



SUNY COBLESKILL
AG & TECH

Fraternity & Sorority Life

SUNY Cobleskill Ag & Tech

Fraternity & Sorority Life

Handbook

Standards, Policies, and Guidelines

2026–2027

(Or relevant Current Term)



Table of Contents

Contents

PREFACE	3
SUNY COBLESKILL AG & TECH FRATERNITY & SORORITY LIFE MISSION	6
SUNY COBLESKILL FRATERNITY & SORORITY LIFE RELATIONSHIP WITH THE CAMPUS AND COMMUNITY	6
EXPECTATIONS AND PRIVILEGES	7
RESPONSIBILITIES OF FRATERNITY & SORORITY ORGANIZATIONS.....	7
MEMBERSHIP EXPECTATIONS	8
RECOGNITION	10
ACCOUNTABILITY OF ORGANIZATION STANDARDS: STUDENT CONDUCT	13
PRIVILEGES OF MEMBERSHIP AND RECOGNITION.....	15
POLICIES	16
RECRUITMENT OF NEW MEMBERS	16
MINIMUM MEMBERSHIP	18
LOSS OF RECOGNITION AND UNRECOGNIZED GROUPS	20
STUDENTS WHO PLEDGE, JOIN, ACCEPT MEMBERSHIP, OR AFFILIATE WITH ORGANIZATIONS THAT HAVE LOST COLLEGE RECOGNITION MAY BE REFERRED FOR A STUDENT CONDUCT CODE VIOLATION.	20
STUDENTS WHO CONTINUE TO OPERATE OR SUPPORT THESE ORGANIZATIONS OUTSIDE OF THE APPROVED RECOGNITION PROCESS ARE ALSO SUBJECT TO REFERRAL UNDER THE STUDENT CONDUCT CODE.	20
NEW MEMBER EDUCATION AND INTAKE	20
OFFICE OF FRATERNITY & SORORITY OVERSIGHT	22
<i>Event and Activity Risk Management</i>	22
<i>Contracts and Agreements</i>	23
<i>Insurance and Third-Party Providers</i>	23
<i>Travel and Transportation</i>	23
<i>Animals and Animal-Related Events</i>	24
<i>Emergency and Contingency Planning</i>	24
<i>Risk Management Policy</i>	24
ALCOHOL AND DRUGS	26
HAZING	27
SUNY COBLESKILL AG & TECH HAZING POLICY & PROCEDURE	28
SEXUAL ABUSE AND HARASSMENT	31
FIRE, HEALTH AND SAFETY.....	32
EDUCATION	32
<i>Required Semester Trainings</i>	33
<i>Risk Awareness and Educational Outcomes</i>	33
ACADEMIC STANDARDS AND POLICIES FOR FRATERNITY & SORORITY LIFE	33
EXPANSION POLICY FOR FRATERNITY & SORORITY LIFE	35
PHASE ONE: EXPLORATORY GROUP.....	35
PHASE TWO: PROVISIONAL STATUS (COLONY)	36

<i>Privileges of Provisional Organizations</i>	37
<i>Responsibilities of Provisional Organizations</i>	37
PHASE THREE: CHARTERING	38
GUEST ON CAMPUS POLICY	38
PROFESSIONAL ADVISORS FOR FRATERNITY & SORORITY ORGANIZATIONS	39
RESPONSIBILITIES OF THE FACULTY/STAFF ADVISOR	39
ALUMNI ADVISORS	40
RESPONSIBILITIES OF MEMBERS IN RELATION TO THE FACULTY/STAFF ADVISOR	40
CHAPTERS OF EXCELLENCE INCENTIVE PROGRAM	41
FRATERNITY & SORORITY COUNCIL	42
FSC MEMBERSHIP	42
RESPONSIBILITIES OF FSC MEMBERS	43
APPENDIX A	44
GLOSSARY OF FRATERNITY & SORORITY LIFE TERMS	44
APPENDIX B	55
MEMORANDUM OF UNDERSTANDING; CONDUCT AND ANTI-HAZING PLEDGE	55
<i>Purpose</i>	55
<i>Institutional and Organizational Values</i>	56
<i>Principles of Accountability and Responsibility</i>	56
<i>Universal Values Commitment</i>	57
<i>Acknowledgement of Membership Responsibility</i>	58
<i>Duration of Agreement</i>	58
APPENDIX C	58
EVENT RISK CLASSIFICATION AND APPROVAL GUIDE	58

Preface

The Fraternity & Sorority Life program at SUNY Cobleskill Ag & Tech is a program devoted to student success through belonging, service, and lifelong networking. The program can be traced back to 1923 and has a long history of student leadership and belonging on the Cobleskill Ag & Tech campus. This handbook serves as a guide for students involved in Fraternity & Sorority Life or anyone looking for more information regarding the fraternity & sorority experience. This

Updated 8/2026 3 of 59

handbook also contains all policies and rules related to this program. Therefore, all fraternities and sororities on the Cobleskill Ag & Tech campus must adhere this document. Finally, this handbook shall work as a living document and may be updated as needed by the Office of Fraternity & Sorority Life.

Fraternity & Sorority Life Vision

Fraternity & Sorority Life at SUNY Cobleskill Ag & Tech will be recognized as a thriving community of scholars and leaders whose organizations exemplify integrity, service, academic achievement, and responsible self-governance. Guided by shared values and mutual respect, our chapters will foster meaningful lifelong connections while enriching the campus through leadership, civic engagement, and a commitment to creating an inclusive and welcoming community.

Core Values**Academic Excellence**

We place scholarship at the center of the fraternity and sorority experience, encouraging every member to pursue intellectual curiosity, academic achievement, and continuous learning.

Leadership

We cultivate principled leaders who inspire others through integrity, responsibility, collaboration, and service.

Brotherhood & Sisterhood

We build lifelong relationships rooted in trust, respect, support, and shared purpose that extend beyond graduation.

Service & Civic Engagement

We strengthen our campus and surrounding communities through meaningful service, philanthropy, and active citizenship.

Relationship to Chapter Governing Documents

Where an organization's constitution, bylaws, policies, rituals, or practices conflict with applicable law or SUNY Cobleskill Ag & Tech requirements, College requirements

govern the organization's eligibility for institutional recognition and participation. Nothing in this handbook authorizes the College to amend an inter/national organization's constitution or determine private membership status beyond eligibility to participate in the College-recognized Fraternity & Sorority Life program.

****This Code supersedes Chapter Constitutions****

Director of Fraternity and Sorority Life refers to the Director of Unity Center who is responsible for providing comprehensive support and oversight of SUNY Cobleskill AG & Tech's Fraternity and Sorority Life Program.

Chapter Advisor refers to the role served by full-time faculty and staff at SUNY Cobleskill AG & Tech included but not limited to UUP and MC status. These employees are volunteers who serve as support systems for all chapters.

Authority and Jurisdiction

Fraternity & Sorority Life operates in coordination with other College offices. The following framework clarifies primary responsibility:

- Individual student conduct and formal Student Code of Conduct adjudication are administered through the Office of Community Standards & Advocacy under applicable College procedures.
- Criminal matters, immediate threats, and emergency response are handled by University Police and/or other appropriate law-enforcement or emergency agencies.
- Chapter recognition, administrative compliance, membership eligibility within the College-recognized FSL program, recruitment/intake approval, and chapter operating privileges are administered by the Office of Fraternity & Sorority Life.
- The Fraternity & Sorority Council provides governance, peer leadership, programming, and advisory recommendations within the authority granted by College policy.
- Interim safety or administrative restrictions may be imposed by an authorized College official when reasonably necessary to protect health, safety, welfare, evidence, or the integrity of an investigation. Interim measures are precautionary and are not findings of responsibility.
- Final authority to withdraw or restore College recognition shall follow the institutional approval process established by the College. Nothing in this handbook replaces the

jurisdiction of University Police, Community Standards & Advocacy, Title IX/Title VI processes, College Counsel, or other offices where their authority applies.

SUNY Cobleskill Ag & Tech Fraternity & Sorority Life Mission

The Fraternity & Sorority Life Community at SUNY Cobleskill Ag & Tech empowers students to become ethical leaders, engaged scholars, and active citizens through values-based fraternal experiences. We cultivate a community that promotes academic excellence, personal growth, service, belonging, and lifelong leadership while supporting each chapter in advancing the mission and traditions of SUNY Cobleskill Ag & Tech. Through integrity, collaboration, and inclusive engagement, Fraternity & Sorority Life prepares members to positively impact the campus, their professions, and the communities they serve.

SUNY Cobleskill Fraternity & Sorority Life Relationship with the Campus and Community

The SUNY Cobleskill Ag & Tech Fraternity & Sorority Life community understands that they and their chapters exist because of the College. Fraternity & Sorority Life benefits from a positive and healthy relationship with SUNY Cobleskill Ag & Tech, its faculty, staff, alumni, current students, Cobleskill Auxiliary Services, administration, departments, programs, schools, College Council, College Foundation, Alumni Association, Student Government Association and Village.

The SUNY Cobleskill Fraternity & Sorority Life Community shall be chartered by the College. First, the Fraternity & Sorority Council must endorse each Fraternity and Sorority; second, the SUNY Cobleskill Ag & Tech Fraternity & Sorority Life Development Committee; and finally, the College, under the authority of the College President, formally grants the charters to fraternities and sororities. Endorsement, recognition, or the awarding of a charter are not automatic and may be rescinded if a fraternity or sorority does not meet expectations within a prescribed time period.

Expectations and Privileges

Responsibilities of Fraternity & Sorority Organizations

All recognized Fraternities and Sororities are part of the College community and as such have the following responsibilities:

Community Values

- Uphold the values of the organization and demonstrate the principles of **friendship, scholarship, leadership, and community service**.
- Support, promote, and uphold the **mission of Fraternity & Sorority Life and the College**.
- Uphold **diversity, equity, and inclusion** principles and practices.

Academic Standards

- Hold a **minimum 2.00 cumulative GPA** to join Fraternity & Sorority Life.
- Maintain a **minimum 2.00 semester or cumulative GPA** each semester to remain active in Fraternity & Sorority Life.
- Maintain a **minimum 2.00 semester or cumulative GPA to hold an officer position** within the organization.
- Submit an **academic plan for the organization each semester**.

Organizational Responsibilities

- Complete all **recognition paperwork in a timely manner**.
- Submit an **accurate roster of active and inactive members each semester**.
- Submit an **updated alumni roster with contact information each semester**.

- Sign and abide by the **Memorandum of Understanding regarding conduct and anti-hazing** within Fraternities and Sororities.

Recruitment and Membership

- Maintain a **recruitment and new member education/intake program** that follows Fraternity & Sorority Life guidelines, College regulations, and **New York State law**.

Conduct and Community Standards

- Follow all **college, village, county, state, and federal laws** and cooperate with public officials in maintaining public order.
- Maintain property in accordance with **zoning regulations and local/state codes**.
- Observe a **good neighbor policy** when living both **on and off campus**.

Membership Expectations

Accepting membership into a fraternity or sorority indicates agreement to abide by the mission and policies of the College, the chapter, and the Fraternity and Sorority Council. Failure to uphold these policies may result in forfeiture of membership. Individual violations will be addressed through the appropriate inter/national organization and/or governance council as well as University Police and the Office of Community Standards and Advocacy where applicable. In order to be an active member of a fraternity or sorority an individual must:

Active Membership Requirements

To maintain active status in a fraternity or sorority, a student must be in good academic and conduct standing:

1. Academic Standards

All active members are required to meet the following:

- Be a **full-time, matriculated student** at SUNY Cobleskill Ag & Tech.
- Be **at least 18 years of age**.
- Hold a **2.00 cumulative GPA** to join an organization.
- Maintain a **2.00 semester or cumulative GPA** each semester of involvement.
 - Students below a 2.00 GPA or enrolled in fewer than 12 credit hours will be placed on **academic probation** and considered **inactive** in their organization.
 - While inactive, students may participate **only in community service events and study hours**. Chapters may impose additional restrictions.

2. Community Standards

All active members are required to follow the College's **code of conduct and policies** and local, state, and federal laws:

- Conduct standards are overseen by the **Office of Community Standards and Advocacy**.
- While student conduct violations do not automatically impact Fraternity & Sorority Life eligibility, the Office of Fraternity & Sorority Life reserves the right, consistent with applicable College procedures, to suspend or revoke a student's eligibility to participate in recognized Fraternity & Sorority Life activities based on conduct on or off campus. Private membership in a fraternity or sorority remains subject to the organization's own governing documents and procedures.

3. Pledges, Recruits, and Initiates

- Must meet all academic requirements prior to initiation.
- Must follow all policies outlined by their chapter and the College.
- Must complete SUNY Cobleskill Ag & Tech Fraternity/Sorority Membership Acceptance Form and submit it to the Director of Fraternity & Sorority Life prior to initiation.

Recognition

Types of Member Recognition

1. Active Member

- a. A student who has been formally initiated into a fraternity or sorority and remains in good standing with both their local chapter and the national or international organization if applicable. This student must have completed all New Member Education and other necessary paperwork as well as have approval from the Director of Fraternity & Sorority Life.

2. Recruit

- a. Often referred to as a Potential New Member (PNM), is a student who is interested in joining a fraternity or sorority but has not yet received or accepted a formal invitation (a "bid").

3. New Member

- a. A student who has accepted a bid and is currently in a trial period before becoming a full member. This student must have signed and turned in the last page of the New Member Education Packet and other necessary paperwork as well as have approval from the Director of Fraternity & Sorority Life.

4. Inactive Member

- a. An initiated member who remains part of the organization's roster but is temporarily excused from the regular requirements of active membership, such as paying full dues or attending mandatory meetings.
 - i. Unlike "disaffiliation" (where a member leaves the group permanently), inactive status is usually a temporary arrangement for a specific academic term.
 - ii. Most chapters and national organizations allow or require a member to go inactive for specific, approved reasons:
 1. Study Abroad, Internships, Academic Hardship, Financial Hardship, Medical Leave.
 - iii. The Impact of Inactive Status

1. Loss of voting rights, Restriction from activities besides community service and study hours, Restriction from holding office, and Reduced dues.

5. Alumni

- a. Members who have graduated from their college or university or have otherwise ended their undergraduate years in good standing with their organization. While their time as "active" collegiate members has ended, their membership is considered lifelong.

Types of Organization Recognition

1. Fully Recognized Organization

- Fraternities and sororities with **all rights and privileges**, including reserving space, promoting events, advertising, recruiting, tabling, fundraising, and co-sponsoring events.
- Fully recognized organizations have **two voting representatives** on the SUNY Cobleskill Ag & Tech Fraternity and Sorority Council.

2. Provisional Recognition

- Granted to **new chapters** or chapters being re-established.
- Provisional status lasts **one full year**.
- Organizations under provisional recognition **follow all guidelines** in the Fraternity & Sorority Council Constitution but **do not have full rights and privileges**.

3. Probation

- Imposed for **academic, social, or judicial infractions**.
- Probation is issued by the Fraternity & Sorority Council for a **specified period**.
- During probation:

- The organization has **no voting representation** on the Fraternity and Sorority Council.
- Students **may only participate** in community service and study hours; other Fraternity & Sorority Life activities are restricted.

4. Membership Recovery Status

- Organizations with three or four active members enter Membership Recovery Status and may continue operating while completing the Minimum Membership recovery process described later in this handbook.
- Organizations in Membership Recovery Status may recruit, meet with advisors, reserve approved space, participate in Fraternity & Sorority Life functions, conduct approved service and academic activities, and complete other activities specifically authorized by the Office of Fraternity & Sorority Life.
- Organizations with fewer than three active members will normally be placed on Inactive Status unless the Director of Fraternity & Sorority Life approves a limited recovery plan.
- Inactive organizations may not recruit, conduct intake, fundraise, host social events, or represent themselves as fully active without written approval.
- Recognition status will be reviewed each semester in conjunction with the Minimum Membership recovery process.

5. Suspension of Recognition

- Temporary removal of all activities and privileges due to **administrative or Fraternity & Sorority Council sanctions**.
- If recognition is later restored, the chapter will serve **one year of probation** before regaining full recognition.

6. Withdrawal of Recognition / Unrecognized

- The chapter's **charter is revoked**, removing all privileges and ceasing operations for a **minimum of two years**.
- Chapters with withdrawn recognition are **ineligible for provisional recognition**.

- Regional or local organizations are **not permitted to return** to SUNY Cobleskill Ag & Tech.

Organizational Responsibility Standard

When determining whether conduct is attributable to a fraternity or sorority as an organization, the College may consider the totality of the circumstances, including whether chapter funds or property were used; officers planned, knew of, condoned, directed, or failed to reasonably intervene in the activity; the event was promoted or understood as a chapter activity; new members or members were expected to attend; a substantial number of members participated; the conduct furthered an organizational purpose; or members attempted to conceal the activity on behalf of the organization. No single factor is required, and individual misconduct does not automatically establish organizational responsibility.

Accountability of Organization Standards: Student Conduct

SUNY Cobleskill Ag & Tech has two systems in place for resolving accusations of inappropriate behavior against fraternities, sororities and their members: The SUNY Cobleskill Ag & Tech Student Conduct Board and the Office of Community Standards and Advocacy address any charge issued to individual Fraternity & Sorority organizational members. Additionally, the Fraternity & Sorority Council and the Office of Fraternity & Sorority Life address issues and charges related to fraternity and sorority organizations. Students and organizations can be charged with violations from both the College Conduct Board and the Fraternity & Sorority Council/ Office of Fraternity & Sorority Life. The following process is for students and organizations that have violated the SUNY Cobleskill Ag & Tech Student Conduct Code.

- 1) Allegations of conduct code infractions will be reported.
 - a. Reports can be made to any college official or through the appropriate online form found under the [Report an Incident page](#) on the College Website.
- 2) Accusations of violations of the College Conduct Code or Policies go through the conduct process in place.
- 3) Once the proper judicial process has taken place, the Fraternity & Sorority Council is informed of the outcome by the Office of Community Standards & Advocacy if applicable. Recommendations for further action will be made by the Director of Fraternity & Sorority Life.

- a. In accordance with the Family Educational Rights and Privacy Act, only need to know information will be shared with the Fraternity & Sorority Council.
- 4) The Director of Fraternity & Sorority Life will request a Fraternity & Sorority Council hearing for fraternal review with the students, organizations or leadership of the accused organizations.
- 5) If a Fraternity & Sorority Conduct hearing is convened the makeup will be as follows: the voting members of the Fraternity & Sorority Council, the Director of Community Standards & Advocacy or designee, Director of Fraternity & Sorority Life, the Chief Diversity Officer, one fraternity or sorority organization faculty advisor and one representative SGA member.
- 6) Organizations, members or students found to have violated codes or policies will be issued a citation against their chapter. Actions can include the following:
 - a) Individual loss of letters and inactivity for a period of time determined by the Fraternity & Sorority Council Fraternal Review Committee or the Office of Fraternity & Sorority Life.
 - b) Organization's chapter put on probation with mandatory continuing education for a period of time determined by the review committee.
 - c) Student members put on Fraternity & Sorority Life Probation for a time determined by the review committee.
 - d) Community service hours determined by the review committee.
 - e) Loss of activities for a select period of time.
 - f) Loss of recognition.
- 7) In the event that the Fraternity & Sorority Council Fraternal Review Committee cannot come to a majority consensus regarding any part of the process, the Director of Fraternity & Sorority Life along with the Director of Community Standards will make final determinations in the matter.

Administrative Review and Appeals

A fraternity or sorority receiving a final administrative sanction from the Office of Fraternity & Sorority Life will receive written notice identifying the decision, the basis for the action, the effective date, and any conditions for restoration. Unless another College policy controls, an organization may request administrative review within five business days of written notice. Grounds for review are limited to: (1) a material procedural error that could have affected the

outcome; (2) new information that was not reasonably available at the time of the decision; or (3) a sanction that is substantially disproportionate to the violation. The College official designated to hear the review should not have served as the primary decision-maker in the matter. Interim safety measures remain in effect during review unless modified by the College.

Privileges of Membership and Recognition

Recognition of a Fraternity & Sorority organization is **not a right but a privilege**. It is reserved for organizations that **meet and continue to uphold the standards** set by the **Office of Fraternity & Sorority Life**.

- Students in recognized organizations are expected to **maintain and exceed standards** while active on campus.
- Failure to comply with college policies, administrative requirements, or Fraternity & Sorority Council standards may result in **revocation of recognition**.

Privileges for Fully Recognized Organizations

Fully recognized organizations enjoy the following privileges:

- Access to **all programs and services** provided by Fraternity & Sorority Life and the Fraternity & Sorority Council.
- Use of the **SUNY Cobleskill Ag & Tech name** to identify the organization's affiliation.
- Access to **campus facilities** for recruitment, programming, fundraising, and publicity in accordance with standard policies.
- Ability to **reserve space** for events or organizational purposes.
- Use of **technology and resources** for organizational purposes.
- Eligibility to **receive funding** from Fraternity & Sorority Life.
- Opportunity to **apply for special events or travel grants** through campus programming.
- Access to **alumni contacts and lists**.
- Ability to **display posters, banners, or flags** with Greek letters.
- Access to **residence hall lounges** for programming.
- Permission to **fundraise on campus**.

- Participation in **fundraising events under the organization's Greek name.**

The Membership Memorandum of Understanding and Anti-Hazing Pledge has been moved to Appendix B so it can be reviewed, acknowledged, and used as a stand-alone annual membership document.

Policies

Recruitment of New Members

The **Office of Fraternity & Sorority Life** at SUNY Cobleskill Ag & Tech encourages organizations to accept new members through an **open and continuous recruitment process** throughout the academic year.

- Some organizations may choose instead to use a **new member intake period.**
- All fully recognized or provisionally recognized organizations must hold **informational meetings and get-to-know sessions (RUSH Week).**
- Organizations are responsible for **developing and promoting a list of approved activities** to the campus community.
- All events, including time, date, name, and contact information, must be **approved by the Director of Fraternity & Sorority Life and must be posted on Coby Engage.**

Intake Process

Week One

- The first week of classes each semester, recognized fraternities and sororities can participate and host;
 - Tabling at involvement fairs.
 - Meet the Chapter events.
 - Interest Events.

Week Two

- The second week of classes each semester;
 - Recruitment/Rush week can begin. Generally, this lasts one or two weeks.

- Bids can be distributed.
- Eligibility can be determined by the Office of Fraternity & Sorority Life.

Week Three

- The third week of classes each semester;
 - New Member Orientation can begin.
 - All New Members must complete Anti-hazing training with the Director of Fraternity & Sorority Life.
 - Intake and New Member Education can begin.

Week Four

- From the fourth week of classes throughout the rest of the semester;
 - Chapters will conduct;
 - Study Hours
 - Community Service
 - Leadership Workshops and Conferences
 - Initiation/ New Member Presentation

Intake Requirements

1. After identifying potential new members, organizations must submit a **list to the Fraternity & Sorority Life Office** no later than **three days after the close of RUSH or the recruitment period**.
2. The Office will **validate students' eligibility** before they may begin the intake process.
3. No student may **begin intake** without the consent of the Office of Fraternity & Sorority Life.

New Member Eligibility Requirements

All potential members must meet the following criteria. Eligibility will be communicated to the President of each fraternity or sorority **before** intake may begin.

- **Cumulative GPA of 2.00 or higher**
- **At least 18 years of age**

- Completion of all **outstanding conduct charges, sanctions, and probation**
- Students with a **history of Community Standards violations** must be approved by the Fraternity & Sorority Life Office
- Be a **full-time, matriculated student** at SUNY Cobleskill Ag & Tech
- Uphold the **Fraternity & Sorority Life and College mission statements**
- Comply with **all local, state, and federal laws**
- **Sign and adhere to the College's Memorandum of Understanding** for Fraternities and Sororities.

Zero Tolerance Policy

SUNY Cobleskill Ag & Tech enforces a **zero-tolerance policy for ineligible membership**:

- Students who pledge, join, or affiliate with a fraternity or sorority **without meeting eligibility requirements** are in violation of College regulations and may face **Student Conduct Code referral and disciplinary action**.
- Organizations that allow **ineligible students to participate** in intake, pledging, or membership may also face **Student Conduct referral and Fraternity & Sorority Council sanctions** as well as sanctions by the Office of Fraternity & Sorority Life.

Minimum Membership

Fraternity & Sorority organizations must maintain a **minimum membership of five active members** to remain fully recognized. At the beginning of any semester in which membership falls below this threshold, organizations must maintain **at least three active members** to remain eligible to continue operating while rebuilding membership.

Organizations that fall below the required membership must follow the **succession and recovery process** outlined below.

Semester 1: Membership Warning

- The organization will receive a **formal warning** indicating that membership has fallen below the minimum requirement.

Semester 2: Recruitment and Recovery Plan

Organizations must develop and implement a plan to rebuild membership.

Requirements include:

- Submit a **recruitment or intake plan** outlining marketing, outreach, and programming strategies designed to recruit new members.
- The plan must be submitted **no later than the end of the third week of classes**.
- Meet with the **Office of Fraternity & Sorority Life** to review the proposed plan.
- Implement the recruitment or intake strategy **after approval** from the Office of Fraternity & Sorority Life.
- Meet **monthly with the Director of Fraternity & Sorority Life** to review progress and make adjustments as needed.

Semester 3: Evaluation and Determination

- Continue meeting with the **Office of Fraternity & Sorority Life** to review progress and reassess the recruitment plan if necessary.
- Determine whether the organization has **met the minimum membership requirements** for continued recognition.
- If the organization **does not meet the minimum requirements**, the **Director of Fraternity & Sorority Life may withdraw the organization's recognition from the College**.

Loss of Recognition and Unrecognized Groups

Students who pledge, join, accept membership, or affiliate with organizations that have lost College recognition may be referred for a Student Conduct Code violation.

Students who continue to operate or support these organizations outside of the approved recognition process are also subject to referral under the Student Conduct Code.

New Member Education and Intake

The following requirements outline the **minimum expectations for new member education and intake** for all fraternities and sororities at SUNY Cobleskill Ag & Tech.

Hazing and Conduct Policies

- SUNY Cobleskill Ag & Tech maintains a **zero-tolerance policy for hazing**.
- All members of Fraternity & Sorority organizations are expected to **read, understand, and comply** with the **Student Conduct Code** and the **Memorandum of Understanding for Fraternity & Sorority Organizations**.
- All new members must **sign the Memorandum of Understanding** regarding conduct and hazing prior to beginning the new member process.

New Member Education Materials

All recognized organizations must develop and maintain a **New Member Educational Packet** that includes, at minimum:

1. Organization history
2. Membership information
3. Constitution and bylaws
4. Member expectations
5. Mission and purpose
6. Traditional activities
7. Philanthropic affiliations and causes

8. Membership benefits and entitlements
9. Chapter advisor contact information
10. Continuing education expectations
11. Risk management policies
12. Additional relevant information as determined by the organization or Fraternity & Sorority Life

Scheduling Expectations

- All member activities must **end before 1:00 a.m. on class nights (Sunday–Thursday)**.
- Activities may **not begin before 7:00 a.m. on class days (Monday–Friday)**.
- Exceptions may be granted **only by the Director of Fraternity & Sorority Life** and must be **submitted in writing for approval**.
- No fraternity or sorority activity may interfere with a student's reasonable opportunity for sleep, academic attendance, meals, employment, medical care, counseling, religious observance, or other basic personal needs. **New member activities may not require a student to remain at a specific location overnight or prevent the student from returning to their own residence.**

Reporting and Oversight

- A **list of all potential new members (prospects)** must be submitted to the **Director of Fraternity & Sorority Life before the new member education process begins**.
- It is the responsibility of the **Intake Coordinator (e.g., Intake Master, Mother, Father, or Mistress)** to report all potential members to the Office of Fraternity & Sorority Life prior to the start of the process.
- Updates to the prospect list must be submitted **as students withdraw or are removed from the process**.
- Students may withdraw from recruitment, intake, pledging, or new member education at any time without intimidation, retaliation, punishment, or loss of rights unrelated to legitimate and previously disclosed financial obligations.

- Students who **withdraw or de-pledge** may be asked to participate in a voluntary **exit interview with the Office of Fraternity & Sorority Life**.

Required Training

- All new members must complete **Title IX training**.
- All new members must complete **Title VI training**
- All new members must complete **HAZE training with the Director of Fraternity & Sorority Life**.
- Additional required training may be assigned by the **Director of Fraternity & Sorority Life**.

Office of Fraternity & Sorority Oversight

It is the responsibility of the Office of Fraternity & Sorority Life to provide administrative oversight for fraternity and sorority activities. Events, trips, recruitment/intake activities, and other chapter-sponsored or chapter-associated activities requiring approval must be submitted through Coby Engage or another process designated by the College before the activity begins. Approval may be conditioned upon completion of risk-management requirements. Failure to follow required approval processes or a lawful directive from an authorized College official may result in administrative restrictions or referral through the applicable accountability process. Individual consequences will be framed as eligibility to participate in the College-recognized Fraternity & Sorority Life program rather than termination of private organizational membership.

Event and Activity Risk Management

The level of review required for a fraternity or sorority event will be based on the nature and risk of the proposed activity. The Office of Fraternity & Sorority Life may require additional information, approvals, documentation, or consultation with other College offices before approving an activity. Higher-risk activities include, but are not limited to, off-campus events; overnight travel; events involving alcohol; large crowds; animals; vehicles or transportation; minors; food preparation or service; inflatables, amusement devices, mechanical equipment, open flames, bonfires, or pyrotechnics; athletic or physical

competitions; outside performers; third-party vendors; and activities requiring contracts or insurance.

Contracts and Agreements

Students, chapter officers, faculty/staff advisors, alumni advisors, alumni chapters, house corporations, and volunteers do not have authority to enter into an agreement or sign a contract on behalf of SUNY Cobleskill Ag & Tech. Any agreement that purports to bind the College, requires the College to assume liability, use College funds, or contains indemnification, insurance, facility, vendor, transportation, animal, performance, or equipment terms must be routed through the applicable College review and signature process before the organization commits to the activity. College Counsel or other designated offices may be required to review agreements.

Insurance and Third-Party Providers

The College may require a certificate of insurance or other evidence of coverage based on the activity, venue, vendor, inter/national organization requirement, transportation arrangement, or risk presented. Required coverage may include general liability, automobile liability, professional or participant coverage, or other coverage appropriate to the activity. When required, the certificate must meet College specifications and identify additional insureds as directed by the College. Approval of an event does not, by itself, constitute an assumption of liability by the College for the acts or omissions of a chapter, participant, vendor, property owner, or other third party.

Travel and Transportation

Chapter travel must be registered and approved when required by College policy. Organizations must identify the destination, itinerary, lodging, participants, emergency contacts, transportation method, and responsible trip leader. Drivers and vehicles must satisfy applicable law and College requirements. Chapters may not represent privately owned vehicles as College vehicles or require a member to drive when the member is not legally or safely able to do so.

Animals and Animal-Related Events

Any activity involving livestock, companion animals, exhibition animals, or other live animals requires advance approval and a written plan addressing ownership or custody, transportation, loading/unloading, housing, feed and water, veterinary care, sanitation and waste removal, public contact, barriers, handler qualifications, emergency procedures, weather, venue requirements, insurance, and responsibility for injury or property damage. Contracts involving animals or animal services must follow the College contract process. No animal may be brought to an approved FSL event until all required documentation and approvals are complete.

Emergency and Contingency Planning

The Office of Fraternity & Sorority Life may require a written emergency action plan, weather plan, crowd-management plan, security plan, accessibility plan, medical plan, or cancellation plan. Organizations must immediately follow emergency instructions from University Police, emergency responders, venue personnel, or authorized College officials.

Risk Management Policy

The Risk Management Policy of SUNY Cobleskill Ag & Tech includes the provisions which follow and shall apply to all fraternities and sororities and all levels of membership. All fraternities and sororities must meet or exceed these standards. When an organization also has an inter/national risk management policy, the chapter must abide by the stricter policy.

Crisis Management Statement

In the event of a serious injury, death, natural disaster, fire, or other significant crisis involving Fraternity & Sorority students, the College may temporarily suspend Fraternity & Sorority activities while the situation is investigated.

This suspension may apply to an individual organization or all Fraternity & Sorority organizations, depending on the circumstances. The decision to suspend activities may be made by the President of the College or their designee.

Any interim restriction imposed for safety, welfare, preservation of evidence, or protection of an investigation is precautionary and does not constitute a finding that a student or organization violated policy. The scope and duration of an interim measure should be reasonably related to the circumstances and may be modified as additional information becomes available.

Definition of a Crisis

A crisis may include, but is not limited to, the following situations:

1. An **accident resulting in serious injury or death**
2. A **suicide attempt or suicide involving a Fraternity & Sorority student or affiliate**
3. A **fire or explosion** involving Fraternity & Sorority students or affiliated individuals
4. **Deliberate acts of vandalism, sabotage, riot, or destruction of property**
5. **Allegations of violations** of local, state, federal, or College laws, rules, or regulations
6. **Injury, death, or property damage** caused by natural or human-made disasters
7. Any **threat or perceived threat** to the College, its students, or the surrounding community

Reporting an Incident or Crisis

Fraternity & Sorority students and affiliated individuals have a **responsibility to promptly report any incident or crisis to University Police or a College official.**

Reports can be made **at any time** by contacting **University Police or dialing 911** in an emergency. Prompt reporting can help prevent minor incidents from escalating into more serious situations.

When reporting an incident, provide as much information as possible, including:

- **What happened**
- **Who was involved**
- **When and where the incident occurred**
- **Why the incident may have occurred**
- A description of any **damage or injuries**

All incidents should be reported. Students or organizations that **fail to report a crisis or serious incident may be referred for Student Conduct Code violations.**

Students, advisors, alumni, and affiliated individuals may report incidents to **University Police or other College officials**.

Alcohol and Drugs

All fraternities and sororities at SUNY Cobleskill Ag & Tech must comply with the following **alcohol and drug policies**. These policies apply to activities occurring on college property, at chapter facilities, or at any event that could reasonably be associated with a fraternity or sorority.

1. **Compliance with Laws and Institutional Policies**

The possession, sale, use, or consumption of **alcoholic beverages** at fraternity or sorority events, on college premises, or at any activity sponsored or endorsed by a chapter must comply with **all applicable federal, state, county, city, and College laws and regulations**.

2. **Use of Chapter Funds**

Alcoholic beverages **may not be purchased with chapter funds**, nor may members purchase alcohol for members or guests **in the name of or on behalf of the chapter**. The purchase or use of **bulk quantities or common sources of alcohol**, such as kegs or cases, is prohibited.

3. **Open Parties**

Open parties, defined as events where alcohol is present and **non-members have unrestricted access without a specific invitation**, are strictly prohibited.

4. **Alcohol and Minors**

No member may **purchase for, provide, or sell alcoholic beverages to minors**, defined as individuals **under the legal drinking age**.

5. **Illegal Drugs and Controlled Substances**

The **possession, sale, or use of illegal drugs or controlled substances** is strictly prohibited on chapter premises (whether owned or rented) and at any fraternity or sorority event or activity associated with the organization.

6. **Events with Alcohol Distributors or Taverns**

Chapters may not **co-sponsor events with alcohol distributors or taverns** where alcohol is sold, provided, or distributed.

- A **tavern** is defined as an establishment generating **more than 50% of its annual gross revenue from alcohol sales**.

- Events held at taverns for fundraising purposes are prohibited if alcohol is provided as part of the event.
- Chapters may rent or reserve a **private space within such establishments for a closed event**, provided the event follows all risk management policies, including the use of a **third-party vendor and guest list**.
- Events co-sponsored with **charitable organizations** may occur if they comply with all provisions of this policy.

7. Co-Sponsored Events with Alcohol

Chapters may not **co-sponsor or co-finance events where alcohol is purchased or provided by any host chapter, group, or organization**.

8. Recruitment and Intake Activities

All **recruitment, rush, and intake activities must be alcohol-free (“dry”) events**.
Recruitment or rush activities may **not take place in bars or taverns**.

9. Drinking Games

Members, pledges, new members, associates, or novices may **not permit, tolerate, encourage, or participate in drinking games**.
Drinking games include, but are not limited to, **the consumption of alcohol in rapid succession (e.g., shots) or any activity that pressures or encourages excessive alcohol consumption**.

10. Alcohol and New Member Activities

Alcohol is **strictly prohibited at all new member education activities**, including but not limited to:

- Bid Night
- Big Brother/Big Sister events
- Initiation ceremonies
- Probate or reveal events
- Any intake or new member program activity

Hazing

No chapter, colony, student, or alumnus shall conduct nor condone hazing activities. Any activities that may be construed as hazing are specifically and unequivocally prohibited. Permission or approval by the person being hazed is not a defense. As mandated by the *SUNY Cobleskill Ag & Tech’s Student Conduct Code Section*:

SUNY Cobleskill Ag & Tech Hazing Policy & Procedure

Anti-Hazing Policy Statement

Hazing is abusive, degrading, psychologically damaging, and may be life-threatening. It is unacceptable in all forms and has no place in the Cobleskill Ag & Tech community. Student groups, organizations, and athletic teams are important contributors to a vibrant and positive campus life and are expected to act in accordance with the Student Code of Conduct and to treat others with respect. Hazing by individuals and student organizations is prohibited in any form both on campus and off campus.

Definitions

1. Hazing

Any intentional, knowing, or reckless act committed by a person (whether individually or in concert with other persons) against another person or persons regardless of the willingness of such other person or persons to participate, that:

- Is committed in the course of an initiation into, an affiliation with, or the maintenance of membership in, a student organization; and
- Causes or creates a risk, above the reasonable risk encountered in the course of participation in the institution of higher education or the organization (such as the physical preparation necessary for participation in an athletic team), of physical or psychological injury. The following are non-exhaustive examples of conduct that causes or creates such a risk:
 - Whipping, beating, striking, electronic shocking, placing of a harmful substance on someone's body, or similar activity;
 - Causing, coercing, or otherwise inducing sleep deprivation, exposure to the elements, confinement in a small space, extreme calisthenics, or other similar activity;
 - Causing, coercing, or otherwise inducing another person to consume food, liquid, alcohol, drugs, or other substances;
 - Causing, coercing, or otherwise inducing another person to perform sexual acts;
 - Any activity that places another person in reasonable fear of bodily harm through the use of threatening words or conduct;

- Any activity against another person that includes a criminal violation of applicable local, [insert applicable state name] State, Tribal, or Federal law; and
- Any activity that induces, causes, or requires another person to perform a duty or task that involves a criminal violation of local, State, Tribal, or Federal law.

This definition is compliant with New York State law. Under New York State Penal Law, a person may be charged with hazing if, during another person's initiation into or affiliation with any organization, they intentionally or recklessly engage in conduct that creates a substantial risk of and/or causes physical injury to another person. A criminal charge of hazing may result in a violation or misdemeanor.

2. Student Organization

An organization at an institution of higher education (such as a club, society, association, varsity or junior varsity athletic team, club sports team, fraternity, sorority, group or student government) in which two or more of the members are students enrolled at the institution of higher education, whether or not the organization/ group is established or recognized by the institution.

Reporting Incidents of Hazing

Cobleskill Ag & Tech encourages the reporting of incidents of hazing and takes every such report seriously. It will investigate all reports diligently and thoroughly in accordance with the Student Code of Conduct, NYS Penal Law and/or other applicable policies and procedures. Individuals found responsible for committing, soliciting, encouraging, directing, aiding, or recklessly permitting hazing to occur will be subject to disciplinary sanction that could include suspension or expulsion.

Any person may report hazing in person, by mail, by telephone or by electronic mail, using the contact information listed for the University Police, the office of Student Conduct, or by utilizing the online reporting forms

Office of Community Standards & Advocacy. 518-255-5229

University Police 518-255-5317

https://cm.maxient.com/reportingform.php?SUNYCobleskill&layout_id=0

Private and Confidential Reporting

Cobleskill Ag & Tech will respect the privacy of reporters but cannot guarantee confidentiality for hazing reports. The information you provide to a non-confidential resource will be relayed only as necessary to investigate and/or seek a resolution and/or to comply with other appropriate College policies and procedures, and any federal, state and/or local laws, rules and regulations. Cobleskill Ag & Tech will limit the disclosure as much as possible, even if the institution determines that the request for confidentiality cannot be honored.

Offices and officials who are confidential resources will not report to law enforcement or university officials without a complainant/reporting party's permission, except for extreme circumstances, such as a health and/or safety emergency. College offices that are considered confidential are as follows:

Health and Wellness Center- Medical and Counseling 518-255-5225

Amnesty Related to Hazing Reports

Cobleskill Ag & Tech recognizes that students are sometimes reluctant to report hazing activity, due to a fear of potential consequences for their own conduct. For this reason, the University has adopted an amnesty policy which states that a student who acts in good faith to report activity that may fall within the definition of hazing and/or a victim who cooperates fully as a witness in the investigation and disciplinary process may not be subject to student conduct sanctions related to their own participation in hazing behavior as determined by the University in its sole discretion.

In the event amnesty is granted for self-reported behaviors, if evidence is presented that the student has continued to engage in hazing behaviors or has knowledge of hazing activity that was not reported, they may be held accountable for past behavior. Students who choose to report and request amnesty for their own conduct should know that amnesty does not apply to any criminal or civil action that may be taken by any law enforcement agencies, including University Police.

Investigation Process

After a report is received, the College will review the submission and determine the next appropriate actions. If a report is criminal in nature, University Police and/or local law enforcement will be contacted. The Office of Community Standards & Advocacy. will also conduct its own investigation to prevent a recurrence of the alleged hazing and to determine if

there are potential violations of the Student Code of Conduct and/or any other applicable processes depending upon the nature of the complaint.

During an investigation, the Office of Fraternity & Sorority Life may temporarily suspend all activity of a fraternity or sorority and its members. Based on the findings by the Office of Community Standards & Advocacy, students may receive sanctions if found responsible for hazing or any other violation. Pending the investigation results, the Office of Fraternity & Sorority Life may revoke eligibility of members to participate in Fraternity & Sorority Life. Organizations found responsible of hazing members will be sanctioned by Fraternity & Sorority Life including revocation of campus recognition.

Retaliation

No person may intimidate, threaten, coerce or discriminate against any individual because the individual made a report or complaint, testified, assisted, or participated or refused to participate in any manner in an investigation, proceeding, or hearing under this Hazing Policy and Procedure. Complaints alleging retaliation may be filed with the Office of Community Standards & Advocacy. and/or Human Resources. Any reports of retaliation involving an employee covered by a Collective Bargaining Agreement will be addressed through the appropriate processes.

Hazing – Individual and Organizational

An individual student or group of students that intentionally, knowingly, or recklessly causes or creates an unreasonable risk of harm to another student as a requirement for initiation into, affiliation with, or continued membership of a recognized or unrecognized student organization/group, regardless of whether a student willingly participates.

In the case of students participating in a student organization unrecognized by the campus that contains two or more members that are students enrolled at the campus, such individual students may be subject to a charge or charges of hazing on an individual basis.

Sexual Abuse and Harassment

No fraternity or sorority, whether **social, professional, or honorary**—may tolerate or condone any form of **sexually abusive or inappropriate behavior** by its members.

SUNY Cobleskill Ag & Tech strictly prohibits **physical, mental, or emotional abuse**, including but not limited to:

- Sexual assault
- Rape
- Domestic or dating violence
- Stalking
- Verbal harassment
- Harassment through social media or electronic communication
- Suggestive, coercive, or implied sexual misconduct

Such behavior **will not be tolerated** by SUNY Cobleskill Ag & Tech or its community. Any allegations or violations may be **referred to the appropriate College offices for investigation and disciplinary action** in accordance with college policies and applicable laws.

Fire, Health and Safety

- 1) All students living on and off campus will follow all state and local guidelines in regard to fire safety. Student housing will additionally meet all guidelines for health and safety. Any housing perceived as a fraternal house will be inspected annually by the Cobleskill Village Code Enforcement Office.
- 2) The possession and/or use of firearms or explosives and/or devices of any kind within the confines and premises of a fraternal house is expressly prohibited.
- 3) All facilities should have posted emergency exits. Additionally, all fraternal houses will have emergency contact numbers posted.
- 4) Candles should not be used in houses or individual rooms with the exception of initiation under controlled circumstances.

Education

All Fraternity & Sorority organizations are required to provide **annual risk management education** for both **new and continuing members**. Training will be conducted and/or coordinated through the following campus offices:

- The Office of Fraternity & Sorority Life
- The Office of Student Development
- University Police Department
- Human Resources

Additional training opportunities may also be provided through **outside vendors, national fraternal organizations, or professional conferences.**

It is the responsibility of each recognized organization's **executive board** to ensure that all members complete the required training programs in coordination with the **Office of Fraternity & Sorority Life.**

Required Semester Trainings

Each semester, all fraternity and sorority members must participate in the following trainings:

1. **Title IX Training** coordinated with Human Resources
2. **Title VI Training** coordinated with Human Resources
3. **HAZE** with Director of Fraternity & Sorority Life
4. **HAVEN Training** through the Beard Wellness Center
5. **Sexual Health Education** through the Beard Wellness Center
6. **One Love Domestic Violence Prevention Training** through the Beard Wellness Center
7. **Drug and Alcohol Prevention Training** conducted by the University Police Department

Risk Awareness and Educational Outcomes

Fraternity and sorority members will participate in **annual learning and assessment activities** designed to promote awareness of the risks associated with the following topics:

- Understanding the **risks associated with drug and alcohol use**
- Recognizing that **domestic and dating violence can occur in any relationship**
- Promoting a community where **sexual violence and aggression are not tolerated**
- Encouraging **open dialogue and accountability among chapter members**
- Promoting **mental, physical, and sexual health and well-being** as essential to academic and personal success

Academic Standards and Policies for Fraternity & Sorority Life

SUNY Cobleskill Ag & Tech, in partnership with the **Office of Fraternity & Sorority Life**, recognizes that **academic success is the highest priority for all students.** As part of the mission

of Fraternity & Sorority Life, members strive to promote **academic excellence, integrity, and scholarship that supports student success and retention.**

Students affiliated with Fraternity & Sorority Life acknowledge the importance of maintaining strong academic performance. Fraternity & Sorority organizations are expected to support their members through **academic planning, study support, and accountability measures** that promote educational achievement.

Organizational Academic Expectations

1. Academic Plan

Each organization must submit an Academic Plan for the chapter and its members each semester by the deadline established and communicated by the Office of Fraternity & Sorority Life for that semester.

2. Study Hours and Academic Support

Chapters are expected to coordinate **study hours based on the needs of their membership.** Organizations may also be required to arrange **tutoring or additional academic support** for members whose academic performance falls below a **2.00 GPA at midterm.**

3. Individual Academic Standing

Members must maintain a **minimum semester GPA of 2.00** to remain active within their organization.

- Members whose GPA falls below 2.00 will be placed on **academic probation for one semester.**

4. Chapter Academic Standing

Each fraternity or sorority must maintain a **minimum cumulative chapter GPA of 2.25** at the end of each semester.

- Chapters that fall below this standard will be placed on **organizational probation for one semester.**
- If the chapter does not meet the minimum GPA requirement within **one academic year**, the organization may be placed on **inactive status.**

5. Inactive Status for Academic Deficiencies

If a chapter is placed on inactive status due to academic deficiencies:

- All organizational **privileges and rights will be suspended.**
- Members may only participate in **community service activities approved by the Office of Fraternity & Sorority Life.**
- The organization will **lose representation and voting privileges on the Fraternity & Sorority Council.**

6. Midterm Academic Reporting

All members of recognized organizations must submit a **midterm academic report** to the **Office of Fraternity & Sorority Life** no later than **one week after midterm grades become available**.

Expansion Policy for Fraternity & Sorority Life

Given existing institutional resources, **SUNY Cobleskill Ag & Tech will not support the expansion of new fraternities or sororities unless a formal request is submitted in writing and approved by the Office the Chief Diversity Officer and the Office of Fraternity & Sorority Life.**

Organizations seeking expansion must comply with the following preliminary requirements:

- Host an **information session for students** addressing recruitment/intake, new member education, governance structure, leadership opportunities, organizational standards, expectations, and available campus resources.
- Host an **information session for faculty, staff, and the campus community**.
- Provide **advisement and support for new members**.
- Maintain written policies addressing **hazing, sexual harassment, and discrimination**.
- Be **incorporated in New York State**, if applicable.
- Maintain **membership in or affiliation with a regional, national, or international organization**.
- Provide documentation of **appropriate organizational insurance coverage**.
- Demonstrate interest from **a minimum of five students**.
- Agree to participate in and join the **Fraternity & Sorority Council for Fraternity & Sorority Life**.

Phase One: Exploratory Group

Students interested in establishing a new fraternity or sorority must request a meeting with the **Director of Fraternity & Sorority Life** after completing the **Fraternity & Sorority Life Expansion Questionnaire**.

If the group meets the minimum qualifications, the following steps will occur:

1. The Director of Fraternity & Sorority Life will notify the group that they may begin the **formal recognition process**.

2. Representatives from the group must attend an **Fraternity & Sorority Council meeting** to request **Provisional Recognition**.
3. Voting members of the Fraternity & Sorority Council will vote on whether to grant the group **provisional status**.

If provisional recognition is approved by both the **Fraternity & Sorority Council** and the **Director of Fraternity & Sorority Life**, the group must complete the following requirements:

- Identify a **faculty or staff advisor**.
- Elect an **executive board** consisting of:
 - President
 - Vice President
 - Treasurer
 - Secretary
- Conduct regular meetings and maintain **official meeting minutes**.
- Submit all meeting minutes electronically to the **Office of Fraternity & Sorority Life**.
- Develop and submit an **Academic Plan** for the organization.
- Complete all required **training programs within one year** of provisional recognition.
- Participate in **Fraternity & Sorority Council meetings** as a provisionally recognized organization.
- Maintain a **minimum cumulative group GPA of 2.00**.
- Develop and present **new member education guidelines**.
- Comply with all **SUNY Cobleskill Ag & Tech policies, including the Student Conduct Code**. Members may not have outstanding conduct violations or sanctions during provisional status.
- Comply with **local, state, and federal laws**.
- Establish **organizational governing documents**, including:
 - Constitution
 - By-laws
 - Policies and procedures
 - Risk management plan
- Ensure that the organization's **mission and values align with those of SUNY Cobleskill Ag & Tech**.
- Identify the organization as a **colony rather than a chapter** during this stage of development.

Phase Two: Provisional Status (Colony)

Organizations granted provisional recognition will operate as a **colony**.

Privileges of Provisional Organizations

Provisionally recognized organizations may:

- Use **College facilities** with an advisor present.
- Use the **SUNY Cobleskill Ag & Tech name**, provided the group clearly identifies itself as a **colony** and follows institutional branding guidelines.
- Participate in **Fraternity & Sorority Life programs and events**, including:
 - Greek Unity Fair
 - Greek Rush Week
 - Greek Field Day
 - Meet the Greeks
 - Required educational and leadership programs

Responsibilities of Provisional Organizations

While maintaining provisional status, organizations must:

- Attend **Fraternity & Sorority Council meetings** regularly.
- Meet with the **Office of Fraternity & Sorority Life at least once per month** to review progress.
- Submit **all organizational meeting minutes**.
- Schedule and participate in an **organizational orientation workshop**.
- Submit **written progress reports** to the Fraternity & Sorority Council.
- Coordinate all meetings, workshops, and orientations with the **Office of Fraternity & Sorority Life**.

Failure to comply with these requirements or violations of College policies may result in **revocation of provisional (colony) status**. Organizations whose provisional status is revoked may not reapply for **two years**.

The Office of Fraternity & Sorority Life and the Fraternity & Sorority Council will provide **written feedback and progress evaluations** to the organization's executive board and national representatives.

Provisional status is granted for **one year**. Organizations may receive **one extension of one additional semester** if necessary.

Organizations that do not meet requirements within the allotted time will be classified as **unrecognized organizations**.

At the conclusion of the provisional period, organizations must submit a **written request to present to the Fraternity & Sorority Council and the Office of Fraternity & Sorority Life** for consideration of full recognition.

The Office of Fraternity & Sorority Life, in consultation with the **Fraternity & Sorority Council**, will make a recommendation to the **Office of Student Development** regarding whether the organization should proceed to the chartering process.

Phase Three: Chartering

Once the organization successfully completes the provisional process:

1. A **formal campus charter** will be presented by the Office of Fraternity & Sorority Life.
2. If the national organization conducts an official chartering ceremony, the **campus charter may be presented during that ceremony**.
3. Upon chartering, the organization will receive **full recognition and all rights and privileges afforded to fraternities and sororities** at SUNY Cobleskill Ag & Tech (see **Privileges of Membership and Recognition**).

Guest on Campus Policy

Fraternities and sororities are responsible for ensuring that their guests comply with all College and Residential Life policies and regulations. Members of Fraternity & Sorority Life have a responsibility to the campus and surrounding community to uphold all College guidelines when hosting guests at events both on and off campus.

When inviting members of other organizations to participate in or perform at an event, the hosting fraternity or sorority must follow the procedures outlined below:

- A **guest list must be submitted to the Office of Fraternity & Sorority Life at least 24 hours prior to the event.**
- The guest list must include the **full names of attendees, their organization affiliation, and their college or university.**
- Guest organizations may only participate once approval has been granted by the Office of Fraternity & Sorority Life.

Failure to follow these procedures or ensure guest compliance with College policies may result in disciplinary action through the appropriate College conduct process.

Professional Advisors for Fraternity & Sorority Organizations

Each fraternity and sorority shall have **at least one faculty advisor**. The advisor must be a **full-time member of the College's faculty or staff** and selected by the organization's membership.

Responsibilities of the Faculty/Staff Advisor

Upon appointment, the faculty/staff advisor is expected to:

1. Attend an **orientation meeting** with the Director of Fraternity & Sorority Life to review chapter needs, expectations, and the advisor role.
2. Meet with **chapter officers** to establish mutual understanding of roles and expectations.
3. Meet with **new members** at the start of each new member education period.
4. Meet with **all members**, either individually or in groups, at least once per year.
5. Meet individually with members experiencing **academic difficulty**.
6. Review **correspondence** from the Office of Fraternity & Sorority Life and inter/national headquarters and share as appropriate with the chapter.
7. Monitor **chapter patterns** in comparative statistics on scholastic achievement, service hours, and membership, and discuss both positive and negative trends with chapter leadership.
8. Be **available for confidential meetings** with members upon request.
9. Attend **chapter meetings and events** when requested.

10. Maintain knowledge of chapter operations, including **recruitment, new member education, expansion, public relations, scholarship, service, and risk management.**
11. Contact the **Director of Fraternity & Sorority Life** if unsure how to handle a situation or if the chapter could benefit from special guidance or programming.
12. Attend **advisor meetings** as scheduled.
13. Meet with **inter/national visitors** as appropriate.
14. Meet with the **chapter alumni advisor**, if applicable, at least once per semester.

Scope and Limitations of the Faculty/Staff Advisor Role

Faculty/staff advisors provide guidance, mentorship, institutional perspective, and referrals. Advisors are not expected to supervise students continuously, attend every activity, guarantee compliance with College or organizational policies, provide transportation, manage chapter funds, sign contracts on behalf of the College, or assume personal responsibility for chapter decisions or member conduct. Advisors should promptly refer suspected emergencies, hazing, threats to safety, discrimination/harassment concerns, or other serious policy issues to the appropriate College office.

Alumni Advisors

Organizations may appoint a Chapter Alumni Advisor to mentor undergraduate members, support continuity, assist with organizational knowledge, and coordinate with the Faculty/Staff Advisor and, where applicable, an inter/national or regional organization. An Alumni Advisor does not replace the required Faculty/Staff Advisor and does not possess the same institutional authority as a College employee. Alumni Advisors may be treated as College volunteers only when the College has formally accepted the volunteer appointment and all required documents and training are complete.

Alumni chapters, graduate chapters, house corporations, alumni boards, inter/national organizations, and similar entities are separate from SUNY Cobleskill Ag & Tech unless a specific written agreement provides otherwise. Recognition of an undergraduate chapter does not constitute College supervision, recognition, control, or assumption of liability for an affiliated alumni entity. Alumni and external advisors may not bind the College, approve College events, access confidential student records without authorization, or direct students to disregard College policy.

Responsibilities of Members in Relation to the Faculty/Staff Advisor

1. New Member Meetings

- The **New Member Educator** must schedule meetings between new members and the faculty advisor within the first two weeks of the new member program, and at least **one week prior to initiation**.

2. Annual Meetings

- Chapter officers must ensure that each member meets with the advisor **at least once per year**. Group meetings are acceptable. Scheduling is recommended in the **fall semester**.

3. Academic Advising

- The **Scholarship Officer/Chairperson** must provide a list of members needing academic advisement and include contact information for each.

4. Meeting and Event Notifications

- Chapter officers are responsible for notifying the advisor of upcoming **meetings and events** with at least **two weeks' notice** (except in emergencies).
- Officers or a representative group must meet with the advisor **once per month**.
- Officers should schedule meetings between the advisor and **national visitors** when on campus.
- If the chapter has an **alumni advisor**, officers should schedule meetings between the faculty and alumni advisors at least **once per semester**.

5. Documentation

- Provide the advisor with **monthly/semester calendars, chapter meeting minutes, and goals**, as appropriate.

Records, Privacy, and Confidentiality

The Office of Fraternity & Sorority Life may maintain rosters, eligibility records, recognition documents, event submissions, advisor information, reports, and other records necessary to administer the program. Student education records will be handled in accordance with FERPA and applicable College policy. Academic, conduct, medical, or other protected information will not be released to chapter members, alumni, volunteers, parents/families, or inter/national representatives merely because of organizational affiliation. Information may be shared with College officials or others when authorized by law, policy, consent, or a legitimate educational or safety need. Chapters should collect only the personal information reasonably necessary for organizational operations and must safeguard any information provided to them by the College.

Chapters of Excellence Incentive Program

The Office of Fraternity & Sorority Life has created an incentive program to provide support to our organizations in the areas they need the most as well as to reward them for the work they do. Organizations can become a Chapter of Excellence through Academics, Growth,

Campus Engagement, Philanthropy, and Leadership. Chapters of Excellence will receive support through funding, and other incentives as well as receiving a Chapter of Excellence dictation online and in other forms of marketing through official college communications.

- Chapter of Academic Excellence
 - Cumulative or semester Chapter GPA of 3.0
- Chapter of Growth and Retention
 - Chapter with the highest percentage of recruits becoming members
- Chapter of Campus Engagement
 - Chapter that hosts the most events and collaborates the most on campus.
(Must be posted on COBY ENGAGE)
- Chapter of Philanthropic Excellence
 - Most Community Service reported
- Chapter of Excellence in Leadership
 - Chapter that provides the most leadership development opportunities to members.

Fraternity & Sorority Council

The **SUNY Cobleskill Ag & Tech Fraternity & Sorority Council (FSC)** is the **governing body for Fraternity & Sorority affairs** at the College. All recognized fraternities and sororities will have **two voting members** on the council. These members represent both their own organization and the **Fraternity & Sorority Life community** at large. Members are elected by their organizations **no later than the third week of classes** at the start of each academic year.

FSC Membership

The Fraternity & Sorority Council is composed of the following members:

1. Two designees from each **recognized fraternity and sorority organization** (2 per organization)
2. One designee from **Residential Life Professional Staff**
3. **Director of Fraternity & Sorority Life** (Chair of the Board)
4. One designee from the **Student Government Association**
5. One **faculty or professional staff member**

Notes:

- All members, including ex-officio and appointed members, have **voting rights**.
 - The **Chair of the FSC** is the Director of Fraternity & Sorority Life, who reports to the **Chief Diversity Officer**.
 - Members may be **removed by the Director of Fraternity & Sorority Life**.
-

Responsibilities of FSC Members

All FSC members are expected to:

1. Provide guidance and support to the Fraternity & Sorority community and assist in maximizing its potential.
2. Discuss issues and concerns related to Fraternity & Sorority Life and collaborate on programming and events.
3. Make recommendations to **Student Development** and College leadership in the interest of Fraternity & Sorority Life.
4. Advocate for Fraternity & Sorority programming, scholarship, and leadership development at the College.
5. Update and review **Fraternity & Sorority Life guidelines**.
6. Provide peer-governance input and recommendations regarding fraternity and sorority community standards in coordination with the Director of Fraternity & Sorority Life and the Office of Community Standards & Advocacy. The FSC does not replace the College's formal student conduct process or independently determine responsibility for Student Code of Conduct violations.
7. Meet with Fraternity & Sorority organizations to grant **Provisional Status**.
8. Review recommendations from College Leadership.
9. Annually review **Fraternity & Sorority Life data** at the College.
10. Assist organizations in proper procedures regarding recognition, conduct, and communication.
11. Promote and develop programming that supports the Fraternity & Sorority Life mission.
12. Oversee the **Fraternity & Sorority Life budget** in coordination with the Director of Fraternity & Sorority Life.
13. Actively participate in **Fraternity & Sorority Council meetings**.

Conflict of Interest and Recusal

An FSC member must disclose and recuse themselves from a hearing, review, recommendation, or vote when the member's chapter is involved; the member is a witness or directly involved in the matter; a close personal relationship could reasonably affect impartiality; the member participated in the investigation or underlying conduct; or another circumstance creates an actual or apparent conflict of interest. Recused members may not receive confidential case information beyond what is necessary to administer the recusal and may not participate in deliberation or voting.

Appendix A

Glossary of Fraternity & Sorority Life Terms

About This Glossary

Greek-letter organizations represent a variety of traditions, histories, and governing councils. While many of the terms below are commonly used throughout Fraternity & Sorority Life, terminology, titles, ceremonies, and membership practices vary among organizations. This glossary is intended to help students become familiar with commonly used language at SUNY Cobleskill Ag & Tech. Students should consult their individual chapter, advisor, and regional, national, or international organization for organization-specific terminology and practices.

A

Academic Probation

A temporary status assigned to members who fail to meet the minimum academic requirements established by the Office of Fraternity & Sorority Life. Students on academic probation may have restrictions on participation until eligibility is restored.

Active Chapter

A fraternity or sorority chapter that is officially recognized by SUNY Cobleskill Ag & Tech and, where applicable, its regional, national, or international organization.

Active Member

A student who has completed the organization's initiation process, remains in good standing with both the College and their chapter, and maintains all requirements for membership.

Affiliate

A person connected with an organization in an approved capacity but who may not yet be an initiated member.

Alumni

A member who has graduated or otherwise completed their undergraduate membership while remaining a lifelong member of the organization.

Alumni Advisor

A graduate member who volunteers to mentor undergraduate members and assist with chapter operations.

Alumni Chapter

A local organization composed of alumni members that supports undergraduate chapters through mentoring, networking, fundraising, and volunteer service.

Associate Member

A student participating in a membership education process before initiation. Some organizations use this term instead of *New Member*.

B**Bid**

A formal invitation extended by a fraternity or sorority inviting an eligible student to begin the membership process.

Big Brother / Big Sister

An experienced member assigned to mentor a new member during their membership education process. Some organizations use alternative titles such as Mentor, Parent, Sponsor, Mother, or Father.

Brotherhood

The lifelong bond of friendship, accountability, support, and shared values among fraternity members.

Brother

An initiated member of a fraternity.

C**Chapter**

The local collegiate organization affiliated with a regional, national, or international fraternity or sorority.

Chapter Advisor

A SUNY Cobleskill faculty or staff member who volunteers to provide institutional guidance and mentorship to a chapter.

Charter

Official authorization allowing a fraternity or sorority chapter to operate under both its governing organization and SUNY Cobleskill Ag & Tech.

Charter Member (Founding Member)

A member who joins an organization during its original establishment on a campus.

Chartering

The final phase of the recognition process through which a provisional organization becomes fully recognized.

Colony

A newly established fraternity or sorority working toward full chapter status.

Community Standards

Behavioral expectations established by SUNY Cobleskill Ag & Tech, including the Student Code of Conduct and related institutional policies.

Conduct Hearing

A formal review process used to determine responsibility for alleged violations of College policies or Fraternity & Sorority Life standards.

Crossing

A term commonly used by historically Black fraternities and sororities describing successful completion of the membership intake process.

D**Dean**

A membership educator or intake coordinator within some multicultural organizations.

Director of Fraternity & Sorority Life

The University official responsible for administering, educating, supporting, and overseeing the Fraternity & Sorority Life community.

Divine Nine (NPHC)

The nine historically Black fraternities and sororities that comprise the National Pan-Hellenic Council.

Dues

Financial obligations paid by members to support chapter operations, insurance, programming, and organizational expenses.

E**Expansion**

The formal process through which a new fraternity or sorority becomes recognized by the College.

F**Faculty/Staff Advisor**

A College employee serving as an official advisor and mentor to a recognized fraternity or sorority.

Founders

The individuals who established a fraternity or sorority.

Founders' Day

An annual celebration recognizing the founding of an organization.

Fraternal Values

Shared principles emphasizing scholarship, leadership, service, integrity, friendship, and lifelong membership.

Fraternity

A values-based membership organization dedicated to scholarship, leadership, service, and lifelong brotherhood.

Fraternity & Sorority Council (FSC)

The governing council representing recognized fraternities and sororities at SUNY Cobleskill Ag & Tech.

Fully Recognized Organization

A chapter that has met all institutional requirements and enjoys the full rights and privileges of College recognition.

G**Good Academic Standing**

Meeting the minimum GPA required to participate in Fraternity & Sorority Life.

Good Conduct Standing

Maintaining eligibility through compliance with the Student Code of Conduct.

Greek Letters

The two or three Greek alphabet letters identifying a fraternity or sorority.

Greek Week

A series of educational, leadership, service, and social programs celebrating Fraternity & Sorority Life.

H

Hazing

Any intentional, knowing, or reckless act committed during initiation, affiliation, or continued membership that causes or creates a risk of physical or psychological harm, regardless of consent.

House Corporation

An alumni-led organization responsible for chapter housing, when applicable.

I

Inactive Member

An initiated member temporarily excused from regular chapter participation while remaining affiliated with the organization.

Initiate

A student who has successfully completed membership education and become a full member.

Initiation

The formal ceremony through which a new member becomes an active member.

Intake

The structured membership education process commonly used by multicultural fraternities and sororities.

Intake Coordinator

The chapter member responsible for supervising membership intake. Organizations may use titles such as Intake Master, Dean, Mother, Father, or Membership Educator.

Inter/National Organization

The regional, national, or international governing body overseeing local chapters.

Interfraternity Council (IFC)

A governing council representing many men's fraternities affiliated with the North American Interfraternity Conference.

L**Legacy**

A prospective member who has a close family relationship with an initiated member.

Line

A group of students completing the membership intake process together.

Line Name

A symbolic nickname received during the intake process within some organizations.

M**Membership Education**

The structured educational process through which prospective members learn an organization's history, values, traditions, and expectations.

Memorandum of Understanding (MOU)

The agreement signed by members acknowledging responsibility for complying with College policies, conduct expectations, and anti-hazing standards.

N**National Organization**

The governing body overseeing collegiate and alumni chapters across multiple institutions.

National Pan-Hellenic Council (NPHC)

The umbrella council representing the historically Black fraternities and sororities known collectively as the Divine Nine.

Neophyte (Neo)

A newly initiated member, particularly within historically Black Greek-letter organizations.

New Member

A student who has accepted membership and is participating in an approved membership education or intake process.

New Member Educator

The chapter officer responsible for planning and facilitating the new member education process.

P**Panhellenic Association**

A governing council for many women's fraternities affiliated with the National Panhellenic Conference.

Philanthropy

Charitable service, fundraising, advocacy, or educational efforts supporting nonprofit organizations or community causes.

Pinning

A ceremony recognizing membership milestones within some organizations.

Pledge

A historical term formerly used by many organizations to describe a prospective member. Many organizations now use **New Member** or **Associate Member** instead.

Potential New Member (PNM)

A student interested in joining a fraternity or sorority who has not yet accepted a bid.

Probate

A public presentation introducing newly initiated members of some historically Black Greek-letter organizations.

Probation (Individual)

A temporary status limiting an individual's participation due to academic or conduct concerns.

Probation (Organization)

A temporary disciplinary status restricting chapter privileges while corrective actions are completed.

Provisional Organization

A newly established or re-establishing chapter working toward full recognition.

R**Recognition**

Official approval by SUNY Cobleskill Ag & Tech allowing a fraternity or sorority to operate as a campus organization.

Recruit

A student exploring membership opportunities before accepting a bid.

Recruitment

The process through which organizations introduce themselves to prospective members and extend membership invitations.

Ritual

Private ceremonies unique to each fraternity or sorority that reinforce organizational values and traditions.

Roll Call

A ceremonial introduction or chant commonly performed by multicultural Greek-letter organizations.

Rush

A period of organized recruitment events where prospective members meet organizations.

Risk Management

Policies and procedures intended to promote safety, reduce liability, and ensure compliance with institutional regulations.

S**Self-Governance**

The responsibility of fraternities and sororities to regulate their own membership and operations while complying with College policies.

Sister

An initiated member of a sorority.

Sisterhood

The lifelong bond of friendship, accountability, support, and shared values among sorority members.

Step Show

A performance tradition primarily practiced by historically Black fraternities and sororities incorporating synchronized stepping, rhythm, chants, and movement.

Student Organization

A group officially recognized by the College for educational, leadership, service, professional, or social purposes.

Suspension of Recognition

The temporary removal of College recognition and organizational privileges.

T**Transfer Member**

A member who transfers their affiliation to another collegiate chapter after enrolling at a different institution.

U**Undergraduate Chapter**

A chapter composed of currently enrolled undergraduate students.

V**Values-Based Leadership**

Leadership guided by integrity, scholarship, service, accountability, respect, and ethical decision-making.

W**Withdrawal of Recognition**

The revocation of an organization's College recognition due to serious or repeated violations of institutional standards.

Y**Yard**

A term commonly used by historically Black Greek-letter organizations to refer to the campus community or the visible fraternity and sorority presence on campus.

Z**Zero-Tolerance Policy**

A policy under which certain violations—such as hazing or knowingly admitting ineligible members—may result in immediate disciplinary action regardless of intent.

Appendix B

Memorandum of Understanding; Conduct and Anti-Hazing Pledge

Purpose

This Memorandum of Understanding (MOU) affirms the shared commitment between SUNY Cobleskill Ag & Tech and the undersigned student who is affiliated with a recognized fraternity or sorority organization.

Fraternities and sororities at SUNY Cobleskill Ag & Tech exist to foster leadership, scholarship, service, and lifelong relationships while contributing positively to the campus community. Membership in these organizations carries both privilege and responsibility.

This agreement establishes expectations for conduct, accountability, and shared values that guide the Fraternity & Sorority Life community.

Institutional and Organizational Values

Students participating in Fraternity & Sorority Life commit to upholding the values of SUNY Cobleskill Ag & Tech, which include:

- Learning in Action through engaged scholarship and experiential learning
- Integrity and Ethical Leadership
- Respect for All Individuals and Communities
- Service and Civic Responsibility
- Community Engagement and Collaboration

Fraternities and sororities at SUNY Cobleskill Ag & Tech also promote values common to the fraternal tradition, including:

- Brotherhood and Sisterhood
- Academic Excellence
- Leadership Development
- Philanthropy and Service
- Personal Growth and Accountability

Membership in these organizations represents a commitment to embody these values both on and off campus.

Principles of Accountability and Responsibility

By signing this Memorandum of Understanding, I agree to uphold the following principles:

1. Personal Responsibility

I accept responsibility for my actions and understand that my behavior reflects not only on myself but also on my organization, fellow members, and the broader Cobleskill Ag & Tech community.

2. Organizational Accountability

I recognize that fraternities and sororities are accountable to the college community and must operate in accordance with college policies, national organization standards, and applicable laws.

3. Commitment to Safety and Well-Being

I will actively contribute to creating a safe environment for all members and students. I will not engage in behaviors that endanger the health, dignity, or well-being of others.

4. Respect for Community Standards

I agree to uphold all policies established by SUNY Cobleskill Ag & Tech, including but not limited to policies related to:

- Hazing prevention
- Alcohol and substance use
- Student conduct
- Harassment and discrimination

5. Leadership and Positive Representation

I will represent my organization and the Fraternity & Sorority Life community with integrity and will contribute to a culture that promotes respect, inclusivity, and responsible leadership.

Universal Values Commitment

Membership in a fraternity or sorority requires commitment to the following universal values:

- Respect for individuals regardless of background, identity, or belief
- Integrity in both academic and personal conduct
- Accountability for individual and collective actions

- Service to the campus and broader community
- Excellence in scholarship and leadership

These values guide the conduct of all members and represent the foundation of Fraternity & Sorority Life at SUNY Cobleskill Ag & Tech.

Acknowledgement of Membership Responsibility

I understand that membership in a fraternity or sorority is a privilege. By choosing to participate in Fraternity & Sorority Life at SUNY Cobleskill Ag & Tech, I acknowledge that I must uphold the standards outlined in this Memorandum of Understanding.

Failure to meet these expectations may result in disciplinary action under college policies and may impact my eligibility to participate in fraternity or sorority activities as well as impact my fraternity or sorority's ability to operate on the SUNY Cobleskill Ag & Tech campus.

Duration of Agreement

This Memorandum of Understanding applies for the duration of my active membership in a recognized fraternity or sorority organization at SUNY Cobleskill Ag & Tech and must be renewed annually or as required by the institution.

Appendix C

Event Risk Classification and Approval Guide

Routine/Lower-Risk Activities: regular chapter meetings, study hours, advisor meetings, and similar activities with no unusual hazard. These activities remain subject to space reservation and Coby Engage requirements. Moderate-Risk Activities: fundraising, public programs, guest speakers, food service, outdoor programming, local travel, performances, or activities involving outside participants. Additional planning information may be required. Higher-Risk Activities: alcohol-related events, animals, overnight or long-distance travel, large crowds, physical competitions, vehicles, minors, inflatables/amusement devices, open flame, hazardous equipment, unusual facilities, contracted vendors, or activities that present significant injury/property risk. These activities may require a detailed proposal, emergency plan, contracts, insurance, venue approval, and consultation with additional College offices. The Office of Fraternity & Sorority Life may classify an activity at a higher or lower level based on

the circumstances and may deny or condition approval when required documentation is incomplete or the risk cannot be reasonably managed