Bylaws of the Inter-Sorority Council at the University of Virginia

We, the members of women's fraternities and sororities at the University of Virginia, hereafter referred to as "sororities," in order to facilitate the governing of said sororities, do hereby obtain and endorse these Bylaws for our representative body, the Inter-Sorority Council at the University of Virginia.

Article I. Name

These Articles shall be the Bylaws and Procedures for the Inter-Sorority Council at the University of Virginia in accordance with the Unanimous Agreements and policies of the National Panhellenic Conference.

Article II. Object

The object of the Inter-Sorority Council shall be to:

- Conduct the business of the College Panhellenic during the academic year.
- Promote the growth of individual chapters and the sorority community.
- Organize and sponsor a women's-only membership recruitment program.
- Encourage the highest possible academic, social and moral standards.
- Coordinate activities, establish orderly procedures and provide programming in addition to recruitment.
- Adjudicate all matters related to the NPC Unanimous Agreements, College Panhellenic bylaws and/or other governing documents, College Panhellenic membership recruitment rules, College Panhellenic code of ethics and College Panhellenic standing rules.
- Actively support the mission of its host institution.
- Promote good public relations.
- Give service to the community and campus.
- Sponsor Junior Panhellenic, if appropriate, for specialized programming efforts.
- Promote friendship, harmony and unity among members, chapters, faculty, administrators and campus groups.

Article III. Membership

Section 1. Membership classes

There shall be three classes of membership: regular, provisional and associate.

A. **Regular membership.** The regular membership of the University of Virginia Inter-Sorority Council shall be composed of all installed chapters of NPC sororities at University of Virginia. Regular members of the College Panhellenic Association shall pay dues as determined by the Panhellenic Council.
B. **Provisional membership.** The provisional membership of the University of Virginia Inter-Sorority Council shall be composed of all newly established chapters of NPC sororities at University of Virginia. Provisional members shall pay no dues and shall have voice but no vote on all matters. A provisional member shall automatically become a regular member upon being installed as a chapter of an NPC sorority.
C. **Associate membership**. The associate membership of the University of Virginia Inter-Sorority Council shall be composed of women's-only local sororities or inter/national or regional non-NPC member organizations. The membership eligibility requirements and the process for submitting an application and approval of the application shall be determined by the Panhellenic Council. Associate members shall pay dues as determined by the Panhellenic Council. An associate member shall have voice and one vote on all matters except extension-related matters. If the associate chapter does not participate in the primary recruitment process, the associate chapter shall not have a vote on recruitment rules. An associate member may be expelled for cause by a majority vote of the Panhellenic Council. An associate member shall not be entitled to vote on the question of its expulsion.
    - Criteria for associate membership
        - The minimum membership of any Associate group or group seeking Associate membership in the ISC must be 30 people. All women in the prospective Associate member group must not be members of any other group currently in the ISC.
        - The group seeking Associate member status must be in existence for two semesters before applying for Associate member status.
        - Before a prospective associate group can attain Associate Member status, all of the group's internal policies and procedures must comply with the requirements of the policies of the ISC and the University of Virginia.
        - The Representative Body will approve the application for Associate member status with a ¾ vote.
        - Applications for Associate membership will be received and reviewed by the ISC Executive Board before being forwarded to the Representative Body. The Executive Board will make a recommendation to the Representative Body concerning the approval of the application.

Section 2. Privileges and responsibilities of membership

Duty of compliance. As an organization chartered by NPC, University of Virginia Inter-Sorority Council and its members, without regard to membership class shall comply with all NPC Unanimous Agreements, policies and procedures and be subject to these, University of Virginia Inter-Sorority Council bylaws, code of ethics and any additional rules this College Panhellenic Association may adopt. To the extent such rules, regulations and requirements are inconsistent with any provision of the University of Virginia Inter-Sorority Council's governing documents, such NPC policies and procedures shall control. Any rules adopted by this Association in conflict with the NPC Unanimous Agreements shall be void.

Section 3. In order to join the ISC, a potential new member must have completed one full semester at the University of Virginia or at another collegiate institution. In order to participate in recruitment, a potential new member must be an enrolled student at the University of Virginia at the time the recruitment period begins. Membership is not restricted on the basis of age, citizenship, color, disability, race, religion, national origin, political affiliations, or sexual orientation.

Section 4. In compliance with NPC Unanimous Agreement III, the ISC shall follow NPC membership regulations: a woman who is or who has ever been an initiated member of an existing NPC sorority shall not be eligible for membership in another NPC sorority.

a. NPC Unanimous Agreement III remains in effect even if the initiated woman's chapter is not recognized by the Inter-Sorority Council of the University of Virginia.

Section 5. The Inter-Sorority Council at The University of Virginia does not restrict its membership, programs, or activities on the basis of age, color, disability, gender identity, marital status, military status (which includes active-duty members, reserve service members and dependents), national or ethnic origin, political affiliation, race, religion, sexual orientation, veteran status, and family or genetic information absent an approved petition restrict.

Section 6. A student organization is ineligible for CIO status when the organization restricts its membership, programs, or activities on the basis of age, color, disability, gender identity, marital status, national or ethnic origin, political affiliation, race, religion, sex (including pregnancy), sexual orientation, veteran status, and family and genetic information. Notwithstanding these requirements, a CIO may petition to restrict its membership based on gender (e.g. all-male or all-female a cappella groups) or an ability to perform the activities related to the organization's purpose by filing a written request with the Office of the Dean of Students. In evaluating any

such requests, the University will look not merely to the constitution of an organization but to its actual practices and operations.

Section 7. Dues

A. Inter-Sorority Council dues shall be paid yearly as invoiced by the Vice President of Finance
B. Inter-Sorority Council membership dues shall be an assessment per member and new member.
    - The dues of each ISC member group shall be six dollars per member and new member per semester
    - Chapter dues shall be based off of the total from the previous term. Members who are studying abroad will not be counted in this total
    - Chapter dues, payable to the Inter-Sorority Council, shall be received within two weeks of the date of the invoice. If a chapter does not pay its dues on time, a five percent charge will be added each additional week they are late. The new week period begins the day after the initial two-week period.
    - The Vice President of Finance may recommend any chapter that has not met its complete financial obligations to the Peer Accountability Process. The chapter may face sanctions as deemed necessary according to the Peer Accountability Process.

Section 8. Fees and assessments

The Panhellenic Council shall have the authority to determine fees and assessments as may be considered necessary.

Article IV. Advisor to the Inter-Sorority Council

Section 1. All members of the ISC shall act in accordance with fundamental Panhellenic policies established by the National Panhellenic Conference in the Unanimous Agreements.

Section 2. All ISC rules and policies shall be in harmony with those currently established by the National Panhellenic Conference.

Section 3. The ISC Advisor shall serve in an advisory capacity to the ISC and shall always ultimately defer to the ISC, consistent with the principles of student self-governance at the University of Virginia.

Article V. Composition

Section 1. The ISC shall be divided into the Presidents' Council, the Executive Board, the Cabinet, Chairs, Emerging Greek Leaders, and the Representative Body.

Section 2. The ISC, at all times, will be bound by the Unanimous Agreements of the National Panhellenic Conference.

Sec. 3 The Presidents' Council shall consist of the elected Presidents of each chapter of the Inter-Sorority Council. This group will meet regularly. The President's Council will serve as an advisory board to the Executive Board and Representative Body.

Sec. 4 The Representative Body shall consist of one representative from each ISC chapter and serve as the voting body of the ISC. The Representative Body shall meet to manage the affairs of the ISC. If the representative cannot attend a meeting, she may send an alternative in her place who can vote on behalf of her chapter.

Article VI. Meetings

Section 1. The voting body of the Inter-Sorority Council shall be its Representative Body. The Representative Body will meet weekly as needed under the direction of the ISC President. The time and location of the Representative Body meeting will be set by the ISC President.

Section 2. In order for a vote to take place, a quorum shall consist of two-thirds of the members of the Representative Body or their replacements, or 9 out of 13 chapters present. Quorum is not necessary to conduct normal meeting business.

Section 3. Executive Board meetings shall be held once a week. The date and time are to be determined by the Executive Board.

Section 4. Presidents' Council meetings shall be held at a time designated by the ISC President. The President of the ISC shall notify sorority presidents of the first meeting.

Section 5. Joint meetings (with the Executive Board and the Representative Body) shall be held as needed under the direction of the President of the ISC. The time and location of the joint meeting will be set by the President.

Section 6. The voting membership of the ISC shall be the representatives of each fraternity holding regular membership. The representative of each fraternity holding associate membership shall be a voting member if the right is granted by the ISC. If a representative is absent, the vote of her fraternity shall be cast by its alternate

Section 7. A special meeting of the President of the ISC may be called when necessary and shall be called by her upon either the written request of any Regular or Associate member fraternity at the University of Virginia or by the President as the need arises.

Article VII. Powers

Section 1. The Executive power shall be vested in the President of the Inter-Sorority Council

Section 2.

The Representative Body shall have the power to legislate all rules with respect to the operation of chapters, through the recommendation of the Executive Board, Presidents' Council, and Peer Accountability Board, except those that directly conflict with standards and procedures for the operation of chapters established by the University and National Panhellenic Conference or the sovereign rights of member groups.

Section 3.

The Representative Body shall have the power to admit a chapter to full membership in accordance with the rules and regulations set in place by the National Panhellenic Conference.

Section 4.

The Representative Body shall have such additional powers as are necessary to the fulfillment and implementation of the above-mentioned powers. All powers not herein mentioned are reserved to the individual chapters. The Representative Body shall serve as the voting body of the ISC.

Article VIII. Officers and Duties

Section 1. The Executive Board

The Executive Board of the University of Virginia Inter-Sorority Council shall be President, Vice President of Judiciary, Vice President of Internal Affairs, Vice Presidents of Recruitment (PNM Affairs and Chapter Management), Vice President of Finance, Director of External Initiatives, Panhellenic Counselor Directors, and the Computer Directors.

- No member of the ISC Executive Board will be permitted to assist her chapter in the Formal Recruitment Process. If found in violation of this, the member will be asked to vacate her Executive Board position.
- The President, Vice President of Judiciary, Vice President of Internal Affairs, Vice Presidents of Recruitment, and Vice President of Finance will also serve on the ISC Cabinet.

Section 2. Duties of the Executive Board

A. The President shall:
   i. Have overall responsibility for the operation of the ISC
   ii. Call and preside over all meetings of the Executive Body, including the ISC Executive Board and ISC Representative Body
   iii. Serve as a liaison between the ISC and the University administration
   iv. Call and preside over all meetings of the Presidents' Council
   v. Maintain a complete and current President's file
   vi. Serve as the spokeswoman or representative of the ISC at all meetings and events where representation is required or needed. The President may delegate this authority to another elected officer of the Inter-Sorority Council as needed
   vii. Serve as a liaison to the MGC President, the NPHC President, and IFC President to maintain strong relationships with these organizations
   viii. Advise all ISC chairwomen about programming and events
   ix. Complete all official paperwork required by the National Panhellenic Conference (NPC), the University of Virginia, or any other CIO group at the University of Virginia
   x. Communicate regularly with the NPC Area Advisor and Fraternity and Sorority Life at the University of Virginia
   xi. Serve on and preside over the ISC Recruitment Executive Board

B. The Vice President for Judiciary shall:
   i. Oversee Peer Accountability Process for chapters violating the ISC's Bylaws or Standards of Conduct, University Standards of Conduct, or NPC Unanimous Agreements.
   ii. Conduct meditations for offending chapters according to the guidelines provided in the most recent edition of the NPC's Manual of Information,

working with offending chapters to analyze conflicts and design constructive responses to given matters

iii. Serve as the Chair of the ISC Peer Accountability Board
iv. Maintain a complete and current Judiciary file
v. Update and review the ISC Bylaws, Standards of Conduct, and all other documents which codify rules governing the ISC
vi. Serve on the ISC Recruitment Executive Board
vii. Notify in writing all representatives of their failure to attend meetings or to fulfill other requirements
viii. Schedule and organize the ISC Executive Board elections and selections process
ix. Perform all duties of the President in the event of her absence, inability to serve, or her resignation

C. The Vice President of Internal Affairs shall:

i. Serve in a supportive role to the ISC Executive Board and President, and assist in the overall operation of the ISC.
ii. Lead the selection process for ISC Chairs in the fall semester and Emerging Greek Leaders in the spring semester.
iii. Aid in the transition and launching of initiatives of the ISC Chairs in the spring semester, post Bid Day.
iv. Oversee project management tasks for ISC Chairs and the Emerging Greek Leaders, ensuring accountability and progress on assigned initiatives.
    a. Facilitate broad communication between the ISC Chairs and the Executive Board.
    b. Maintain responsibility for all communication between the Emerging Greek Leaders and the Executive Board.
v. Serve on the ISC Recruitment Executive Board.

D. Both Vice Presidents of Recruitment shall:

i. Oversee the operation and progress of the Formal Recruitment process, which includes but is not limited to:
    a. Setting the Formal Recruitment calendar
    b. Managing Recruitment Registration
    c. Leading and training the ISC Recruitment Executive Board
    d. Overseeing any Recruitment-related publicity, including the design and creation of the Recruitment Booklet for Potential New Members

e. Formulating necessary Recruitment regulations (which must be approved by vote of the Representative Body)
f. Devise an evaluation of Recruitment, and submit results to the ISC and the Fraternity and Sorority life

ii. Serve on the ISC Executive Recruitment Board

E. The Vice President of Recruitment PNM Affairs shall:

i. Manage recruitment registration and scheduling.
ii. Communicate with PNMs throughout the recruitment process regarding GPA letters and concerns

F. The Vice President of Recruitment Chapter Management shall:

i. Call and preside over meetings of the chapter Recruitment Chairs
ii. Oversee implementation of Recruitment Regulations and Policies among ISC Chapters.
iii. Keep in constant contact with individual chapter Recruitment Chairs prior to and throughout the Recruitment process.
iv. Approve submitted recruitment videos and speeches

G. The Vice President for Finance shall:

i. Be responsible for the general supervision of the finances of the ISC
   a. Receive all payments due to the ISC, collect all dues, and give receipts
   b. Be responsible for the prompt payment of all bills of the ISC
   c. Maintain current financial records and an annual report at the close of her term in office
   d. Keep track of any ISC Executive Board expenses
   e. Prepare a budget to be completed no later than one month into the Spring session
   f. Manage co-sponsorship requests
ii. Assess chapter dues annually and work with the community to determine if an increase in dues is needed
iii. Keep current roll of the members of the ISC and call roll at all regular ISC meetings
iv. Keep current statistics and records concerning the following:
   a. Names and number of initiated members and new members
   b. Dates of establishment of each chapter
   c. Chapter Presidents

d. ISC Representatives
e. ISC Executive Board
f. Chapter Advisors
g. House Corporation Members
h. House Directors
i. Committee Members

v. Keep full minutes of all meetings of the Executive Board and the Representative Body
vi. Maintain a complete and current file, which will include the minutes of the meetings of the ISC and records of vote results
vii. Maintain historical files for the Inter-Sorority Council
viii. Serve on the ISC Recruitment Executive Board and oversee maintenance and spending of Recruitment Budget
ix. be accountable for the proper usage of funds and the fining of chapters within the ISC.
    a. Mishandling of funds by the Vice President of Finance will be addressed by the President of the Inter-Sorority Council and the Executive Board.

H. The Director of External Initiatives shall:

i. Work with VP Finance to ensure scholarships for underrepresented groups in the ISC
ii. Develop implicit bias training, as specified in the Strategic Plan
iii. Work as part of the Recruitment Executive Board to make recruitment a more values-based structure. Keep indicators of socioeconomic status removed from registration
    a. Create and implement a plan for Pi Chis to keep personal belongings of potential new members out of sight of recruiting sisters.
    b. Run information session/panel for PNMs, with the panel comprised of women in the ISC that are a part of underrepresented groups in the Panhellenic community
    c. Speak with PNMs that want to address an experience in a chapter that made them uncomfortable
iv. Develop and implement an underrepresented population mentorship with the UVA student body interested in joining the panhellenic community
v. Gather information about ISC community satisfaction, how comfortable members feel in their chapters, and demographic information from ISC chapters (all voluntary)

vi. Encourage chapters to have their own Community & Belonging chair, either affiliated with or not affiliated with the ISC Community & Outreach committee to work towards goals within each chapter
vii. Work with the Vice President of Judiciary during hearings and mediations to ensure that the values of diversity, equity and inclusion are upheld during judicial proceedings
viii. Serve on the ISC Recruitment Executive Board

I. The Panhellenic Counselor Director shall:

i. Plan and coordinate the training and activities of Panhellenic Counselors
ii. Select Panhellenic Counselors in the spring semester with assistance from the Recruitment Executive Board
iii. Serve as a Panhellenic Counselor in case of an emergency absence of a Panhellenic Counselor
iv. Serve on the ISC Recruitment Executive Board

J. The Computer Directors shall:

i. Manage the recruitment computer management system
ii. Plan and coordinate the training of chapter Computer Chairs
iii. Communicate with chapters and Pi Chis about recruitment schedules and party lists
iv. Select, work with, and train the Assistant Computer Chair and help with all duties delegated to the Assistant Computer Chair
v. Serve on the ISC Recruitment Executive Board

Section 3. The Representative Body

A. Each chapter shall be allowed one representative. Each representative shall be an active member in a chapter recognized by the University. Every chapter shall have one vote per member group and must be represented to receive its vote. If a representative is unable to attend a meeting, an alternate may be sent to represent the chapter.
B. Each representative will keep her chapter informed of ISC business and, in turn, will report to the ISC on the happenings in her respective chapter.

Section 4. Duties of the Representative Body

A. Duties of all representatives shall be to:

i. Attend ISC Executive Body meetings as needed.
ii. Report to her chapter on the business of the ISC, including all ISC governing document revisions during the two-week period before voting.
iii. Meet, when necessary, with members of the Fraternity and Sorority Life

iv. Collaborate with the ISC Executive Board, Chapter Presidents, and Recruitment Chairs to work through issues and best represent the interests of their respective chapters and the ISC community at large
v. Communicate relevant ISC, UVA, and Charlottesville updates and news to respective chapter communities
vi. Facilitate and encourage positive inter-Greek relations by assisting in the facilitation and organization for inter-Greek activities and community service efforts
vii. Participate in the planning and organizing of her chapter's participation in Greek community events, or delegate these responsibilities to another chapter member
viii. Vote on behalf of her chapter in all matters requiring a vote of the Representative Body and report the outcome of these votes to her chapter's executive board

Section 5. Committee Chairs

At the start of each new term for the ISC Executive Board, the incoming board shall appoint the ISC Chairs. These chairs will be appointed based on applications submitted at the end of the Fall Semester.

Section 6. Duties of the Committee Chairs

A. The Community Service Chair shall:
   i. Plan and coordinate all ISC-sponsored community service initiatives to benefit the greater Charlottesville community
   ii. Work closely with ISC's philanthropy, the UVA Women's Center
   iii. Plan an all-ISC service project each spring, as well as smaller service projects in partnership with other Greek councils or groups on Grounds
   iv. Organize and maintain any other appropriate community-related programs
B. The Public Relations Chair shall:
   i. Promote and publicize all ISC-sponsored and co-sponsored projects and events
   ii. Maintain and update the ISC website and any ISC social media accounts, posting consistently ISC social media
   iii. Coordinate with members of the ISC Executive Board to facilitate community-wide outreach for various events and opportunities.
   iv. Collect, organize, distribute community-wide news and events within the ISC's weekly newsletter
   v. Design and order all merchandise intended for the Executive Board, excluding that intended for recruitment
   vi. Work closely with other Executive Board Chairs to publicize events
   vii. Design the Formal Recruitment Booklet
   viii. Organize an ISC headshot session with a professional photographer each Spring
C. The Wellness Chair shall:

i. Plan and coordinate educational programming dealing with specific health and safety issues for ISC women
ii. Promotes and supports the physical, emotional and mental well-being of sorority women
iii. Create structures to support sorority women going through difficult times
iv. Plan and execute a Wellness Week complete with educational programming each Fall

D. The Women's Issues Chair shall:

i. Brainstorm and execute creative initiatives and programming that focus on women's empowerment, fostering solidarity within the ISC community and amongst all UVA women.
ii. Advocate for women's issues both within the ISC community, on Grounds and in Charlottesville
iii. Spearhead projects promoting female empowerment, such as the Free Menstrual Hygiene Products Initiative, as well as new and innovative ideas
iv. Provide educational opportunities for chapter women surrounding women's rights and gender equality
v. Act as a liaison between the Women's Center and the ISC Community
vi. Involve the ISC in women's issues in the UVa and Charlottesville communities

E. The Sustainability Chair shall:

i. Provide educational opportunities for chapter women surrounding sustainability
ii. Work with the Wellness Chair to connect sustainability, women's health, and wellness through programming and events
iii. Support and advertise events around Grounds surrounding sustainability
iv. Work with other sustainability-focused CIOs on grounds to promote events encouraging sustainability measures throughout the Greek community and beyond

F. The Alumni Relations Chair shall:

i. Serve as the primary liaison between the ISC and chapter alumnae, fostering strong connections with past members.
ii. Plan and coordinate ISC-sponsored events and initiatives that engage alumnae, including networking, mentorship, and recognition programs.
iii. Maintain and update a database of chapter alumnae and ensure regular communication through newsletters, social media, or other appropriate channels.
iv. Collaborate with other ISC Executive Board members and Chairs to include alumnae in ISC programming and initiatives.
v. Attend all required ISC Executive Board meetings and actively participate in cross-chapter initiatives.

Section 7. Emerging Greek Leaders

A. The Emerging Greek Leaders shall be selected after Bid Day by the ISC Executive Board
B. The Executive Board shall review all eligible candidates and make selections based on demonstrated leadership, commitment to their chapter, and alignment with the values of the ISC
C. If a chapter does not submit two quality EGL applications by the deadline set by the ISC Executive Board, the chapter will be $100 per application not submitted.

Section 8. Duties of the Emerging Greek Leaders

i. Be composed of two representatives from each chapter, drawn from the newest member class.
ii. Advocate on behalf of the new member experience within the ISC.
iii. Collaborate as a cabinet with the ISC President and VP of Internal Affairs.
iv. Serve as committee members under ISC Chairs, participating in committees such as Wellness, Public Relations, Sisterhood, Community Service, Women's Issues, Alumni Relations, Community & Outreach, and Sustainability.
v. Attend all required meetings, including monthly cabinet meetings with the ISC President and biweekly meetings with ISC Chairs.
vi. Represent their chapters by advocating on behalf of their peers, pursuing creative initiatives for ISC programming, developing leadership skills, and building cross-chapter connections.

Section 9. In addition to aforementioned responsibilities, all Executive Board members shall perform all other duties pertaining to her respective office.

Section 10. While serving her term on the ISC, each member of the Executive Board shall maintain a completely unbiased perspective and shall represent the best interests of the ISC community at large in all that she does.

Article IX. Elections and Selections

Section 1.

The President, the Vice President for Judiciary, Vice President for Recruitment - Potential New Members, Vice President for Recruitment - Chapter Management, Vice President of Internal Affairs, the Vice President for Finance, Director of External Initiatives, and Computer Directors shall be elected during the fall semester of the academic year. Elections will be held during the second weekend of November. Panhellenic Counselor Directors will be selected by the outgoing Directors during the selection of Panhellenic Directors prior to formal recruitment.

Section 2.

The Executive Board shall determine the exact date of elections and selections during the spring semester based on when the dates of the second weekend of November. The ISC President will notify chapters of the Election/Selection schedule by the beginning of the fall semester.

Section 3.

To be eligible for election and to serve as President or as a Vice President position, the following must apply:

i. A woman must be an active member of a chapter recognized by the University and the Inter-Sorority Council
ii. A woman may not be an incoming ISC Representative, Chapter President, or hold any Executive level office within her chapter
iii. A woman must be a full-time student and in good academic standing as defined by the University of Virginia and in good standing with her respective chapter

Section 4.

To be eligible for election and to serve as President, the following must apply:

i. The candidate for President must be in the Fall semester of her Third Year upon election; she shall serve as President in the Spring of her Third Year and the Fall of her Fourth Year.
ii. The candidate for Vice President of Recruitment - Chapter Management must have participated in Formal Recruitment on the Chapter side

Section 5. Positional Qualifications for Elected Offices: (Candidates must meet at least one of the specified requirements of the desired position to be eligible)

A. President
    i. Served on the ISC Executive Board
    ii. Served as an ISC Chapter Delegate
    iii. Served as an ISC Chapter Executive Board Member
B. Vice President for Judiciary
    i. Served on the ISC Executive Board
    ii. Served as an ISC Chapter Delegate
    iii. Served on her Chapter Judicial Board
C. Vice President for Recruitment - Potential New Members
    i. Served on the ISC Executive Board
    ii. Served as an ISC Chapter Delegate
    iii. Served in a prior leadership position in an ISC chapter

iv. Served as a Pi Chi

D. Vice President for Recruitment - Chapter Management
   i. Served on the ISC Executive Board
   ii. Served as an ISC Chapter Delegate
   iii. Served in a prior leadership position in an ISC chapter

E. Vice President for Finance
   i. Served on the ISC Executive Board
   ii. Served as an ISC Chapter Delegate
   iii. Served in a prior leadership position in an ISC chapter
   iv. Served in a budget management position or financial operation capacity in an outside organization

F. Vice President of Internal Affairs
   i. Served on the ISC Executive Board
   ii. Served as an ISC Chapter Delegate
   iii. Served in a prior leadership position in an ISC chapter
   iv. Served in a prior position in the ISC

Section 6. Elections

A. Any candidate who fulfills the overall and positional requirements for a position may run for election. No formal nomination process is required. In order to nominate herself, the individual who seeks to run for election needs to contact the individual currently serving in the desired position.
B. Following the timetable established by the Executive Board, candidates may send their letters of intent to the ISC President who will forward them to appropriate voting members. The letters of intent shall be no longer than one page with proper MLA formatting. The candidate may not read or access letters of intent from past years – the ISC President shall provide the candidate with a sample letter of intent template.
C. If the candidate plans to run down, she must submit an abbreviated letter of intent (3-4 sentences) along with her primary letter of intent for any position she is considering running for.
D. On the day of elections, each candidate for an office will give a three-to-five-minute speech. Prior to the speeches, all candidates for the particular office shall leave the room.
E. Directly following the speech, questions may be asked from the floor. The current position will ask her respective candidate a question related to the responsibilities and function of the position. After all candidates for an office have spoken, all candidates will leave the room and voting will commence.
F. Each chapter will vote for one candidate on a secret ballot. Two members of the chapter must be represented and should include some combination of the chapter's President, ISC Representative, or other chapter executive board members.

G. The Executive Board, excluding the President, by a majority vote shall select a single candidate. This selection shall count as one additional vote. There must be a quorum of the Executive Board present in order to cast this vote.
H. The President shall count the votes. Results will be announced immediately following each such election. A majority vote shall be necessary to elect all officers with two-thirds of the chapters being present.
I. If a candidate is not elected to a particular office, she may run for a subsequently elected position, provided she is eligible for that position.
J. Run-off elections will be held in cases where no candidate has a majority of the votes cast. In the event of a tie in a two-way race, the ISC President shall cast the deciding vote anonymously.
K. Following the election of each position the probationary period will begin. From the date of elections to Bid Day, each newly elected woman will be on her probationary period to ensure she is suitable for her respective role. If at any point in her probationary period she commits a violation of the honor code, confidentiality, or any part of the ISC Constitution/Bylaw, she may be removed from her elected position by the current Executive Board by a ⅔ majority.

Section 7. Term

A. The term of office will begin when bids are opened on Bid Day and serve until the following Bid Day.

Section 8. Removal

A. Any Executive Board member may be removed for violating the NPC regulations or ISC governing principles.
B. A mediation will be conducted by the President and/or the Vice President of Judiciary against the offending party. A summary of the case decision will be presented to the Executive Board, who shall vote on the officer's removal.
C. A two-thirds majority is required to remove the officer.

Section 9. Vacancies

A. Any Executive Board member may resign at any time in writing by notifying the President. Such resignation shall take effect at the time therein specified, and, unless otherwise specified, the acceptance of such resignation shall not be necessary to make it effective.
B. Regarding issues of vacancies, if for any reason an officer is unable to fulfill her term of office, the following shall apply:
    a. If the President is unable to fulfill her term with more than half of the term left, the Vice President for Judiciary will assume her position. The Vice President of Judiciary will then appoint her successor, coming from the current Executive

Board or she may undertake a formal interviewing process for all ISC Chapter Members.

b. If the President is unable to fulfill her term with less than half of the term left, the Vice President of Judiciary will assume her position. The duties of the Vice President for Judiciary will then be delegated among the members of the Executive Board.
c. If the Vice President for Judiciary is unable to take over for the President, the Vice President for Potential New Member Affairs will take the place of the President.
d. If any other member of the Cabinet is unable to fulfill her duties, the remaining Cabinet officers shall appoint a successor.
e. If any other member of the Executive Board is unable to fulfill her duties, the President and ~~four~~ five Vice Presidents will appoint a successor.

C. If a member of the Executive Board resigns or is removed from her position, the following shall happen:
    a. Members of the current executive board have the option to nominate themselves and give the chapter presidents an opportunity to nominate a woman for the vacant position
    b. The nominee must meet all the criteria for vacant position
    c. The Cabinet will meet to discuss the nominees and decide on interviews
    d. At least one member of the Cabinet will meet with the nominee(s) to interview her/them individually
    e. Following interviews, the Cabinet will narrow down the candidates
    f. Cabinet will vote and must reach a unanimous decision
    g. This process should be completed within 2 weeks of the vacancy
D. If any ISC Executive Body member chooses to resign, she may not list her involvement in the Inter-Sorority Council on her resume, CV, or in any future capacity.
E. Vacancies in the Representative Body shall be filled according to the procedures of the particular chapter whose representative has vacated.

Article X. Duties of Chapter Officers to the Inter-Sorority Council

Section 1. Attendance at all ISC meetings is crucial to ensuring smooth communication between the ISC and individual chapters, as well as maintaining timely operation of the ISC; full and complete attendance at all meetings is an expectation that chapter leaders are required to meet.

Section 2. Any chapter officers may not have more than 2 unexcused absences to mandatory meetings per semester

Section 3. Absences may be excused if:

1. the chapter officer notifies the Cabinet member leading the meeting via email before 24 hours of the anticipated meeting AND
2. the chapter officer finds an appropriate substitute to attend the meeting AND
3. The Cabinet member leading the meeting approves the reason for absence.

Section 4. If the chapter officer fails to notify the Cabinet member leading the meeting 24 hours before the meeting, does not find an appropriate substitute, OR the Cabinet member leading the meeting approves the reason for absence, the absence will be categorized as unexcused.

Section 5. If a chapter officer earns more than 2 unexcused absences, the Chapter shall be submitted to the Peer Accountability Process. If any one chapter earns more than 6 cumulative absences, the chapter will be submitted to the Peer Accountability Process. If the chapter accumulates 6 absences across President, Recruitment, and ISC Representative meetings the chapter will be subject to a $50 fine per absence above 6.

Section 6.

For Chapter Presidents or ISC Representatives, recommended substitutes include:

1. President
2. Vice President
3. ISC Representative
4. Any other member of the chapter's executive board (must be approved by ISC Executive Board member leading the meeting)

For the Recruitment Chair, recommended substitutes include:

1. President
2. Vice President
3. Standards or Risk Management Chair
4. Assistant Recruitment Chair
5. ISC Representative
6. Matching Chair
7. Computer Chair

Article XI. Committees

Section 1. Standing committees

A. The standing committees of the University of Virginia Inter-Sorority Council shall be the Peer Accountability Board and Membership Recruitment Committee, known as the Recruitment Executive, the Community Service Committee, the Public Relations Committee, Wellness Committee, Women's Issue Committee, Sisterhood Committee, Sustainability Committee, and Alumni Relations Committee.

B. Term. The standing committees shall serve for a term of one year, which shall coincide with the term of the officers.

Section 2. Appointment of committee membership

A. The Executive Board shall appoint members and chairs of all standing and special committees, except as provided otherwise in these bylaws, and in making these appointments, recognize fair representation from all member women's-only sororities as much as possible. The president shall be an ex-officio member of all committees except the Alumnae Advisory Council.

Section 3. Peer Accountability Board

A. The Peer Accountability Board must consist of the Vice President of Judiciary as the presiding officer, two members of the Inter-Sorority Council Executive Board selected at random and rotated between accountability resolution meetings, and the fraternity/sorority advisor as an ex-officio non-voting member.

B. In accordance with NPC Unanimous Agreement VII. College Panhellenic Association Peer Accountability Process, it shall be the Peer Accountability Board's duty to hold a formal accountability resolution meeting to adjudicate all alleged infractions of the NPC Unanimous Agreements and policies, the bylaws, code of ethics, standing rules and membership recruitment rules of the University of Virginia Inter-Sorority Council that are not settled through an informal accountability resolution meeting. The members of the Peer Accountability Board shall maintain confidentiality throughout and upon completion of the process.

Section 4. Membership Recruitment Committee

The Membership Recruitment Committee shall consist of a chair and one representative from each regular, provisional and associate women's-only member (if they are participating in the primary recruitment process). Alumnae advisors may attend meetings of the committee and shall have a voice but no vote. This committee shall review and develop membership recruitment rules and submit them for discussion and approval to the ISC before the end of the academic term prior to the primary membership recruitment period. After each primary membership recruitment

period, the chair of this committee shall present a full report, including recommendations, to the ISC based on an analysis of the recruitment statistics and recruitment evaluations from all participants in recruitment (e.g., new members, recruitment counselors, executive board officers, chapter officers. potential new members who withdrew, each member organization and chapter advisor, etc.).

Section 5. Committee Composition

A. Each committee shall consist of a chair. The number of members will vary year to year based on need.
B. The members will be the EGLs from each chapter, who will rank their preferred committees.

Article XII. Finances

Section 1. Fiscal Year

The fiscal year of the University of Virginia Inter-Sorority Council shall be from January 31st to January 30th inclusive.

Section 2. Contracts

Dual signatures of the President and Vice President of Finance shall be required to bind the University of Virginia Inter-Sorority Council on any contract. It is also recommended to consult the ISC advisor at the University of Virginia Fraternity and Sorority Life.

Section 3. Checks

All checks and electronic payments issued on behalf of University of Virginia Inter-Sorority Council shall bear dual signatures. The following shall be authorized to be one of the two required signatures: President and Vice President of Finance.

Section 4. Payments

All payments due to the of University of Virginia Inter-Sorority Council shall be received by the treasurer, who shall record them. Checks for payments shall be made payable to the of University of Virginia Inter-Sorority Council.

Article XIII. New Member Periods and Initiation

Section 1.

A potential new member must have completed one full semester at the University of Virginia or at another collegiate institution in order to join an ISC chapter. In order to

participate in recruitment, a potential new member must be an enrolled student at the University of Virginia at the time the recruitment period begins and is recommended to have a minimum GPA of 2.0.

Article XIV. Extension

Section 1. Extension

A. Extension is the process of adding an NPC women's-only sorority.

B. The University of Virginia Inter-Sorority Council shall follow all NPC Unanimous Agreements and NPC extension guidelines found on the NPC website and in the NPC Manual of Information.

i. The ISC may open for extension by a two-thirds vote of the Representative Body provided notice of the proposal to open for extension has been given in writing at the preceding Representative Body meeting.
ii. If the Representative Body votes to open up for extension, such a chapter shall be organized through chartering by an NPC fraternity or through organization of a local sorority, which may petition an NPC fraternity for a chapter.
iii. Consideration should be given to NPC fraternities that have previously had chapters on the campus and to those NPC fraternities which have filed letters expressing an interest in the campus.
iv. Extension shall occur according to procedures outlined in the NPC Manual of Information.

Section 2. Voting rights

Only regular members of the Panhellenic Council shall vote on extension matters, this includes members of the representative body.

Article XV. Unanimous Agreements and Policies

Section 1. All members of the ISC shall act in accordance with fundamental Panhellenic policies established by the National Panhellenic Conference in the Unanimous Agreements.

Section 2. All ISC rules and policies shall be in harmony with those currently established by the National Panhellenic Conference.

Article XVI. Violation Resolution

Section 1. Violation

Chapters shall be held accountable for the conduct of their individual collegiate and alumnae members. Conduct contrary to the NPC Unanimous Agreements, these bylaws, the Panhellenic code of ethics, standing rules and/or membership recruitment regulations of the University of Virginia Inter-Sorority Council shall be considered a violation.

Section 2. Informal resolution

Members are encouraged to resolve alleged violations through informal discussion with the involved parties.

Section 3. Peer accountability procedure

The University of Virginia Inter-Sorority Council shall follow all NPC Unanimous Agreements and NPC guidelines for the peer accountability process.

Article XVII. Hazing

NPC supports all efforts to eliminate hazing, and each NPC member organization has its own set of policies condemning hazing.

Article XVIII. Men's Recruitment

Section 1.

In compliance with NPC Unanimous Agreement X, the ISC "shall denounce the participation of Panhellenic women in fraternity events when or where the primary purpose is recruitment. Men's Recruitment is defined as:

> A gathering of any size at a fraternity house, unofficial satellite house, off-campus house or apartment, third party venue, or any other location during the Men's Recruitment Period in which Potential Fraternity Men are present.

Section 2.

During the Men's Recruitment period, sororities are not permitted to plan events including date functions, mixers, sisterhood events, or other functions, that include Potential Fraternity Members.

Section 3.

If sorority women arrive at a fraternity event and find that Potential Fraternity Men are in attendance, the women must leave immediately.

Section 4.

Infractions violating the ISC's Men's Recruitment Policy shall be handled by the ISC Vice President of Judiciary.

Article XIX. Inclusion Statement

University of Virginia Inter-Sorority Council does not categorically deny membership to an individual, based on race, color, religion, sex*, national origin, age, disability, marital status, military or veteran status or political affiliation.
*Pursuant to 20 U.S.C. 1681(a)(6)(A), social fraternities and sororities may limit membership on the basis of sex.

Article XX. Parliamentary Authority

The rules contained in the current edition of Robert's Rules of Order Newly Revised shall govern the University of Virginia Inter-Sorority Council when applicable and when they are not inconsistent with the NPC Unanimous Agreements, these bylaws and any special rules of order the University of Virginia Inter-Sorority Council may adopt.

Article XXI. Amendment of Bylaws

These bylaws may be amended at any regular or special meetings of the University of Virginia Inter-Sorority Council by a two-thirds vote, provided the proposed amendment has been announced and submitted in writing at the previous regular meeting, allowing an opportunity for chapter input.

Article XXII. Dissolution

This Inter-Sorority Council shall be dissolved when only one regular member exists at University of Virginia. In the event of the dissolution, none of the assets of the Council shall be distributed to any members of the Council, but after payment of all debts, its assets shall be given to NPC unless otherwise required by state law.