Article __ Greek Code of Standards Policy (Winter 2014)

The goals of this policy are to promote Dartmouth’s Official Principles of Community and to provide prevention and response features for violations of said principles within the Dartmouth Greek Community. This policy represents a step toward student-led change to make the Dartmouth Greek Community more welcoming and appreciative of the diversity of our Dartmouth community. It is the responsibility of every member of the Dartmouth Greek Community to follow the Principles of Community and uphold our standards. Discrimination and bias-related incidents disrupt the educational processes of our peers and will not be tolerated. In general, the Greek Community expects its members to actively uphold these standards, to confront violations, and report violations to chapter leadership.

A. Code of Standards

1.0 Policy: The Greek Community must uphold Dartmouth’s Official Principles of Community: “The life and work of a Dartmouth student should be based on integrity, responsibility and consideration. In all activities, each student is expected to be sensitive to and respectful of the rights and interests of others and to be personally honest. He or she should be appreciative of the diversity of the community as providing an opportunity for learning and moral growth.”

2.0 Violations of Standards: A violation of these standards include, but is not limited to:
(a) Events or activities that usurp the culture or identity of other groups.
(b) Wearing or carrying apparel that would be insensitive to other cultures.
(c) Participating in the demeaning or degrading of other individuals or groups because of their differences.
(d) Sponsoring or participating in activities that would be unbecoming of a representative of the Dartmouth Greek Community.

3.0 Application of Standards: These standards apply to the general conduct of individual members of the Greek Community as well as to events or activities of a formal or informal nature, including but not limited to: advertisements, electronic communications, themes, invitations, decorations, attire, individual stunts, and the behavior of guests.

Even when an offending Chapter or individual is unaware of the harmful nature of their actions and/or did not intend to do harm, the Chapter or individual may be held accountable for a violation of the Standards.

4.0 Affirmation: The Greek Community affirms here to value inclusivity and mutual respect of all regardless of age, creed, (dis)ability, history of trauma, ethnic or national origin, gender, gender identity, or gender expression, marital status, political or social affiliation, race, religion, socio-economic status, military or veteran status or sexual orientation.
5.0 New Membership Contract Addition: The Official Principles of Community, and a pledge to uphold said Principles, will be added to the membership contract signed by new members upon joining a Greek organization.

6.0 Accountability: In the incident of a violation, chapters are responsible for holding individual members accountable through internal judicial processes. In the event that a chapter does not hold an individual accountable, or a violation is deemed to be a chapter-wide offense, the GLC will hold violators accountable to these standards.

The scope of this policy is limited to members of the Greek Community. Chapters must follow their internal policies when guests of the chapter violate said standards.

B. Immediate Response to Potential Violations
Any individual or group in the Dartmouth community—affiliated or unaffiliated—may leverage complaints against Greek organizations or individuals for a violation of the Code of Standards

1.0 Individual Accountability: Individual chapter members who receive the concern are accountable for passing along the concerns to the Executive Officers of his or her chapter. Coercing members to not report incidents—intentional or otherwise—will not be tolerated.

2.0 Chapter Accountability: Upon receiving a concern, whether formally or informally, either GLOS or the GLC Executive Board will relay the concern to the relevant Chapter President in a timely manner within one week’s time. Subsequently, representatives from the Chapter will meet with GLOS to discuss the situation and lay out how the Chapter will address the situation internally. GLOS will discuss this process with the GLC Executive Board, as relevant.

3.0 Violation Determination: If no resolution can be reached through mediation between the Chapter and the individuals involved, the GLC Executive Board will determine if a complaint constitutes a formal violation of the Code of Standards.

4.0 Individual Violation Response: If the violation is deemed to be an individual violation rather than a chapter violation, the chapter is responsible for internally adjudicating the individual in a way deemed appropriate given the chapter’s policies and procedures.

C. Follow-Up Response to Violations
Dependent upon the nature of the concern and the outcome of the GLOS mediation process or by decision of the GLC Executive Committee, the offending chapter must take appropriate action including, but not limited to:
1.0 *Mediated Discussion*: Engaging in dialogue with the affected parties to understand the initial complaint. This may take the form of a GLC/GLOS/OPAL-mediated conversation;

2.0 *Chapter Discussion*: Engaging in chapter discussion to isolate the structural problem that allowed for the violation to occur; understand why there was no response on behalf of the organization before it was externally reported; develop mechanisms to prevent future violations;

3.0 *Apology*: Issuing a formal, public apology directly addressing the violation;

4.0 *Restorative Justice*: Any restorative justice measure deemed necessary to repair the community as determined through the mediation process.

**D. Complaint Record Keeping**
GLOS will keep a record of all complaints filed against Greek chapters.