2. Mission. In Alpha Lambda Mu, our mission is to build purposeful men based on the Prophet ﷺ.
3. Colors. The colors of the Fraternity are deep red and deep gold. The secondary colors of the Fraternity are black and white.
4. Membership Qualifications. Unless explicitly stated otherwise, in order to be initiated as a member and Brother of the Alpha Lambda Mu Fraternity, an individual must be:
  - 4.1. A male student
  - 4.2. An undergraduate student at a University which is considered to host an active chapter (as per Title I, Section 9) of the Fraternity
  - 4.3. Of sound moral character
  - 4.4. In good-standing with his respective university
  - 4.5. Must not have been initiated into another national or international college social fraternity
  - 4.6. Membership qualifications are further detailed under Title VI
5. Alumnus Qualifications. Unless explicitly stated otherwise, in order to retain membership in Alpha Lambda Mu Fraternity as an alumnus, an individual must:
  - 5.1. Maintain all requirements of Title I, Section 4 of Membership Qualifications, except those pertaining to enrolled students
  - 5.2. Complete desired coursework at a University which is considered to host an active chapter of the Fraternity
  - 5.3. Remain in good standing with his chapter
  - 5.4. Fulfill all dues imposed upon by local and national governing entities unless explicitly forgiven by the respective entity
  - 5.5. Be free of any public actions or felonies that would deviate from or distort the image of the Fraternity

6. Honorary Membership Qualifications. Unless explicitly stated otherwise, in order to initiate membership in Alpha Lambda Mu Fraternity as an honorary member, an individual must:
  - 6.1. Contribute significantly to the development and success of Alpha Lambda Mu or in our spiritual, intellectual or service development
  - 6.2. Be awarded by consensus by the Board of Trustees and Executive Shura
7. Colony Qualifications.
  - 7.1. Colony. A Colony is defined as an organized group with the intention of applying for Charter to become a full active chapter, incubating under the official approval of Executive Shura.
  - 7.2. Colonization. Colonization is the process of giving a Colony the ability to become official and petition for a Charter. Colonization will begin when:
    - 7.2.1. A schedule of Colonization has been established
    - 7.2.2. Consensus-minus-one approval by Executive Shura
    - 7.2.3. Be able to raise required deposits payable to Executive Shura, and processed by the National Wazir.
    - 7.2.4. Each Colony will accept full and total independent liability for any litigation or financial burdens incurred, unless otherwise approved by Executive Shura.
8. Applications for Charter.
  - 8.1. The power to grant new charters, or reinstate suspended or surrendered charters, shall reside in the Executive Shura under the following conditions:
    - 8.1.1. A Colony must Colonize for at least one (1) academic year prior to petitioning for Charter.
    - 8.1.2. Upon receipt of a petition for charter to the National Wazir, the petition shall be reviewed in whole and subsequently circulated to the Executive Shura, whereupon an official statement of support or objection to the petition is filed within 30 days.
    - 8.1.3. Applications for Charter must include the Colony's By-Laws, subject to approval by Executive Shura under the following conditions:

8.1.4. If the Executive Shura finds any part of a Colony's By-Laws that are inconsistent with the Constitution and By-Laws of the Fraternity, the Colony will be notified and given the ability to amend.

9. Chapter Qualifications.

9.1. Substance and Form. A Chapter is a body of active members of the Fraternity using the symbols of the Fraternity, as specified under Title I, under approval granted by Alpha Lambda Mu Fraternity. Alumni and honorary members may be invited to attend Chapter meetings, events, and ceremonies.

9.2. Restrictions (must be enforced unless unanimously decided by Executive Shura otherwise).

9.2.1. A Chapter must only operate under an official Charter by Executive Shura.

9.2.2. A Chapter must maintain a minimum active membership of five (5) members.

9.2.3. A Chapter must maintain a minimum average cumulative grade point average (GPA) of 3.00.

9.2.4. No Chapter shall be established as a class, service, or professional society.

9.2.5. A Chapter must maintain regular and frequent meetings.

9.2.6. A Chapter must maintain a minimum liability insurance provided by the Executive Shura

9.3. Governance. Chapters shall be subject to the Constitution and By-Laws of the Fraternity as well as regulation by Executive Shura

9.4. Documentation. Per Annum, each Chapter and Colony is required to submit the most recent copy of the following documents:

9.4.1. Chapter By-Laws (per modification)

9.4.2. Membership List (active, inactive, hiatus semesterly)

9.4.3. Average Chapter GPA (semesterly)

9.4.4. Alumni List (semesterly)

9.4.5. 52-Week Fiscal Report (yearly). Must include all transactions used by dues/other funding

10. Governing Bodies. The authority of the Alpha Lambda Mu Fraternity is contained within the following bodies, ranked in the order stated:

10.1. Board of Trustees

10.2. Executive Shura

10.3. Local Chapter Shuras

11. Prohibited Groups. The Alpha Lambda Mu Fraternity is not partnered with any exclusively female groups or sororities, Muslim-interest or otherwise, as an auxiliary group, and this is explicitly prohibited by the Fraternity.

## **TITLE II. GOVERNANCE**

### **1. Authority.**

1.1. Power. The Board of Trustees of the Alpha Lambda Mu Fraternity has the power to override any decision of the Executive Shura by a three-fourths (3/4) vote. The Executive Shura shall be overseen by the Board of Trustees and will complete the related tasks to maintain the Fraternity on a national level. The Executive Shura is to report to the Board of Trustees periodically with major structural, organizational, and visionary developments.

### **2. Changing of the Laws. Any title, article, or clause of the Constitution may be suspended or altered with the unanimous decision of Executive Shura.**

#### **2.1. Limitations.**

2.1.1. The Executive Shura may not suspend any title, article, or clause of the Constitution unless reasonable justification is provided by the Executive Shura, unless otherwise vetoed by the Board of Trustees.

2.1.2. The Constitution will undergo mandatory revision at least every five (5) years by the Presiding Council.

### **3. Membership of the Presiding Council. The Presiding Council shall consist of:**

3.1. The Board of Trustees, consisting of the previous Executive Shura or members elected unanimously by presiding Boards of Trustees to maintain the vision of the Fraternity. All members of the Board of Trustees have equal responsibility and position, with the exception of the Executive President of the Board of Trustees who has the responsibility of assembling the Board of Trustees for meeting and moderating disputes and disagreements.

3.2. The Executive Shura, consisting of members selected by the Board of Trustees to maintain the Fraternity, and to complete the tasks and assignments to continue moving the Fraternity forward, as determined and delegated by the Board of Trustees. Specific positions within the Executive Shura are listed in Title IV.

3.3. Each member of the Presiding Council must have at least one semester (or two quarters) of membership status complete, and must have served at least one full term (one



semester or one quarter) as part of their chapter council, unless deemed otherwise by the Presiding Council for said individual by a two-thirds (2/3) majority vote. Each member of the Presiding Council must be in good standing with their chapter and with national entities.

#### 4. Sessions and Voting.

- 4.1. Regular Session of the Presiding Council. The Presiding Council shall meet at least once a quarter, as arranged by the Executive Ameer or the Executive Ameer.
- 4.2. Regular Session of the Board of Trustees. The Board of Trustees must meet on a consistent basis and in situations that are deemed necessary, upon the discretion of the Executive Ameer.
- 4.3. Regular Session of the Executive Shura. The Executive Shura must meet at least twice a month, as arranged by the Executive Ameer.
- 4.4. Special Sessions. Special Sessions may be called upon by any member of the Presiding Council, provided that two-thirds (2/3) of the Presiding Council approves, that there is at least five (5) days notice, and a quorum of the Presiding Council is met.
- 4.5. Any session not considered a regular session is deemed a special session.
- 4.6. Quorum. Two-thirds (2/3) of the members of the Presiding Council shall comprise a quorum.
- 4.7. Voting at Presiding Council Session. Each member of the Presiding Council is eligible to put forth a vote if he is:
  - 4.7.1. Present during the vote
  - 4.7.2. In Good Standing with his Chapter and the Fraternity
  - 4.7.3. Has no delinquencies filed against him during or prior to the vote that have not been resolved
- 4.8. The Single Vote. No individual part of the Presiding Council shall have more than one vote on any business put forth during the Regular or Special Session.
- 4.9. Suspension of Voting.

- 4.9.1. The Board of Trustees is the only vested power that can suspend voting during a regular or special Presiding Council session, if and only if it is deemed necessary and approved by two-thirds (2/3) majority by the Board of Trustees.
  - 4.9.2. If the quorum for the Presiding Council is not met, voting shall be suspended for that session.
  - 4.9.3. If the ratio of Board of Trustees members to Executive Shura members or vice-versa exceeds 1:1.5, voting shall be suspended.
  - 4.9.4. This is upon the discretion of the Board of Trustees and Executive Shura for their respective regular sessions.
5. Finances. All revenues generated by Alpha Lambda Mu are used solely for the purpose of benefiting our members and the Fraternity. The payment of any and all employees of Alpha Lambda Mu must be pre-approved by the Executive Director of Finance.
  - 5.1. No payment is given to the Board of Trustees, the Executive Shura, nor is payment given to the local members for any and all services provided to the fraternity.
6. Government Accountability. A three-fourths (3/4) affirmative petition of the Executive Shura and three-fourths (3/4) decision from the Chapter Shuras of three-fourths (3/4) of active chapters can override a Board of Trustees decision.
7. Term Length of Executive Shura Member.
  - 7.1. The minimum term that an Executive Shura member can serve (unless resigned) is 2 years. The maximum term length for an Executive Shura member to serve is 4 years.
8. Term Length of Board of Trustees Member.
  - 8.1. The minimum term that a Board of Trustees member can serve (unless resigned) is \*INSERT LENGTH\*. The maximum term length for a Board of Trustees member to serve is \*INSERT LENGTH\*.
9. Removal of Executive Shura Members.
  - 9.1. An Executive Shura member may be removed from his position by a two-thirds (2/3) vote by the Presiding Council. A vote must be completed in a Presiding Council session, and will not be official if done by a separate Board and Executive Shura meeting.

9.2. The Board of Trustees also holds the right to remove an Executive Shura member by a three-fourths (3/4) majority vote by the Board of Trustees.

10. Removal of Board of Trustees Member.

10.1. A Board of Trustee member may be removed from his position by a two-thirds (2/3) vote of the Board of Trustees members.

10.2. A Board member may also be removed by a unanimous vote by the Executive Shura as well as a three-fourths (3/4) vote by the active Chapter Ameers.

### **TITLE III. BOARD OF TRUSTEES**

1. The Fraternity's Board of Trustees officers include:
  - 1.1. Executive Ameer
  - 1.2. Executive Membership Authority
  - 1.3. Executive Ombudsman
  - 1.4. Executive Brand Manager
2. Qualification. Only a former member of the Fraternity's Executive Shura may be considered for membership to the Board of Trustee.
3. Appointment. Membership into the Board of trustees is only available to Executive Shura members. An Executive Shura member must be appointed and voted in by a three-fourths (3/4) majority by the Board of Trustees.
4. Terms and Vacancies. Executive Shura must have a new opening at least every two years, with membership capped at a maximum of thirteen (13) members. Vacancies occurring in the Executive Shura shall be filled by a former or active member of a Chapter Shura, including the Ameer, approved by a three-fourths (3/4) vote of the residing Executive Shura.
5. Duties of the officers:
  - 5.1. Executive Ameer. The Executive Ameer is head of the fraternity and is charged with no direct oversight duties, listed as follows:
    - 5.1.1.Oversee Presiding Council meetings
    - 5.1.2.Appoint committees with tasks, with approval of the Board of Trustees
    - 5.1.3. Interpret, construe, and enforce the National Constitution and for such purposes he may issue such orders as may be necessary
  - 5.2. Executive Membership Authority. The Executive Membership Authority may include one or more Board members charged with overseeing the Executive Shura in their expansion and upkeep of active and potential chapters of the fraternity.
    - 5.2.1. Assisting and advising the University relations chair of the Executive Shura with Expansion and upkeep of chapters.
    - 5.2.2. Assist in establishing the fraternity in an official National fraternity umbrella

5.3. Executive Ombudsman. The Treasurer oversight is charged with assessing and assisting the Executive Shura treasurer with national funds and finances.

5.3.1. Keeping up with national finances and reviewing all requests for funds by chapters and the Executive Shura

5.3.2. Reviewing the national budget proposed by the Executive Director of Finance

5.3.3. Whenever he deems it necessary, inspect and examine, or cause to be inspected and examined by one or more members of the Fraternity, all of the books, records, securities, and investments of the funds of Alpha Lambda Mu Fraternity or any entity of the Fraternity.

5.3.4. Whenever he or a member of the Presiding Council may deem it in the best interests of the Fraternity, visit and inspect, or cause to be visited and inspected, any active Chapter or Colony.

5.4. Executive Brand Manager. Is charged with overseeing the Executive Director of Branding.

5.4.1. Overseeing all national media requests for the chapters.

5.4.2. Making sure all forms of media released about the fraternity are positive and of the standard of the Fraternity.

6. Compensation and Expenses.

6.1. The members of the Board of Trustees shall serve without compensation, but shall be reimbursed for all expenses necessarily incurred in the performance of their duties on the presentation of an itemized account approved by the Executive Director of Finance.

## **TITLE IV. EXECUTIVE SHURA**

1. Membership. The Executive Shura shall consist of the following Fraternity Officers, none of whom shall be a voting member of the Board of Trustees:
  - 1.1. The Executive Ameer
  - 1.2. The Executive Wazir/Director of Standards
  - 1.3. The Executive Director of Finance
  - 1.4. Executive Director of Chapters and Colonies
  - 1.5. The Executive Director of Programs and Branding
  - 1.6. The Executive Director of Alumni
  - 1.7. Project Manager
2. Duties. The Executive Shura as a whole shall:
  - 2.1. Represent the active elements of Alpha Lambda Mu in all capacities.
  - 2.2. Adopt annual operating plans and budgets for the operation of Alpha Lambda Mu Fraternity.
  - 2.3. Approve appointment of other officers and advise on the appointment of employees of the Fraternity as recommended by the National Wazir.
3. Leadership Roles. The general description of the roles of the Executive Shura are as follows:
  - 3.1. The Executive Ameer. The role of the Executive Ameer includes, but is not limited to:
    - 3.1.1. Overseeing the actions of the Executive Shura and the development of the Fraternity as a whole.
    - 3.1.2. Debriefing the Board of Trustees on an agreed regular basis.
  - 3.2. The National Wazir/Director of Standards. The role of the National Wazir includes, but is not limited to:
    - 3.2.1. Disciplines chapters or colonies for neglect of duty or other offense against the laws, dignity, interest of the Fraternity.
    - 3.2.2. Leads any case of discipline against members, Chapters, or Colonies that necessitates national intervention, such as termination, suspension, or warnings from the Fraternity.
    - 3.2.3. Defines National Standards and the enforcement of said standards

3.3. The Executive Director of Finance. The role of the Executive Director of Finance includes, but is not limited to:

3.3.1. Managing the financial budget of the Fraternity

3.3.2. Creating financial goals for the fraternity, adjusting the percentage of dues proportioned to national affairs, and investing in revenue-generating ventures at the approval of the Executive Shura.

3.3.3. Reviewing the yearly budgets of all chapters and colonies.

3.3.4. Documenting all expenses of collected National dues

3.4. The Executive Director of Chapters and Colonies. The role of the Executive Director of Chapters and Colonies includes, but is not limited to:

3.4.1. Working with the Executive Director of Programs and Branding to market the fraternity to college campuses around the country

3.4.2. Ensuring the integrity of the application process for colonies

3.4.3. Determining the acceptance of applications

3.4.4. Scheduling and conducting interviews with potential leadership of new colonies

3.4.5. Relaying the requirements of becoming a chapter to colonies, monitoring and ensuring progress in completing requirements for colonies.

3.5. The Executive Director of Programs and Branding. The role of the Executive Director of Programs and Branding includes, but is not limited to:

3.5.1. Managing the branding and marketing of the fraternity, including coherence and quality of the Alpha Lambda Mu brand on the website and other online platforms.

3.5.2. Monitoring all media productions of and by the Fraternity.

3.5.3. Managing relations with organizations working with or associating with the Fraternity, and upholding the integrity of the brand.

3.5.4. The Executive Director of Branding will also develop, iterate, maintain, and enforce National Brand Guidelines.

3.6. The Executive Director of Alumni. The role of the Executive Director of Alumni includes, but is not limited to:

3.6.1. Ensuring that Alumni are involved with the fraternity and growing as individuals

3.6.2. Corroborating a list of professional contacts with our Alumni

3.6.3. Conducting events for/involving Alumni

4. Conveyances. The Executive Shura, as Authority Figures of Alpha Lambda Mu Fraternity, a corporation organized under the laws of Texas, may be and hereby is empowered to authorize any members of Alpha Lambda Mu Fraternity to execute and deliver for and on its behalf any and all deeds, conveyances, or other instruments.
5. Terms and Vacancies. The Board of Trustees must have a new opening at least every four years, with membership capped at a maximum of thirteen (13) members. Vacancies are only to be filled by current or former Executive Shura members.
6. Appointment and Election.
  - 6.1. The position of Executive Shura is available only to former Chapter Shura members
  - 6.2. The appointment must be approved by a two-thirds (2/3) majority vote by the current Executive Shura.
  - 6.3. The Board of Trustees hold the right to veto the appointment of an Executive Shura member by a two-thirds (2/3) majority vote.
7. Power.
  - 7.1. Removal of Chapter Shura member.
    - 7.1.1. The Executive Shura may, by a two-thirds (2/3) majority vote, remove from office any member in a leadership position at any Chapter or Colony for neglect of duty or other offense against the laws, dignity, or interest of the Fraternity.
    - 7.1.2. Due notice of such intended action shall be given to the relevant parties prior to issuing the intended action.
  - 7.2. Removal of Chapter Ameer.
    - 7.2.1. A petition to impeach a Chapter Ameer may be submitted to the National Wazir with support of at least three-fourths (3/4) of a Chapter's total active membership.
    - 7.2.2. The case will then be reviewed by the National Wazir and may move to a vote or arbitration by Executive Shura per the National Wazir discretion.
    - 7.2.3. When considering the removal of any Chapter Ameer, a notice must also be given to all members of the Presiding Council.



8. Compensation and Expenses.

8.1. The members of the Executive Shura shall serve without compensation, but shall be reimbursed for all expenses necessarily incurred in the performance of their duties on the presentation of an itemized account approved by the Executive Director of Finance.

9. General Counsel. An attorney-at-law shall be elected by the Presiding Council to act as the Fraternity's legal advisor. He shall serve on the Executive Shura and shall be paid such fees as negotiated with the Executive Director of Finance.

## **TITLE V. EXECUTIVE COMMITTEES**

### **1. Rules Governing All Committees.**

- 1.1. Organization: Alpha Lambda Mu can establish committees to advise the Board of Trustees and Executive Shura on the state of the affairs within the Fraternity, to analyze any problems that have been identified and propose solutions, and to bring innovative ideas that can improve the state and experience of the university
- 1.2. Appointment and Term of Service: Each committee will be headed by a chairman that shall be appointed by the Executive Shura and given an objective and timeline for the completion of the work. All committees can be disbanded at the discretion of the Executive Shura.
- 1.3. General Responsibilities of Chairmen: The chairman of each committee will be responsible for convening its meetings, setting the agenda, conducting the meetings, and advising the Executive Shura on the final recommendations. The chairman will also be responsible for submission of a full report on the committee's work whenever the Executive Shura requires it.

## **TITLE VI. MEMBERSHIP**

1. Good Standing. A member is in good standing within the definitions set under Title I, Section 4, unless he commits an offense, per Title VII, Section 1.
2. Definition of Account. A member's account includes all sums charged against him with respect to:
  - 2.1. The chapter's books, whether for fees, dues, taxes, assessments, fines, room rent, board, or any other proper cause - exclusive of subscriptions to a house building fund.
  - 2.2. The latter shall not become due and payable until the member has left college or graduated, unless a special arrangement has been concluded between the member and the chapter regarding such house building funds.
  - 2.3. Delinquency in Accounts. A member is delinquent in accounts if either:
    - 2.3.1. At any time during the academic year he is over thirty (30) days delinquent in monies owed to the Chapter without a written and approved payment plan by the Chapter Shura, or
    - 2.3.2. Upon leaving the Chapter, either at the end of or during the academic year, or on applying for a transfer card, he owes any sum at all.
3. Delinquency in Scholarship. A member is delinquent in scholarship if either:
  - 3.1. He has been placed upon academic probation by the academic authorities of any institution.
  - 3.2. He ranks below the minimum grade standing for the previous term as required by the By-Laws of the Chapter, or
  - 3.3. He is not maintaining a cumulative grade-point average equivalent to the requirement, where the institution is on a grading system under which 2.7 represents a C grade, or, where the institution utilizes a different or no grading system, a cumulative grade-point average, class standing, or other evaluation which the Executive Shura determines to be reasonably equivalent thereto.
  - 3.4. A member with a documented learning disability may be required by the Executive Shura to meet a more appropriate standard in subject areas specifically affected by his disability.

4. Active Membership. Every member must remain an active member of the Chapter by which he was initiated as long as he is an undergraduate student at the domicile of such Chapter, unless permitted to become inactive as hereafter provided.
  - 4.1. An active member must fulfill the duties
5. Inactive Membership. An inactive member is one who, at his own request and upon good cause:
  - 5.1. Has been permitted by the Chapter, by a three-fourths (3/4) vote of approval by Chapter Shura and written approval by the Chapter Ameer, to assume the status of inactivity for the causes of financial, familial, or academic obligations
  - 5.2. Such a member cannot become inactive until he has paid in full dues and obligations owed to his Chapter and the Fraternity unless waived by the relevant Shura.
  - 5.3. No petition for inactivity shall be considered until the Chapter Ameer has established that the Chapter has made every attempt to work out an acceptable financial and activity-participation basis that will allow the member to remain active.
  - 5.4. Every initiated member and each active Chapter shares in the obligation to develop programs so that every initiated member will find it educationally advantageous to remain active throughout his undergraduate study.
  - 5.5. Inactive membership is allowed for one semester and only once throughout a member's undergraduate career unless in the case of extreme circumstance as approved by the National Wazir.
6. Resignation of Membership. A member of the Chapter may resign his membership in Alpha Lambda Mu by:
  - 6.1. Declaring in writing his intent and specific rationale to the National Wazir and accompanying said declaration with proof of membership.
  - 6.2. Before any resignation may be acted upon, financial obligations to any and all Fraternity units must be met as evidenced by written statements from the Chapter Shura.
  - 6.3. Upon a two-thirds (2/3) vote of approval of the Executive Shura, the National Wazir shall at once notify the Chapter Ameer in which the ex-member was an initiate.

- 6.4. The resigned member shall lose all connection with the Fraternity, including the rights and privileges of membership and alumnus status, but shall not be released from the pledge of secrecy given at the time of his acceptance of Bid.
7. Reinstatement of a Resigned Member.
  - 7.1. An ex-member cannot be reinstated into Alpha Lambda Mu unless by unanimous consent of both the members who served on the Chapter Shura when the member resigned and the current Executive Shura.
8. External Decisions affecting Membership:
  - 8.1. NO individual outside of ALM, honorary member, or advisor can decide the membership of an ALM new member or active member
  - 8.2. NO contract made involving the admittance or denial of a members status in the fraternity created involving an external third party, honorary member, or advisor is valid
  - 8.3. In special circumstances where the membership status of an individual is being questioned after that individual has completed the necessary requirements of becoming a member, Chapter Shura and the Executive body can decide the validity of an individual's membership via unanimous vote from both councils

## **TITLE VII. DISCIPLINE OF MEMBERS**

1. Offenses. An Offense in the Fraternity occurs if the member:
  - 1.1. Violates any laws of the land or laws of his respective University
  - 1.2. Commits an act that is not in line with the values and principles of the Fraternity
  - 1.3. Violates any of the Chapter By-Laws
  - 1.4. Neglects financial commitments to the Fraternity and is delinquent in account, per Title VI, Section 2
  - 1.5. Neglects commitments in scholarship and is delinquent in scholarship, per Title VI, Section 3
  - 1.6. Commits an act that is degrading to another member and/or individual
  - 1.7. Commits an act that is not in line with the characteristics of a principled man, or a man of integrity
  - 1.8. Commits sexual harassment which includes:
    - 1.8.1. Unwelcome sexual advances
    - 1.8.2. Sexual discrimination
    - 1.8.3. A demand or request for sexual favors
    - 1.8.4. Humiliating individuals
    - 1.8.5. Repeated sexual remarks
  - 1.9. Bullies or belittles a minority group.
  - 1.10. Every situation will be held on a case by case examination.
2. Jurisdiction and Venue. Every member of the fraternity is part of the jurisdiction of the Chapter they are a member of:
  - 2.1. Alumni are under the jurisdiction of the Executive Shura.
  - 2.2. A change of venue may be granted by the National Wazir if it is seen that:
    - 2.2.1. An impartial decision cannot be made by the local Chapter
    - 2.2.2. If it is advantageous to all parties if a change of jurisdiction is made
3. Warnings. Warnings will be given solely by those with the title of Wazir of the chapter, on a 4 step system. Steps may be bypassed depending on the severity of the crime. However, if a step needs to be bypassed, a two-thirds (2/3) majority vote of Chapter Shura, or if a national

matter Executive Shura, needs to be given. The steps of the warnings system are of the following:

- 3.1. Verbal warning
  - 3.2. Written warning
  - 3.3. Hearing
  - 3.4. Suspension or Termination
4. Verbal Warning. Verbal Warnings are commissioned by the Chapter Wazir and is the first step in the warning system to deter the member from going further in the warning system.
    - 4.1. It must be stated that the warning is only out of concern, and that measures can be taken to assist the member.
    - 4.2. The Chapter Wazir must log the verbal warning under the member's name and must list why the warning was given.
    - 4.3. The Wazir does not need permission from the Chapter Shura to issue a verbal warning.
    - 4.4. This step may be repeated as many times until the Chapter Wazir or Shura feels that the next step needs to be taken.
  5. Written Warning. The written warning is issued after the Wazir or Shura feels that there is a need to move from the verbal warning or if they decide that the offense is severe enough to bypass the verbal warning step.
    - 5.1. The Wazir must hand the member in question the written warning stating the date, reason for warning, and length of probationary period determined by the Wazir or Shura itself.
    - 5.2. The Wazir needs permission from the Chapter Shura to give a written warning. The probationary period is the period after the written warning has been issued to the date determined by the Shura or Wazir.
    - 5.3. It is recommended that the Ameer or Wazir have a private conversation with the respective member.
    - 5.4. Violation of the written warning during the probationary period (e.g. the member commits the same act or another offense mentioned above) will lead to a Hearing.
  6. Hearing

- 6.1. Summons. A member will be summoned in the case of a Hearing. The member must receive the summons within 7 business days from the Wazir. The summons must state the time, place, and date of the hearing. The Wazir must be sure to note down in his records that he has given the summons to the member and the details of that summons as well. The summons may be served personally, through mail to the last known address of the accused member or through the last known email of the member.
7. Suspension. The process for suspension of an individual member of the Fraternity within any Chapter or as an alumnus should be exercised as follows:
- 7.1. Following any motion for hearing at a Chapter level, whether the individual was formally absent or present for summons, the Chapter Shura may vote to move for suspension. This vote must be affirmative from at least all Chapter Shura members, minus one, for the suspension to be passed. The member shall be notified and will have seven (7) days after an oral or written notice of the motion to appeal.
- 7.2. Should the case enter arbitration at the local level, the case must pass a two-thirds (2/3) vote before the case may be escalated to National Wazir. The National Wazir then has individual discretion to accept or decline the case.
- 7.3. After the National Wazir has accepted and reviewed the case, Executive Shura will vote on the member's suspension, only to be passed with an affirmative vote from all Executive Shura members, minus one.
8. Termination. The Executive Shura may also by a majority vote revoke the membership of any member of Alpha Lambda Mu from any Chapter or Colony for neglect of duty or other offense against the laws, dignity, interest of the Fraternity. Termination from membership means ultimate and complete forfeiture of membership in the Fraternity through the hearings process set forth by Executive Shura. After termination, the former member shall not be permitted to attend meetings of the Fraternity or any of its chapters, to take part in any Fraternity ritual or function, or in any way to identify himself with the Fraternity through the use of insignia or otherwise, or to have any rights whatsoever in or regarding the Fraternity.
- 8.1. Causes for Termination. Each chapter shall have the authority to terminate a member of the Fraternity (within their chapter) in any one or more of the following justifications:



- 8.1.1. Actions which render a member's presence in his chapter egregiously harmful to the harmony, standing, or best interest of the chapter or the Fraternity.
  - 8.1.2. The intentional or reckless actions of a member which are egregiously harmful to his community, without reconciliation.
  - 8.1.3. Violations of laws, rules, regulations, code of conduct, or decorum of the Fraternity, a chapter, local University, municipality, or community including, but not limited to, those concerning hazing, alcohol, and illegal drugs.
  - 8.1.4. The intentional or reckless disrespect of any individual woman by any member, as reviewed by the chapter or the Fraternity.
  - 8.1.5. Conduct unbecoming a member of the Fraternity.
  - 8.1.6. Failure to pay or request waiver of a current account due on or before the first day of the month following the month in which the member was billed.
  - 8.1.7. In the case of proceedings by the Executive Shura, actions by an alumnus of a chapter that are egregiously harmful to such chapter.
  - 8.1.8. In the case of proceedings commenced by the Executive Shura, failure of an alumnus, after thirty (30) day's notice, to pay in full an account, which is more than a year old, due a chapter.
9. Appeals. Any member terminated by action of a chapter may petition the Executive Shura for reinstatement, which reinstatement shall occur under the following conditions:
  - 9.1. Any member who disputes that he had a fair or impartial hearing at his termination proceeding or that he had inadequate notice of his termination proceeding may, not later than six (6) months from the date of his termination by a Chapter, petition the Executive Shura for reinstatement upon the grounds that his notice was inadequate or that his hearing was unfair. Upon receipt of a petition making such allegations, the National Wazir shall investigate the allegation and may move for a vote by Executive Shura. By simple majority vote, the Executive Shura may reinstate such a member and remand the termination to the chapter with instructions to correct any inadequacy in the proceedings below and redetermine the matter of the member's termination.

9.2. Any terminated member not proceeding pursuant to subsection (9.1) above may petition the Executive Shura for reinstatement and, by a unanimous-minus-one vote of the Executive Shura, may be restored to full and regular standing in the Fraternity. Said petition shall set forth fully all circumstances and reason for such reinstatement and shall be endorsed by at least six (6) members of the Fraternity, at least three (3) of whom must be members of the petitioner's chapter, must include the petitioner's Big, and must include at least one alumnus who may also be the petitioner's Big.

10. Removal of Chapter Shura Member.

- 10.1. The removal of a Chapter Shura member must be supported by at least two-thirds ( $2/3$ ) of a chapter's total active membership and unanimous-minus-one support of a Chapter's existing Shura, excluding the Shura member in question.
- 10.2. Support then warrants arbitration and hearings by a chapter, where a move to vote or not to vote on removal of the Shura member must be made in greater than three (3) days and less than fourteen (14) days of such support.
- 10.3. Should the chapter move to vote, removal shall only be enforced with at least three-fourths ( $3/4$ ) support of a chapter's total active membership and unanimous support of the Chapter's existing Shura, excluding the member in question.

## **TITLE VII. NATIONAL RISK MANAGEMENT POLICY**

### **1. Alcohol and Drugs**

- 1.1. The use, sale, possession, or consumption of alcoholic beverages, whether it be during a fraternity event, an open event meaning an event hosted by the fraternity, where nonmembers are allowed to attend, a situation endorsed by the chapter, on chapter premises, or at any event a reasonable observer would deem associable to the fraternity, is prohibited and will be grounds for the immediate and permanent termination of membership of those involved.
- 1.2. No alcoholic beverages, including that of bulk quantities (e.g. kegs or cases) may be purchased through chapter funds nor may be purchase of same for members or guests be undertaken or coordinated by any member in the name or on behalf of the chapter.
- 1.3. No members are allowed to purchase, serve, or sell alcohol whether it be individually or collectively.
- 1.4. No chapter may co-sponsor an event with an alcohol distributor at which alcohol is given away, sold, or otherwise provided to those present. This includes any event held in, at, or on the property as defined above for purposes of fundraising.
- 1.5. The possession, sale, or use of any **ILLEGAL DRUGS** or **OTHER CONTROLLED SUBSTANCES** while on chapter premises or during a fraternity event or at any event that a reasonable, objective observer would associate with the fraternity is strictly prohibited and will be grounds for the immediate and permanent termination of membership of those involved.
- 1.6. No chapter may co-sponsor, co-finance, attend, or participate in a function at which alcohol is purchased by any of the host chapters, groups, or organizations.
- 1.7. All recruitment or rush activities associated with any chapter will be non-alcoholic. No recruitment or rush activities associated with any chapter may be held at or in conjunction with a tavern or alcohol distributor as defined in this policy.
- 1.8. No member or associate member shall permit, tolerate, encourage, or participate in "drinking games." The definition of drinking games includes but is not limited to the consumption of shots of alcohol, liquor, or alcoholic beverages; the practice of

consuming shots equating to one's age; "beer pong;" "century club;" "dares;" or any other activity involving the consumption of alcohol that involves duress or encouragement related to the consumption of alcohol.

- 1.9. No alcohol shall be present at any associate member activity or ritual of the chapter. This includes but is not limited to activities associated with "bid night," "banquet" events or activities, "retreat" events or activities, and initiation.

## 2. HAZING

- 2.1. The Fraternity shall not tolerate, condone, or dismiss any form of hazing. Per the National Constitution of the Alpha Lambda Mu Fraternity, hazing is defined as: paddling in any form; physical exercises resulting in excessive fatigue or exhaustion; deprivation of normal sleep and rest; any form of corporal or mental punishment; the placing of anyone in actual or simulated peril or jeopardy of health; undignified methods of and stunts; public or private quests; late work sessions or any other activities which interfere with scholastic achievement of the pledges, or acts of personal servitude. Hazing is also defined as any act that may humiliate or shame an individual pledging for the Fraternity.

- 2.2. Chapters must also comply with their State Hazing Laws if any exist.

## 3. Sexual Abuse and Harassment

- 3.1. The Alpha Lambda Mu Fraternity will not tolerate nor condone any form of sexually abusive behavior – whether physical, mental or emotional – on the part of its member. The members shall not be directly or indirectly engaged in such acts. This is to include any actions that are demeaning, humiliating, or insulting to women including, but not limited to, date rape, gang rape or verbal harassment. Committing an act of sexual abuse will lead to immediate and permanent suspension of the member from the Fraternity.

## 4. Fighting and Physical Abuse

- 4.1. Alpha Lambda Mu will not tolerate or condone any form of fighting or physically abusive behavior or activity during Chapter, fraternity events, or any event or activity which a reasonable observer would associate with the Fraternity.

## 5. Fire, Health, and Safety

- 5.1. Any chapter house owned by Alpha Lambda Mu should meet all local fire and health codes and standards.
- 5.2. All chapters shall post emergency numbers for fire, police, and ambulance near common areas and should have posted evacuation routes on the back of the door of each room.
- 5.3. All chapters should adhere to engineering recommendations as reported by the insurance company or municipal authorities.
- 5.4. The possession and/or use of firearms or explosive or incendiary devices of any kind within chapter premises, fraternity event, or any situation that a reasonable observer would associate with the fraternity is strictly prohibited.
6. Water Features
  - 6.1. The use of self-constructed pools, bodies of water, slip-and-slides, or similar in chapter, Fraternity Events, or at any event a reasonable observer would associate with the fraternity is prohibited.
7. Education
  - 7.1. All student members and associate members shall be educated on the Risk Management Policy on a semester basis. A copy of said Policy will also be provided to the member and associate members of Alpha Lambda Mu.
8. Social Risk Management Policy
  - 8.1. General Policy
    - 8.1.1. All events planned must be considerate and find accommodations that admit all members regardless of age. Most events should be held in or near relatively near the college community area. An Out-of-town off campus event is defined as an event that takes place at a location that takes more than 45 minutes to reach from campus by car driven in compliance with local speed limits.
    - 8.1.2. In order for Out-of-town off campus events to occur, permission must first be granted by the Risk Management Chair, Local Wazir, and National Wazir. Furthermore, mass transportation (i.e. buses) should be provided to ensure safety of members to Out-of- town off campus events.

8.1.3. All events must comply with Alpha Lambda Mu's Risk Management Policies.

The Event form for each event must be completed by the Events Chair three weeks in advance and must be signed off by the Wazir, Risk Management Chairman, and then signed by the Ameer. The completed form must be submitted to the National Wazir two weeks prior to the event

## 8.2. Social Event Attendance

8.2.1. Any chapter member not-in-good-standing will not be permitted to participate in social events. If a member not-in-good-standing does attend, he will be asked to leave and disciplinary action will be taken by the Wazir.

## 8.3. Behavior

8.3.1. Behavior of a proper and kind gentleman is expected of all initiated and new members at all functions. Initiated and new members are responsible for the behavior of their guests and will be held financially responsible for any physical or monetary damages incurred by them or their guests.

8.3.2. Members may be denied permission to attend a social event if their behavior or physical condition beforehand is deemed inappropriate by the Wazir.

## 8.4. Transportation

8.4.1. All new members and initiated members are only allowed to use the designated transportation method chosen by the fraternity to travel to and from the fraternity events. If alcohol or other illegal substances are in the possession of a member on the means of transportation, disciplinary action will result.

8.4.2. If a member chooses to disregard the above policy and arrives to the event with their own transportation, he will be asked to leave the event and disciplinary action upon discretion of the Wazir, will occur.

## 9. Social Media Policy

9.1. Anything associating the Fraternity or a member of the fraternity with Alcohol, Tobacco, or any controlled or illegal substance may not be posted on Social Media. This includes written references to alcohol, drugs or drinking.

- 9.2. Chapters must constantly monitor their social media and remove anything that does not represent the Fraternity in the best possible way
- 9.3. Chapters and members may not post anything that is lewd, obscene, illegal, depiction of profane or obscene language, degrading language towards others, racially or ethically derogatory language.
- 9.4. Chapters should not include personal information of its members and should not post anything that would hurt the brotherhood, secrecy, and trust of the Fraternity.
- 9.5. A list of any current and new social media the Chapter is a part of shall be sent to the National Wazir.
- 9.6. The application of the above Social Media policies as well as any other policy found in the Constitution, By-Laws and Risk Management, includes but is not limited to Facebook, Twitter, YouTube, LinkedIn, Instagram, and Snapchat.

## 10. Non-Discrimination Policy

- 10.1. AAM is committed to fostering a diverse, inclusive, and respectful community. In alignment with our values and principles, we strictly prohibit discrimination of any kind against members, prospective members, or participants in our activities based on race, color, religion, national origin, gender, age, disability, sexual orientation, gender identity or expression, marital status, military status, or any other characteristic protected by applicable law. We are dedicated to ensuring that all individuals have equal opportunities to participate and thrive within our fraternity. Any violations of this policy will be addressed promptly and may result in disciplinary action.
- 10.2. Alpha Lambda Mu does not categorically deny membership to an individual, based on race, color, religion, sex, age, national origin, ancestry, sexual orientation, gender identity and expression, military or veteran status, the presence of a disability, genetic information, familial status, political affiliation, or participation in protected activities (unless specifically allowed by law or through Title IX of the Educational Amendments of 1972). Pursuant to 20 U.S.C. 1681(a)(6)(A), social fraternities and sororities may limit membership on the basis of sex.

## **TITLE IX. AMENDMENT PROCESS**

### **1. Process**

1.1. Amendments to the constitution may be proposed by any member of the National Shura or the Board of Directors. Proposals must be submitted in writing to the National Ameer via email.

#### **1.1.1. Approval Process:**

1.1.1.1. An amendment requires a unanimous vote from the National Shura for approval.

1.1.1.2. The approved amendment is then subject to review by the Board of Directors, where it may be vetoed by a three-fourths (3/4) majority vote.

#### **1.2. Communication and Documentation:**

1.2.1. All proposed amendments and subsequent decisions must be documented and communicated to all members of the fraternity in a timely manner.

1.2.2. This structured process ensures that amendments are carefully considered and agreed upon by the fraternity's leadership, maintaining the integrity and consistency of our constitution.