

RELATIONSHIP AGREEMENT FOR THE RECOGNITION OF FRATERNITIES AND SORORITIES

I. PURPOSE

Description: This Relationship Agreement for the Recognition of Fraternities and Sororities ("Agreement") outlines and affirms the rights, responsibilities, and benefits that pertain to fraternities and sororities that are granted status as Recognized Student Organizations ("RSOs") by Utah State University ("USU")

II. ACKNOWLEDGEMENT

Description: Fraternities and sororities have been an influential and important component of the undergraduate student experience at USU for over 100 years. When fraternities and sororities function in accordance with their stated values and missions, the entire USU community receives positive benefits from their student leadership, involvement, service, and the various positive developmental benefits from individual members. The success of USU's fraternity and sorority community is a shared responsibility between all stakeholders

III. USU EXPECTATIONS

Description: Fraternities and sororities recognized under this Agreement are granted the same rights and privileges as similar RSOs at USU. In addition to these benefits, the Vice President for Student Affairs and the Student Involvement & Leadership Office ("SILO") also commit to provide the following support to recognized fraternity and sorority organizations:

1. Employ a full-time Fraternity & Sorority Life Advisor ("FSA").
 2. Enforce USU policies and hold chapters accountable for misconduct where appropriate.
 3. Advise the College Panhellenic Council ("CPC") and the Interfraternity Council ("IFC").
 4. Provide opportunities for regular leadership and community programming.
 5. Conduct periodic chapter event check-ins to ensure safety.
 6. Publish a Fraternity and Sorority Life ("FSL") community status report to promote transparency.
 7. Provide trainings deemed mandatory by USU.
 8. Review this Agreement annually and provide feedback opportunities.
 9. Provide available chapter grade reports (contingent upon appropriate FERPA releases) and community information.
 10. Provide training and support for chapter advisors on USU policies, procedures, and fraternity and sorority advisement upon request.
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IV. CHAPTER EXPECTATIONS

Description: The following are the minimum expectations that must be met for a fraternity or sorority to be recognized by USU. By signing this Agreement, the chapter affirms its commitment to meeting these requirements and enforcing them among its members, which

are necessary for maintaining recognition as a RSO at USU. If it is believed that a chapter has failed to meet or maintain these requirements, the RSO Conduct Board reserves the right to review and amend the chapter's recognition status (see Section VII). The signing organization must:

1. All members will abide by local, state, and federal laws.
2. Retain a national or international organization affiliation.
3. Achieve or retain membership in a USU recognized FSL Councils; IFC, or CPC.
4. Fill at least one of their advisor roles with a USU employee.
5. All members will abide by USU policies¹ and reporting requirements.
6. All members will abide by USU training, Title-IX training, and education requirements.²
7. Submit accurate rosters and chapter summary reports to the FSA upon request.
8. Register all applicable off-campus official chapter events and allow USU representatives to conduct check-ins at those events (see Section VI).
9. Abide by the USU Hazing Policy and report known incidents of hazing to USU.
10. Not host or co-host events that utilize any RSO benefits with a club or organization that is not recognized by USU.

V. RECOGNITION PROCESS & PROCEDURES

Description: This section outlines the steps and requirements for fraternities and sororities to achieve and maintain recognition as student organizations at USU. These procedures ensure that all chapters meet the necessary standards for affiliation and remain in good standing with USU. This process will be conducted annually.

Step 1: Verify that all eligibility requirements have been met. The current USU FSA will confirm compliance.

Step 2: The chapter president (*or equivalent officer*) and chapter advisor must review and sign this Agreement to indicate their acknowledgment and commitment.

Step 3: The signed Agreement will be submitted by the FSA to the Vice President for Student Affairs and University President for final review and approval.

VI. CHAPTER EVENTS & CHECK-INS

Description: As RSO's, fraternities and sororities are required to register all applicable off-campus official chapter events via the Event Registration Form ("ERE") five (5) business days before the event is to take place, and ten (10) business days if the event is to have alcohol present. These events are subject to check-ins from USU Representatives. The purpose of these

¹ Including but not limited to the Student Code, USU Interim Policy 2101: Discrimination based on Protected Characteristics, Interim Policy 2102: Title IX Sexual Misconduct in an Employment or Education Program or Activity, Interim Policy 2103: Non-Title IX Sexual Misconduct.

² Including but not limited to USU's annual in-person FSL Title-IX training.

check-ins is to determine whether appropriate risk management measures are being taken by the chapter to prevent misconduct and infractions, and to verify that the chapter is taking reasonable steps to ensure a safe environment.

1. Official Chapter Events

- a. Chapters whose inter/national organization outlines what constitutes a chapter-sponsored event must use those guidelines when deciding whether or not the event is an 'official' chapter event.
- b. For chapters whose inter/national organization do not define or outline what constitutes a chapter-sponsored event, USU will determine whether an event is considered an official chapter event for purposes of this agreement. This may include consideration of factors including, but not limited to:
 - i. use of chapter funds
 - ii. advertising or marketing
 - iii. sending out invites

2. When to Register an Event

- a. An official chapter event taking place off USU campus must be registered with the FSA utilizing the ERF if it contains any the following attributes:
 - i. Alcohol will be present.
 - ii. The event takes place outside Cache County.
 - iii. The event will be attended by students or other individuals who are not undergraduate members or alumni of the chapter.

3. The Event Monitoring Committee

- a. The Event Monitoring Committee ("EMC") shall be established for the purposes of conducting chapter check-ins as representatives of USU.
 - i. The EMC shall consist of volunteers from the recognized chapters, the FSA, or other SILO employees.
 - ii. EMC volunteers will receive additional risk-management and check-in training from the SILO.
 - iii. The EMC shall submit a Check-In Form to the FSA for each event in which they perform a check-in.

4. Event Check-Ins

- a. Chapters in good standing shall receive notice by the EMC or FSA prior to a registered event that a check-in will be taking place. Only chapters on probationary status will be subject to random check-ins.
- b. When the EMC attempts to perform a check-in the hosting chapter(s) may decline access. However, declining access will be considered chapter misconduct and treated as such under this Agreement.
- c. If the EMC believes that there is an immediate safety issue, they will contact the police to address the matter.
- d. Check-ins at chapter facilities will be restricted to common areas. Common areas include any portion of the building that is used by and intended for the benefit of all residents of the facility and their invitees. Common areas typically include
 - i. Foyers and lounges

- ii. Dining areas and kitchens
- iii. Other designated social or party spaces
- e. If the EMC has reason to believe that a violation of USU policy³ or other safety issue is occurring in private spaces, they will seek permission from the chapter to inspect those spaces. If access is denied to the private spaces, a note will be made on the Check-in Form and may result in the corresponding misconduct procedures.
- f. If misconduct as defined in Section VII of this Agreement is observed at a check-in, it will be reported to the FSA and will be noted on Check-in Form which will be submitted as supporting documentation. The misconduct procedures will then be followed.

VII. MISCONDUCT

Description: USU recognizes fraternities and sororities as independent organizations and affirms students' right to freedom of association. However, to maintain recognition as an RSO, chapters must adhere to the stipulations of this Agreement. Consistent with USU policy, USU will enforce the Student Code and address misconduct by RSOs and their members in accordance with Article IV of the USU Student Code.

1. Individual Misconduct

- a. This is not an agreement between individual members and USU, but rather between USU and the fraternity or sorority chapter as the counter party. Therefore, instances of individual misconduct by chapter members are not necessarily governed directly by this Agreement.⁴ Such conduct shall be addressed through the regular student conduct process and, where applicable, should also be addressed by internal chapter accountability proceedings respectively. As discussed further in the following section, there may be times where an individual member's misconduct may be imputed to the organization.

2. Organizational Misconduct

- a. Organizational misconduct refers to actions or behaviors by a chapter, collectively or through its representatives, that violate the terms of the Agreement, or USU policies.⁵ This type of misconduct is distinct from individual misconduct and reflects actions taken by, endorsed by, or arising from the chapter as an entity.

³ Including but not limited to violation of the USU Student Code, USU Interim Policy 2101: Discrimination based on Protected Characteristics, Interim Policy 2102: Title IX Sexual Misconduct in an Employment or Education Program or Activity, Interim Policy 2103: Non-Title IX Sexual Misconduct.

⁴ If the individual misconduct directly affects the chapter's ability to comply with the terms of the RA or USU policies, the chapter may still be held accountable through an RSO Conduct Board review of chapter status.

⁵ Including but not limited to the Student Code, USU Interim Policy 2101: Discrimination based on Protected Characteristics, Interim Policy 2102: Title IX Sexual Misconduct in an Employment or Education Program or Activity, Interim Policy 2103: Non-Title IX Sexual Misconduct.

- b. The Office of Student Conduct is responsible for assessing whether actions may constitute organizational misconduct. While investigating individual student misconduct, the Office may identify and allege organizational misconduct if the behavior is indicative of misconduct at an organizational level. Such organizational misconduct may be determined to have occurred when:
 - i. Multiple members of an organization are alleged to have violated the Student Code, university policy, or a University Directive.
 - ii. Alleged Misconduct is endorsed by the organization or any of its officers including, but not limited to, the organization's active or passive consent or support, the organization having prior knowledge that the conduct was likely to occur and not taking any substantive action to prevent it (e.g., canceling the event, notifying the office of student conduct or university or local police, etc.), or the organization helping to plan, advertise, or promote the misconduct.
 - iii. The alleged misconduct is committed during an activity paid for by the organization or paid for as a result of one or more members of the organization contributing personal funds in lieu of organizational funds to support the activity.
 - iv. The alleged misconduct occurred on property owned, controlled, rented, leased, or used (on or off campus) by the student group/organization or any of its members for an organizational event;
 - v. The alleged misconduct was hazing.
 - vi. Members of the organization attempted to conceal the alleged misconduct. Or
 - vii. One or more officer(s) of the organization had prior knowledge or reasonably should have known that the alleged misconduct would take place.
- c. In their assessment regarding organizational misconduct, the Office of Student Conduct may consider information, including but not limited to:
 - i. Reports or evidence of misconduct from USU departments, law enforcement, chapter headquarters, or other credible sources.
 - ii. Investigative findings related to the chapter's operations or activities.
 - iii. Patterns of behavior that demonstrate a systemic disregard for USU policies or this Agreement.
- d. If organizational misconduct is alleged by a student conduct officer, an RSO Conduct Board shall be assembled to review the validity of the allegation. If the RSO Conduct Board determines it is more likely than not that organizational misconduct occurred, the chapter will be noticed with the alleged misconduct.
- e. Once an organization has been noticed of alleged misconduct, the Misconduct Proceedings outlined in Article 5, Section V-5 of the Student Code will be applied, with change of affiliation status as the possible sanction, and the organization taking the place of the accused student.

- f. If a hearing becomes necessary in the course of the proceedings, the hearing shall follow the procedure outlines in Student Code Article 8, Sections VIII-1 and 2, with the exceptions of the organization standing in as the accused student, and the RSO standing in for the Hearing Board.
 - g. The RSO Conduct Board for affiliated fraternities and sororities shall consist of:
 - i. The Student Conduct Officer who initially investigated the misconduct.
 - ii. The current Utah State University Student Association (“USUSA”) Clubs & Organizations Executive Director.
 - iii. The FSA.
 - h. The RSO Conduct Board also reserves the right to assess and implement appropriate status changes for the chapter in question if it is determined that the eligibility requirements for recognition have not been met (*see Section IV*). This shall be accomplished through the process outlined in this Subsection above and is referred to as the Misconduct Incident Process.
- 3. Interim Action (IA) for Health and Safety**
- a. USU reserves the right to take necessary and appropriate action to protect the safety and well-being of the campus community (see Article V of the USU Student Code). This may include an Interim Action (IA) for Health and Safety which may temporarily adjust the recognition status of the RSO in question.
 - b. If an Interim Health and Safety Action is imposed, the Vice President for Student Affairs will notify chapter leadership. Following this notification, the procedural rights outlined in Section VIII-1 of the Student Code will be applied in a similar manner, adapted to address the organizational level as described in Subsection 2: Organizational Misconduct, above.
 - c. An IA does not supplant the Misconduct Incident Process, which determines if a more enduring change in the chapter status or other sanctions are warranted. An IA can be issued or modified by the Vice President of Student Affairs or designee at any point. IA’s will stay in place until the health and safety concern is resolved.
- 4. Chapter Statuses**
- a. Good Standing – Any fraternity or sorority that has met all deadlines, completed all requirements, and is free from misconduct. Fraternities and sororities in Good Standing are given all rights and privileges afforded them in this Agreement and the Student Code of Conduct.
 - b. Warning - Any fraternity or sorority that has failed to meet deadlines or complete all eligibility requirements will be placed on Warning. Such a fraternity or sorority will not lose rights or privileges, but placing a fraternity or sorority on Warning is an official administrative action taken by USU staff.
 - c. Probation – Any fraternity or sorority that has repeatedly failed to meet deadlines, complete eligibility requirements or has been found responsible for

organizational misconduct will be placed on Probation. Probation shall last no less 12-weeks and no more than one full year.⁶

- i. Probation shall include specific sanctions designed to address the misconduct and its root cause(s). All terms of the Probation, and the requirements to regain Good Standing, will be specifically outlined by RSO Conduct Board.
 - ii. At the conclusion of the Probation period, chapter representatives and the RSO Conduct Board shall meet to determine if the sanctions have been met and the fraternity or sorority will return to Good Standing. If the fraternity or sorority fails to meet the terms of their Probation, it may be extended/updated, or they may have their recognition suspended.
- d. Suspension of Recognition – A suspended fraternity or sorority shall lose all rights and privileges afforded them in this Agreement and the Student Code of Conduct. Suspension of Recognition means the fraternity or sorority cannot participate in any USU function as a group. For all intents and purposes, a fraternity or sorority does not exist in the USU community during the term of their Suspension. The RSO Conduct Board shall outline the specific terms of Suspension on a case-by-case basis in accordance with requirements below.
- i. Suspension shall last no less than one full semester and no more than one full year.
 - ii. At the conclusion of the suspension period the RSO Conduct Board and the Vice President of Student Affairs shall meet with the fraternity or sorority and hear their case to regain recognition. The fraternity or sorority may regain recognition in Good Standing or Probation status.
- e. Loss of Recognition – For all intents and purposes, a fraternity or sorority who loses recognition does not exist at USU. If the RSO Conduct Board determines Loss of Recognition is warranted, they will determine the length of time it will be in effect. At a minimum, Loss of Recognition shall last two years.

5. Appeals

- a. Chapters shall have the right to appeal a status change imposed by the RSO Conduct Board.
- b. Appeals must be submitted in writing to the Vice President for Student Affairs within ten (10) business days of receiving notice of the status change. The appeal should clearly outline the basis for the request, including any procedural errors, new evidence, or mitigating circumstances.
- c. The Vice President will review the appeal and provide a written decision within ten (10) business days. This decision will be final and binding.

6. FSL Councils

- a. The CPC and IFC maintain the authority to conduct their own judicial proceedings independently from the USU RSO misconduct processes. These proceedings are

⁶ The 12-week period shall not include any semester breaks or summer semester.

- governed by their respective bylaws and policies, allowing the councils to address internal matters and uphold their standards of accountability.
- b. While these council proceedings are separate, they do not replace or supersede USU's authority to address RSO misconduct through its own processes as outlined in this Agreement and the Student Code. Both systems may operate concurrently when necessary.
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VIII. SIGNATURES

We, the undersigned, have read, understand, and shall comply with the terms of this Agreement and shall share all the referenced policies with our general chapter membership regarding the terms and conditions of this Agreement for the 2025-2026 academic year.

Fraternal Organization:

Chapter Designation:

Chapter President Name (Print):

President's Signature: _____ Date:

Chapter Advisor Name (Print):

Advisor's Signature: _____ Date:

VP for Student Affairs Name (Print):

VP's Signature: _____ Date:

Glossary of Terms

1. **Chapter Member:** Any member or new member of the chapter who has been assessed dues or fees by their organization that semester (fall & spring) or who was assessed dues or fees the previous semester who has not graduated or resigned their membership (summer).
2. **Chapter Leadership:** Any member of a chapter's executive board/council, as defined in their local or nation/international policy.
3. **Check-in Form:** This form is used to conduct check-ins at informal events. The form will be based off each chapter's event risk management policies.
4. **Common Areas:** These include any portion of the building that is used by and intended for the benefit of all residents of the facility and their invitees. Common areas typically include foyers, lounges, dining areas, and designated social or party spaces, as well as the facility's main kitchen. They do not include private spaces, such as bedrooms and accompanying bathrooms, or the hallways that adjoin them.
5. **Event Monitoring Committee:** A group comprising USU students and employees responsible for conducting check-ins at registered formal and informal chapter events.
6. **Event Registration Form:** the form by which certain activities or events hosted and/or sponsored by a chapter(s) are filed with and approved by USU.
7. **Official Chapter Event:** Activities or events directly hosted and/or sponsored by a chapter(s). Depending on the nature of the activity, it may require an ERF
8. **Fraternity and Sorority Advisor:** This USU employee guides and facilitates the work of the councils and chapter officers in concert with their advisors. They challenge and support individual members, work to enhance training programs for these groups. In addition, the FSA works in collaboration with the inter/national organizations.
9. **Interfraternity Council and College Panhellenic Council:** These organizations consist of a body of elected officers along with their member chapters. Their corresponding constitutions and bylaws will apply to all member chapters. These groups serve as the student governing body for the FSL chapters recognized by USU.
10. **Misconduct:** an incident that violates USU policy, (including but not limited to the Student Code, USU Interim Policy 2101: Discrimination based on Protected Characteristics, Interim Policy 2102: Title IX Sexual Misconduct in an Employment or Education Program or Activity, Interim Policy 2103: Non-Title IX Sexual Misconduct).
11. **Misconduct Procedure:** This process will be used to adjudicate organizational misconduct within the FSL community.
12. **RSO Conduct Board:** The body of USU personnel responsible for determining the level of organizational misconduct and instituting chapter status changes. The board shall consist of the USU employee responsible for advising the RSO (*in the case of fraternities and sororities that person shall be the FSA*), a student conduct employee, and the USUSA Director of Clubs and Organizations.
13. **Student Involvement & Leadership Office:** The office that oversees student organizations, USUSA Executive Council, and other student involvement opportunities.