

FarmHouse Fraternity Disciplinary Action Policy

1. VIOLATIONS/OFFENSES:

Any act or alleged act which violates the Constitution, By-Laws, Objectives or Position Statements of FarmHouse Fraternity, any state law or any school rule, regulation, policy or procedure, whether or not it results in negative publicity to FarmHouse Fraternity.

2. REPORTING:

Any alleged violation/offense should be reported to the International Headquarters, even if no formal charges are brought by any authorities. This should be done immediately, but no later than 24 hours after the event.

3. REVIEW PROCESS:

A) Executive Director

1. Upon receiving any notification of an alleged violation/offense, the Executive Director shall immediately contact the International President.
2. Should the allegations, if true, constitute sufficient information to meet the definition of a violation/offense as determined by the International President, the International President shall instruct the Executive Director to call the Chapter or Colony in question within 24 hours to notify them of the allegations and the course of action that will be taken.

B) International President may:

1. Appoint a Review Committee to investigate further;
2. Pending severity of the violation/allegations, give the association and chapter the first opportunity to address violation/allegations and develop a plan/solution to address concerns;
3. Summons the International Board to take immediate action (on-site staff/Board investigation, temporary suspension, etc.) should violations/allegations be deemed severe enough and/or warrant such action.

C) If the International President appoints a Review Committee, within one week of receipt of the allegations, he shall:

1. Appoint a Review Committee consisting of three members, none of whom are International Executive Board Members.
2. Send the Chapter or Colony a signed written statement of the specific allegations and "official notifications" of the Review Committee's appointment by certified mail, return receipt requested.
3. Send by regular mail copies of the Chapter's or Colony's "official notification" (see B 2) on the same day to the members of the Review Committee and Campus Fraternity Affairs Advisor.
4. Instruct the Executive Director to arrange for a Risk Management presentation set up for the chapter, association board and advisors to take place within 3 weeks of notification - either conducted by a staff member, Board member, legal counsel or an expert in risk management.

D) Chapter or Colony Response:

1. After receipt of the written "official notification" (see 3B2) from the International President, the Chapter or Colony will have one week to provide a written response to the Review Committee.

E) Review Committee:

1. Review Committee members may not be on the present International Executive Board or staff members.
2. It will be the responsibility of the Review Committee to evaluate the alleged violation/offense.
3. After written Chapter or Colony response has been received by the Review Committee, they shall discuss the case and take any necessary actions in preparing their report for the International President.
4. Necessary actions may include but are not restricted to further inquiries by phone or, if deemed necessary by the Review Committee, by an on-the-site visit by one or more committee members to collect first hand data, evidence, clarification, or verification from accusers and/or alleged offenders in order to ascertain with reasonable certainty the validity and seriousness of the allegations.
5. The Review Committee shall have 45 days from the date of the written "official notification" (see B2) to report its evaluation and recommendation to the International President. The report

should separately state each allegation and its findings on each allegation.

F) International Executive Board:

1. Each International Executive Board Member will be immediately copied on all documents sent or received by the Executive Director concerning the disciplinary allegations.
2. After a copy of the final Review Committee report has been received by the International Executive Board Members, a conference call among all International Executive Board Members and Review Committee members who are able to participate will be held to discuss the case and to recommend a course of action. Only International Board Members may vote on the course of action to be taken.
3. No action or judgment will be taken until the parties accused have been given Due Process as provided in this Disciplinary Procedure.
4. The International Executive Board is not restricted to information gathered by the Review Committee and may ask for further information or clarification from the Review Committee or any interested party.
5. In no instance shall violations/offenses or allegations occurring more than four years prior to any subsequent allegation be considered by the International Executive Board in making its judgment or action.
6. In no instance shall the International Executive Board automatically impose a stiffer level of disciplinary action than previously imposed.
7. All reasonable efforts should be taken to work with the Chapter or Colony in understanding and correcting any violations/offenses of the Policies, Procedures, By-Laws, Constitution or Objectives of FarmHouse Fraternity.

4. IMPLEMENTATION OF DISCIPLINARY ACTION:

If the active Chapter or Colony does not remedy conditions to meet the request of the International Executive Board, as presented through the International President, further action may be taken, including an oral or written Statement of Abomination, a Written Reprimand of Censure, a Requirement of In-Kind Restitution, a Restriction of Privileges, Disciplinary Probation, Suspension of Charter, Revocation of Charter or any combination of the above by majority vote of the International Executive Board. If suspension or revocation of the charter is invoked, such action will become effective immediately. Probation may involve additional provisions other than those set out herein as directed by the International President.

If a chapter or colony is placed on probation, which may but need not include additional provisions, local alumni and representatives of the college/university faculty or staff shall be appointed by the International President to serve as a Probationary Review Committee to review the progress of the Chapter or Colony. An official letter from the International President will be sent to the Probation Review Committee and to the Chapter or Colony explaining their relationship to one another and the role of each, to outline procedures to be followed and to identify any action that must be taken. The Probation Review Committee and the Chapter or Colony shall send a mutually agreed upon and co-signed status report to the International Office monthly and to the International President for each International Executive Board meeting. At the discretion of the International Executive Board and upon the recommendation of the Review Committee, Probation may be removed after one year if all the conditions of the probation have been met and in the opinion of the International President the Chapter or Colony is stable enough to operate on its own. When a Chapter or Colony fails to comply with specific requirements designed to put the Chapter or Colony in compliance with the standards of FarmHouse Fraternity, the Charter or recognition of the Chapter or Colony may be suspended.

Pursuant to Article V, Section 1, of the FarmHouse International by-laws, the International Executive Board in conjunction with the local association board, is granted the power to confer Alumni Membership status on a chapter member as one of the possible disciplinary actions which the Board may impose in the exercise of its authority and obligation to decide all questions of discipline and decorum.®

5. SUSPENSION OF CHAPTER OR COLONY:

Suspension shall be defined as denial of recognition, participation, and/or other privileges and services of the

Fraternity for a length of time determined by the International Board. The International Executive Board, by a three-fourths vote may suspend a Chapter's Charter or Colony's recognition, at which time the Chapter or Colony must be notified by the International President. At the discretion of the Board, suspension could include the Charter, and other Fraternity property, being placed in the custody of the Executive Director or his designee during the period of the suspension. Suspension may include other penalties or sanctions as determined appropriate by the International Executive Board. At the end of the suspension period, the International Executive Board shall review the status of the Chapter or Colony. The suspension may thereafter be continued for an additional period of time.

6. REVOCATION OF CHAPTER'S CHARTER OR COLONIES' RECOGNITION:

If, after suspension of the Chapter's Charter or Colony's recognition, the Chapter or Colony still fails to comply with FarmHouse policy and/or the directives of the International President, the International Executive Board, by a three-fourths vote, may revoke the Chapter's Charter or Colony's recognition. Notice of appeal must be sent to the attention of the Executive Director of FarmHouse Fraternity by certified mail, return receipt requested, within 45 days of receipt by the Chapter or Colony of the notice of the International Executive Board's decision to revoke the Chapter's Charter or Colony's recognition. Revocation of a Chapter's Charter or Colony's recognition will be effective 45 days from receipt by the affected Chapter or Colony of notice to revoke its charter or recognition unless timely notice of appeal is received by the Executive Director. If timely notice of appeal is received by the Executive Director, the revocation will not become final or effective until the International Executive Board's decision to revoke is approved at the next Conclave following the International Executive Board's decision to revoke. The appeal shall fail unless the appeal receives the vote of three-fourths of all eligible Conclave Delegates. Delegates of the Chapter or Colony bringing the appeal and its Association shall not be permitted to vote.

7. REACTIVATION OF CHAPTERS OR COLONIES:

The International Executive Board, by a three-fourths vote, may reactivate any Chapter or Colony, whose Charter or recognition has been revoked no less than one year after the revocation. Reactivation of a Chapter or Colony shall follow the expansion guidelines and policies of the Fraternity. The Charter or recognition of a reactivated Chapter or Colony whose Charter or recognition was revoked may include special provisions. No past members of the Chapter or Colony whose Charter or recognition was revoked may be active members of the reactivated Chapter or Colony.

DUE PROCESS

The Disciplinary Procedures, as outline above, shall be followed in every disciplinary situation involving a FarmHouse Chapter or Colony.

- 1. FAILURE TO NOTIFY** - If notification is not sent to the Chapter or Colony as prescribed in each disciplinary level, no action may be taken against the Chapter or Colony until appropriate notification is given.
- 2. WRITTEN NOTICE** - The Chapter or Colony shall be given written notice of the decision reached by the International Executive Board.
- 3. RESPONSE TO DECISION** - The Chapter or Colony shall be afforded the opportunity to respond to the decision, either in writing or by having one or more representatives appear before the International Executive Board, understanding that these members represent the entire Chapter or Colony.
- 4. NOTICE TO OTHER CHAPTERS** - If any disciplinary action is imposed by the International Executive Board, the International President shall provide written notice of its actions to all Chapters, Colonies, and Associations of the Fraternity within ten days of the Board's disciplinary action.
- 5. SUBSTANTIAL JUSTICE** - The Board is empowered to interpret these Disciplinary Procedures and make exceptions as warranted by the circumstances in order to insure that all issues are resolved in the interest of substantial justice.

(Modified and Approved: April 7, 2006; Reaffirmed: August 2008)