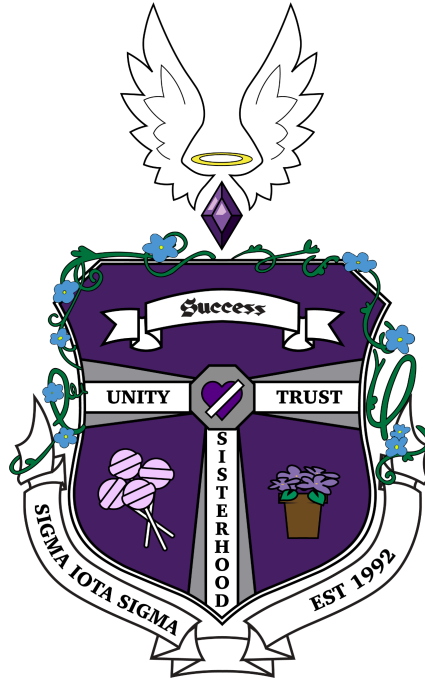




CODE OF CONDUCT

OF

SIGMA IOTA SIGMA, MULTICULTURAL SORORITY INC.

Ratified 9/26/24

General Conduct Policies

All potential new members of Sigma Iota Sigma Multicultural Sorority, Inc. are expected to:

- A. Complete a Board-approved new member education process.
- B. Adhere to the code of conduct just as all members of Sigma Iota Sigma shall.

All members of Sigma Iota Sigma Multicultural Sorority, Inc. are expected to:

- A. Refrain from engaging in any behaviors or activities that may tarnish the Sorority's reputation, honor, or integrity, or otherwise cause shame or embarrassment to the Sorority.
- B. Conduct all Sorority activities fairly, impartially, and in compliance with all local, state, federal, university, and Sorority laws.
- C. Create an environment that is welcoming, inclusive, diverse, and safe for all members and potential new members.
- D. Actively advocate to create a positive and respectful environment for all potential new members, members, and the community at large.
- E. Promptly report any allegations of code of conduct violation or other instances of misconduct.

Alumna members of Sigma Iota Sigma Multicultural Sorority, Inc. are welcome and encouraged to participate in local chapter and sorority events, and are expected to:

- A. Follow all laws, rules, regulations, and requirements outlined by the chapter while attending said chapter's events.
- B. Respect and honor any requests from the chapter or official sororal volunteers regarding behavior, language, or attendance.

Sororal Volunteers of Sigma Iota Sigma Multicultural Sorority, Inc. are expected to:

- A. Faithfully, properly, and fully execute the duties of their positions.
- B. Maintain professional relationships with the members with whom their positions affect and/or relate to.
- C. Maintain confidentiality of personal information where appropriate.
- D. Refrain from engaging in any activity that might create a conflict of interest for the volunteer or the Sorority at large.
- E. Avoid using their position to seek personal, professional, or financial gain through inappropriate use or abuse of access to Sorority databases, members, and accounts.
- F. Use the Sorority's fiscal resources judiciously and not for personal gain or frivolous expenditures.
- G. Promptly report any illegal conduct to the National Board of Sigma Iota Sigma Multicultural Sorority.

Drugs, Alcohol and Other Controlled Substances Policy

In any activity or event sponsored or endorsed by Sigma Iota Sigma Multicultural Sorority, Inc. or its chapters, including those occurring on or off sorority or chapter premises:

- A. No person under the legal drinking age where the event is taking place may possess, consume, sell, provide, or be provided alcoholic beverages.
- B. No person may possess, use, provide, distribute, sell, or manufacture federally illegal drugs, controlled substances, or other mind-altering substances while on sorority or chapter premises or at any activity sponsored or endorsed by the sorority or chapter.
- C. A chapter must not co-host or co-sponsor an event with an illegal or controlled substance dispensary, or an otherwise-named establishment with the primary purpose of manufacturing or distributing controlled substances.
- D. Alcoholic beverages must either be
 - a. provided and sold on a per-drink basis by a licensed and insured third party vendor
 - or
 - b. brought by individual members and guests through a bring your own beverage (“BYOB”) system.
- E. A chapter must not admit members or guests to events if they appear to be intoxicated when they arrive at the event.
- F. A chapter must designate sober members at all events involving alcohol and ensure those members stay sober and are present for the entire duration of the event.
- G. Any event or activity related to the new member recruitment, induction, or initiation processes must be free of alcohol, illegal drugs, controlled substances, or mind-altering substances. No alcohol, illegal drugs, controlled substances, or mind-altering substances may be present if the event or activity is related to new member activities, meetings, or initiation including, but not limited to “bid night,” “Big/Little” events or activities, “family” events or activities, and any ritual or ceremony.
- H. Chapters, members, or guests must not permit, encourage, coerce, glorify, or participate in any activities involving the rapid consumption of alcohol, such as but not limited to, drinking games.

First offense - Lose access to any and all sorority affiliated events, including but not limited to blocked from any official social media accounts, barred from attending formals, and barred from participating in educational processes for the duration of one year or six months, based on the severity of said offense

Second offense - Delettement or suspension, depending on the severity of the offense

Sexual Misconduct Policy

Sigma Iota Sigma Multicultural Sorority, Inc. has zero tolerance for sexual misconduct done to or by members or potential new members, or any member or potential new member who knowingly allows or helps a family member, partner, friend, or other to commit any sexual crime or reprehensible act. This includes, but is not limited to:

- A. Sexual harassment such as:
 - a. Requesting or coercing sexually suggestive actions
 - b. Unwanted or otherwise non-consensual touching or groping
 - c. Sexually offensive remarks or jokes
 - d. Sexually suggestive comments regardless of intention (i.e. as a compliment)
 - e. Sexual gestures

- f. Displaying of pornographic materials
- B. Rape, molestation, or pedophilic actions, including as a knowing viewer or participant.
- C. Revenge porn, or otherwise spreading sexually explicit content
- D. Creating or spreading AI or otherwise edited images of sexually explicit content
- E. Any other sexually suggestive or explicit acts that do not follow the 'consent is tea' theory

First offense - Deletement or suspension, depending on the severity of the offense

Anti-Hazing Policy

Sigma Iota Sigma Multicultural Sorority, Inc. has zero tolerance for any hazing done by or to members or potential new members. Hazing is defined as any action taken or situation created, be it intentionally or unintentionally, on or off chapter premises, to produce embarrassment, harassment, ridicule, fear, or physical or mental harm or injury, regardless of the person's willingness to participate. This includes, but is not limited to:

- A. Activities which coerce members or guests into violating any federal, state, local, university, or sorority laws.
- B. Activities where the primary purpose of the activity is to consume alcohol and/or other substances for any reason.
- C. Activities which coerce members or guests into consuming or ingesting anything, regardless of whether or not the item is considered edible.
- D. Physically abusive activities including but not limited to paddling, whipping, beating, branding, corporal punishment, exposure to the elements, any harm using weapons, and simulations or threats of such behavior.
- E. Mentally abusive activities including but not limited to disruption of academic performance or class attendance, sleep deprivation, exclusion from social contact, kidnapping, exposure to distressing images or scenes, and simulations or threats of such behavior.
- F. Activities which create an environment of servitude or humiliation including but not limited to public stunts of buffoonery, degrading or humiliating games and activities, verbal abuse, compulsory designated driver programs, personal or financial servitude, and simulations or threats of such behavior.

First offense - Deletement or suspension, depending on the severity of the offense

Information and Communications Policy

Sigma Iota Sigma Multicultural Sorority, Inc. reserves the right to use any images or content created in which any of our trademarked materials appear. Do not

- A. Use social media (such as chat rooms, X, Instagram, Facebook, TikTok, Youtube, or any other virtual communications media) to defame, slander, or otherwise embarrass or humiliate:
 - a. An sister, charter/chapter, or potential new member
 - b. The Sorority
 - c. Any other Greek Letter Organization or member of a Greek Letter Organization

- B. Use social media (such as chat rooms, X, Instagram, Facebook, TikTok, Youtube, or any other virtual communications media) to repost, sharing, or ‘liking’ content that defames, slanders, or otherwise embarrasses or humiliates:
 - a. An sister, charter/chapter, or potential new member
 - b. The Sorority
 - c. Any other Greek Letter Organization or member of a Greek Letter Organization
- C. Use mass communication (e.g., email, chat rooms, Twitter, Facebook) to disseminate and discuss confidential information such as decisions made at chapter meetings or voting on candidates (for membership intake and/or chapter offices)
- D. Take unauthorized recordings (audio or visual) without express approval of those being recorded
- E. Speak on behalf of the organization unless prior approval is received by chapter authorities such as President or Advisors

First offense - Meeting with a representative of the National Board

Second offense - Lose access to any and all sorority affiliated events, including but not limited to blocked from any official social media accounts, barred from attending formals, and barred from participating in educational processes for the duration of one year or six months, based on the severity of said offense

Third offense - Confiscation of all official sorority paraphernalia in addition to second offense punishments

Fourth offense - Deletement or suspension, depending on the severity of the offense

Official Merchandise Policy

Official merchandise is any item that has the greek letters ‘Sigma Iota Sigma’ on it, in twill patches of any size, color, or design. This merch is also referred to as “Letters.”

- A. Do not drink in letters in public or in front of non-sisters, UNLESS you are participating in a wider Greek Life event such as a tailgate or formal. Regardless of the situation, you must be over the legal drinking age.

Please use the following examples when trying to determine whether or not a situation is appropriate to drink in letters:

- ✓ You are hanging out at a fellow sister’s house, with only fellow sisters around
- ✓ You are participating in a tailgate where many other Greek Letter Organizations have members drinking in letters
- ✓ You are attending a Yard Show or other Greek Letter event where many other Greek Letter Organizations have members drinking in letters
- ✓ You are at a bar or restaurant with fellow sisters and will not drink enough to be considered intoxicated
- ✗ You are under 21 or the legal drinking age of your location

- ✗ You are at a mixer or 'frat party'
- ✗ You are at a non-sister friend's dorm
- ✗ You are at a bar or restaurant, with or without fellow sisters, with the intention of getting intoxicated

- B. Do not wear letters in any images, videos or content that can be considered offensive or otherwise inappropriate, including but not limited to:
- a. Pornography or sexually suggestive media
 - b. Political messaging aside from National Board approved messaging
 - c. Discriminatory or otherwise hateful signs, symbols, or slogans

First offense - Confiscation of official sorority paraphernalia for the duration of six months

Second offense - Lose access to any and all sorority affiliated events, including but not limited to blocked from any official social media accounts, barred from attending formals, and barred from participating in educational processes for the duration of one year or six months, based on the severity of said offense

Third offense - Delettement or suspension, depending on the severity of the offense

General Punishment Policy

Any and all infractions of the aforementioned policies will result in a note in your file, and the potential to be stripped of any positions that you are holding. The National Board reserves the right to deletter or suspend any member who commits a crime or commits a severe offense, regardless of the number of offenses for that specific policy.

Delettered members must return all sorority paraphernalia or risk legal action, and are not permitted to attend any sorority event.

All members have the right to challenge any punishment given, request a retrial, petition for a note to be taken off of their permanent file, or otherwise let their grievances be known. The proper way to begin any of these processes is to fill out the Comments and Petitions Form, send an email to sigmaiotasigma.national@gmail.com addressed to the Vice President of Internal Relations or the Vice President of Membership, or attend a National Board meeting as a general body member.

Petitions regarding deletterment must be submitted within 5 years of the deletterment, or else the petition will not be considered valid.