



Conduct 101

**When your chapter
gets in trouble**

A little about me...



A little about me...



A little about me...





A little about me...AU pic

A little about me...DC pics



My Professional Background

- ◉ House Director (picture of the Beta House)
- ◉ House Corporation Officer
- ◉ Chapter Advisor
- ◉ Greek Advisor
- ◉ Headquarters
- ◉ Supervisor of Greek Life Staff

Why is this important?

- Reflection on past year
- 2015
- Major incidents nationwide and the intersections between conduct issues & House Directors

Outline for Session

- ◉ Explore types of conduct issues
- ◉ Conduct Process 101
- ◉ What could happen? Sanctions explored
- ◉ What is your role after an incident?
- ◉ Resources and what could/should you do?
- ◉ Scenarios- How do you respond?
- ◉ Question and Answer

Exploring the Conduct Process

When you hear the words conduct or judicial process, what comes to mind?

Why Are We Here?

- Surprise
- Blindsided
- Forgotten
- Left in the Dark
- Last Person to Find Out

Conduct = Bad?

- Sorority Examples

Conduct = Bad?

- Fraternity Examples

Conduct = Good?

- Developmental
- Learning experience
- Opportunity for growth
- Need for change
- Educational Moments

Types of Conduct Issues

Issues

What types of issues do you see or hear about on your campus?

Tier One

- Recruitment Infractions
 - Timing
 - Decorations
 - Taking a napkin out of a party
- Dirty Recruiting/Dirty Rushing
- Social Media Issues
 - Yik Yak
 - Instagram/Facebook
 - Snap Chat

Tier Two

- Stealing
- Vandalism/Destroying Property
- Fighting and/or drama with other sororities
- Issues at fraternity philanthropy events

Tier Three

- ◉ Alcohol
 - ◉ Pre-Game Culture
 - ◉ Binge Drinking
 - ◉ Family Culture
 - ◉ Co-Sponsoring Events with Fraternities & Booze
 - ◉ Alcohol transports
- ◉ Drugs
 - ◉ Recreational, Club, and Prescription Drug Use

Tier Four

- Hazing
 - Hazing Scale and what we see
 - Psychological/Mental Intimidation
 - Alcohol related/forced consumption
 - “Everything is optional”
 - Co-planning events with other chapter/s
 - Scavenger Hunts
 - Physical activities masked as “fitness”

Other Issues?

- Anything else you see on your campus?
- Or things your chapter or other chapters have been held responsible for?

Conduct Procedures 101

Conduct Procedures 101

- University Process
 - Headquarters Process
 - Criminal Court/Justice Process
 - Panhellenic Mediation Process
 - Internal Chapter Process
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- Individual vs Group Process

Conduct Procedures 101

- University Process-
 - Judicial vs Conduct
 - Guilty vs Responsible
 - Court System vs University Educational Process
 - Lawyers/Parents vs Student Focused Process

Conduct Procedures 101

- University Areas-
 - Dean of Students/VP Student Affairs
 - Fraternity & Sorority Life Staff
 - Student Activities/Involvement Office
 - Student Conduct/Judicial Office

Conduct Procedures 101

- University Process (How)-
 - Administrative
 - Hearing or Panel
 - Mediation

Conduct Procedures 101

University Process (What)-

Investigation =>

Charge Letter =>

President will meet with University =>

Either Sanctions will be delivered or will be sent to a hearing =>

Final Sanctions or appeal.

Conduct Procedures 101

Panhellenic (What)

Chapter will be charged with violations =>

Chapter and Panhellenic will schedule mediation =>

Chapter and Panhellenic agree on sanctions (usually monetary fines or educational in nature)

Conduct Procedures 101

Headquarters (What)

Will receive notification from advisors, Chapter consultants, or University =>

Headquarters/regional volunteers will investigate incident =>

Will often defer to University or “rubber stamp” decision =>

Final sanctions delivered to chapter

Conduct Procedures 101

Internal Chapter Process

- Standards Boards
- Individual sanctions
- Often social event related

Criminal Court Case/Investigation



What could happen?
Sanctions

What could happen? Sanctions

- Not every investigation results in a sanction!
- Options for sanctioning:
 - Written or verbal warning
 - Fines and or payment
 - Educational Programming
 - Community Service

What could happen? Sanctions

- Options for sanctioning:
 - Probation
 - Social
 - Disciplinary
 - Deferred Suspension
 - Cease & Desist/Temporary Suspension
 - Suspension
 - Dismissed/Expelled



What is your role?

What is your role?

- What do you do if your chapter gets in trouble?
- How have you handled previous conduct situations?
- What role can you have for your residents?

What is your role?

- ◉ Advisor
- ◉ Counselor
- ◉ Sounding Board
- ◉ Enforcer
- ◉ Peace Keeper

What is your role? Questions...

- Situational/Context
- Who do you report to?
- Are you a mandatory reporter?
- Do you report everything?
- What is your current relationship with the University
- Are things handled internally?

What is your role? Questions...

- You want to believe that nothing will happen
- How often do they come to you?
- How often do you hear things?
- What is truth and what is fiction, rumors, or gossip?
- Is it your responsibility to confront an issue or gather help?

What is your role?

- Bystander Behavior Theory
 - Use AU Step-Up Training



Resources- What can you do?



Resources- What can you do?



Scenarios- Being prepared

Scenario- 1

Scenario- 2

Scenario- 3

Scenario- 4

- Thank You!
- For questions, comments, or to continue this conversation...

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