Greek Leadership Council Sexual Misconduct Policy
Approved February 12th, 2013

The purpose of this policy is to create a set of standards for the Dartmouth Greek Community regarding acts of sexual misconduct. We aim to protect the health and welfare of our peers and hold members and their organizations responsible for the education, prevention, and adjudication around sexual misconduct.

SEXUAL MISCONDUCT EDUCATION

All members of the Greek community must undergo sexual misconduct education. It is the specific responsibility of each chapter to participate in the educational programs and training sessions listed below. We hope to increase education and awareness of sexual misconduct within the Greek community so that individuals will be informed and can act to reduce its prevalence.

1.0 Education

Members of Greek organizations must attend a minimum of two (2) sexual assault education sessions throughout their time at Dartmouth.

1. The first education session will occur during the first term in residence of an individual’s membership within the Greek community. He/she must complete the education session before the end of that academic term (e.g., if an individual accepts a bid in the fall, his/her first education session must be completed by the end of the fall term.)

2. The second education session will occur during the following summer term. If a member is not in residence during the summer term, then he/she must complete the second education session during his/her next term in residence at Dartmouth College.

These education sessions can include, but are not limited to, Mentors Against Violence (MAV) facilitations and Dartmouth Bystander Initiative (DBI) training. The Greek Leadership Council (GLC) must approve other trainings not listed above.
2.0 Leadership Training

The President and a designee from each chapter, ideally someone with prior experience with or interest in sexual misconduct prevention must attend one (1) education session out of the three available, during their time in office. The Office of Greek Letter Organizations and Societies (GLOS) and the GLC will conduct these sessions. This training will focus upon leading discussions within a chapter about bystander intervention, sexual assault awareness, accountability, etc. This program should involve representatives from the SAAP office and external speakers or workshops. There will only be one (1) of these sessions during the academic year and all presidents must be in attendance.

3.0 Organization

The same chapter designee (Section 2.0) will be responsible for the promotion and planning of all educational sessions as well as his or her chapter’s overall compliance with sexual misconduct educations.

The GLC and GLOS will be responsible for the promotion and planning of the leadership training.

4.0 Compliance

If a chapter does not complete all three (3) mandatory sessions (2 education sessions and 1 leadership training) then all funding from the GLC and its respective councils will cease until the education has been completed.

If a chapter still does not participate in Leadership Training, even after funding privileges have been revoked, members of the GLC have the ability to bring a case forward to the Internal Mediation Committee as outlined in Article 6 of the constitution of the GLC.

SEXUAL MISCONDUCT ADJUDICATION

1.0 Entry to the Greek community:

From the day this policy is incorporated into the bylaws of constitution of the Greek Leadership Council, all current and future Greek members will be required to sign a contract to permit the release of their judicial history to GLOS. The policy will be active and apply to every Greek member from the time of its adoption into the constitution and for the remainder of the individual’s time at Dartmouth College.
If a potential new member has been found responsible for sexual misconduct and receives a sanction of two terms suspension or greater, he/she will not be eligible for membership in any Greek organization. If a potential new member has been found responsible for sexual misconduct and receives a sanction of probation or suspension for one term, he/she will be required to undergo an individual education program within the first term of membership.

2.0 Enactment of adjudication/sanctioning processes:

2.1 Sanction Structure

The sanctions imposed by the GLC are dependent upon the sanctions imposed on the responsible individual by the Dartmouth College Committee on Standards (COS). In this section, each pertinent COS sanction is accompanied by a description of the corresponding GLC sanction.

2.2 Reasoning

The GLC has aligned its sanctioning process with the COS for two important reasons.

First, as students, we are not qualified to conduct our own independent adjudication processes, especially those pertaining to sexual misconduct. Thus the best way that we can enact sanctions with integrity is by relying on a process and organization that is qualified to conduct an adjudication process.

Second, we seek to avoid peers adjudicating their peers. With these sanctions set clearly in place, no student will be forced to adjudicate a brother, sister, or friend.

2.3 Process

If a Greek member is found responsible for sexual misconduct by the COS, the GLOS director will notify the chapter president of the individual found in violation of the code of conduct. This must occur within 48 hours of receiving a report of the individual’s sanction from the Office of Undergraduate Judicial Affairs. The individual shall be notified of the enactment this policy during a meeting at which the GLOS director, chapter advisor, and chapter president are present. A written notification will be given to the individual and a copy of this notification will remain on file in the GLOS office. The GLOS director and GLC will track the follow-through and completion of GLC sanctions and will keep written records/reports of all progress.

2.4 Sanctions

If an individual receives a sanction from the COS of Probation or Suspension from the College of one term, the following Greek Sanctions apply:

• Social probation (See Section 5.0).
• Unable to hold a leadership position that requires him/her to represent the chapter as an external liaison to the community or serve as a role model within the chapter, including but not limited to: President, Vice President, any Chapter Judicial Board Member, Social Chair, New Member Educator, and Recruitment Chair. Chapters reserve the right to exclude members from other positions not listed here as they see fit.

• Unable to hold an executive position within any Greek council

• Not permitted to live in the house for the length of probation*.

• Individual education program
  o Planning of the education program will be initiated and lead by the GLOS Director and a Chapter representative.
  o Constructed on an ad hoc basis in conjunction with representatives from the Greek Leadership Council, GLOS, Sexual Abuse Awareness Program (SAAP)**, Judicial Affairs, Chapter Advisor, and the Chapter with which the sanctioned member is affiliated.
  o The individual education program must begin within two weeks of the individual receiving his/her sanctions from GLOS.
  o Other resources include the Counseling Center at Dick’s House and the Undergraduate Dean’s Office

If an individual receives a sanction from the COS of Suspension from the College for two or more terms, the following Greek Sanctions apply:

• Immediate and permanent removal from his/her chapter

If an individual receives a sanction from the COS of Separation from the College, the following Greek Sanctions apply:

• Immediate and permanent removal from his/her chapter

* The GLC, GLOS, and ORL recognize that in some circumstances, it may be unfair to remove an individual from his/her house if there exists no immediate housing alternative, or the barrier(s) to getting alternative housing cannot be overcome. Thus, if and when this sanction is applied, the sanctioned individual will discuss with the GLOS director the most suitable plan for serving time outside of his or her house. It may be that the time lived outside of the house might not begin until the following term. However, if the survivor is living in the same house as the individual found responsible, the sanctioned individual must move out immediately.

** The SAAP Office will not work directly with any students found responsible of sexual misconduct. Rather, they will work in consultation with the GLC to develop individual education programs.
3.0 Institutional Memory

GLOS and GLC will track sanctions until the end of the individual’s undergraduate time at Dartmouth College. If a member is removed from a chapter then he/she cannot join another chapter at Dartmouth.

4.0 Non-Compliance

If the individual is found to have not complied with any sanctions imposed by the GLC, then the chapter he/she is a member of will be required to follow the following procedure:

- Notify the GLOS Office that their member is not complying with their respective sanctions/requirements
- Begin internal adjudication process to address the individual’s non-compliance within the chapter
- Contact their Governing Alumni Council or National Organization and seek advice or help for internal sanctioning
- Until the individual complies with the GLC requirements/sanctions, or the individual is removed from his/her chapter, the respective chapter will be temporarily suspended from the GLC
- Until the individual complies with the GLC requirements/sanctions, the respective chapter will not be eligible for any funding from the Greek Leadership Council or any of its governing councils (e.g. IFC, NALFO, Panhell, etc)

5.0 Definition of Social Probation

- Will persist for the duration of the COS probation sanction
- Individual is prohibited from attending chapter social events with non-members
- If of age, permitted to consume alcohol at members-only events where the survivor is not a member of the same chapter*
- Not permitted on the premises of the chapter if the survivor is a member of the same chapter*

* The latter two sanctions should be enacted if the survivor chooses to disclose his or her identity to the chapter president, chapter advisor, or GLOS.

6.0 Appeals
If a student has been found responsible for sexual misconduct and is appealing his/her sanction with the COS, then that student will receive the GLC sanction listed under ‘Probation’ until the COS sanction is finalized.

If the individual appeals the COS sanctions and is successful, then all GLC sanctions will be immediately revoked.

The GLC will not accept appeals for the Greek sanctions listed in this document.

7.0 Confidentiality

GLOS staff and administrators are the only parties with direct access to an individual’s judicial history; students will not be permitted to view such information. The GLOS Director will inform the chapter president and chapter advisor of the individual found in violation of the code of conduct. The GLC should not be aware of any identifying information of the individual who has been found in violation of the code of conduct.

8.0 Policy Efficacy

We recognize that this policy is a necessary first step, and its efficacy will require regular evaluation. We recommended that this policy be re-approved on an annual basis.