



# FIJI ACADEMY

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St. Louis, MO | January 7-9, 2022

## **Recording Secretary** **Participant Workbook**



# PHI GAMMA DELTA

BUILDING COURAGEOUS LEADERS

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## **Phi Gamma Delta International Headquarters**

1201 Red Mile Road, Lexington, KY 40504


859-255-1848 | [www.phigam.org](http://www.phigam.org) | [phigam@phigam.org](mailto:phigam@phigam.org)

 Phi Gamma Delta

 PhiGamHQ

 Phi Gamma Delta

 PhiGamHQ

 PhiGamHeadquarters



# The Courageous Leader Framework



There are three elements of Courageous Leadership:

- Understanding and committing to Phi Gamma Delta's values: Friendship, Knowledge, Service, Morality and Excellence.
- Recognizing the testing points - times when your values are challenged.
- Applying the values at the testing point and confronting the issue.

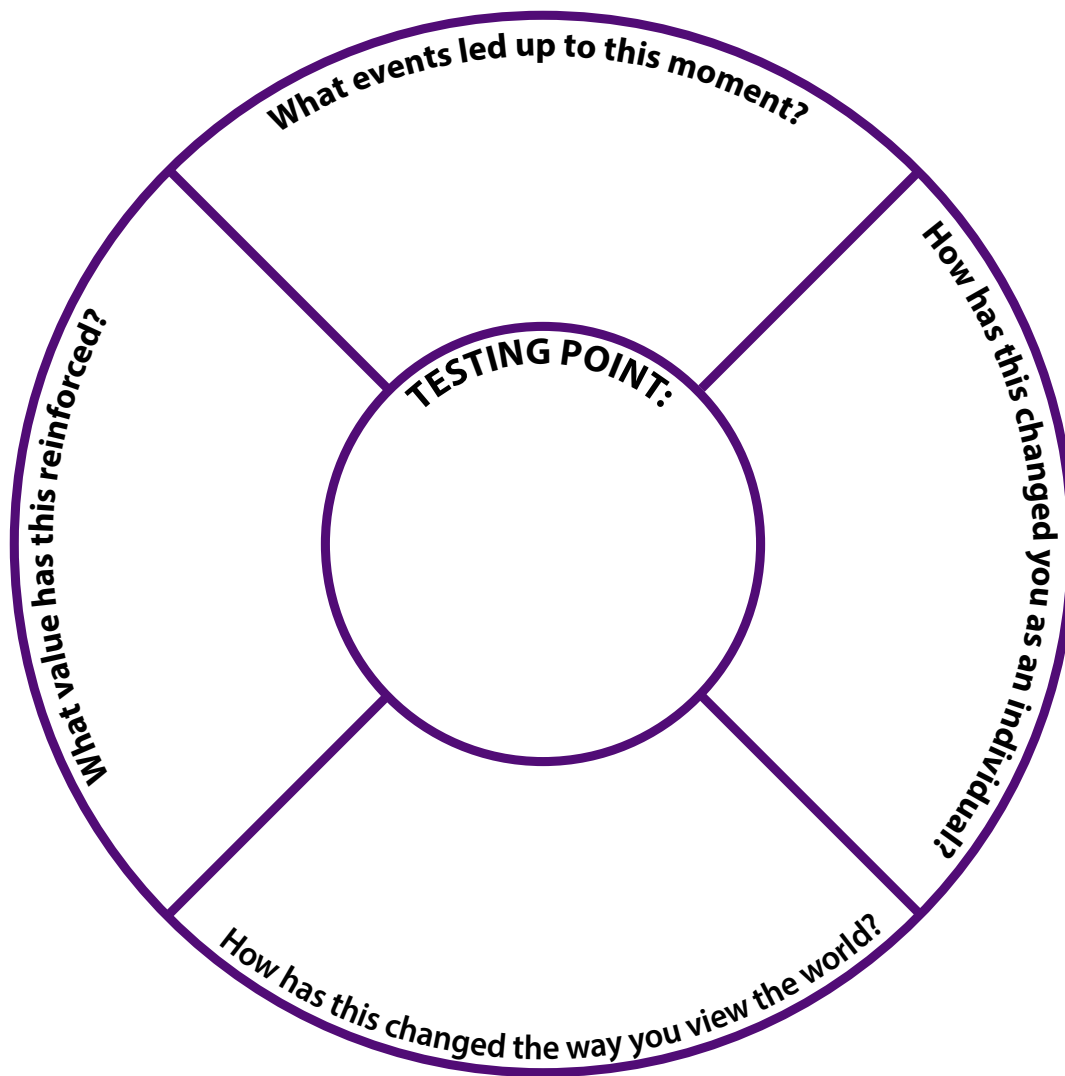
Courageous leaders have the strength to stand up for their values when they are tested.

**What is a testing point?** A situation when your values are challenged and there are repercussions to the choices you make. There are four types of testing points.

<b>Stance</b>	<b>Intervention</b>	<b>Opportunity</b>	<b>Accountability</b>
<p>The courage to publicly profess your values, beliefs or opinions, especially when in the minority. These testing points pose risks associated with speaking out or expressing a contrary opinion.</p>	<p>Courageously embracing risk to actively stop or prevent an event or behavior. These testing points offer the potential to positively change the course of history.</p>	<p>Courageously embracing risk to create, start or support something new and untested. These testing points pose the same risks all entrepreneurs learn to face with courage.</p>	<p>The courage to take personal responsibility for past actions or futures commitments. These recurring testing points - both big and small - form the foundation of integrity.</p>
<p><i>Ex: Speaking up when hearing a racist joke, or voicing your opinion in class.</i></p>	<p><i>Ex: Intervening to stop a dangerous tradition even though your action might prove unpopular at the time.</i></p>	<p><i>Ex: Seeing the opportunity to address sexual assault and pro-actively creating or supporting a new campus event to raise awareness.</i></p>	<p><i>Ex: Taking ownership for a failure or mistake or honoring your commitment to attend a chapter meeting.</i></p>

# Brotherhood Survey

## Testing Points



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# Brotherhood

**Solidarity**  
Sense of connection based on commitment to mutual assistance

**Shared Social Experience**  
Fraternity is primarily a social outlet

**Belonging**  
Members view brothers as family; a “home away from home”

**Accountability**  
Brothers held accountable to group standards and expectations

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# Fraternity Law

## Constitution & Bylaw Reference Guide

### Constitution

- Article I: Name and Governing Principles
- Article II: Insignia and Rituals
- Article III: Organization (establishment of chapters, officers)
- Article IV: Membership (requirements, etc.)
- Article V: Ekklesia
- Article VI: Archons
- Article VII: Amendments to Constitution

### Bylaws

- Sections 1 – 10: Ekklesia & Committees
- Section 13: Archons
- Section 14: Financial Advisory Committee
- Sections 15 – 16: AGOs, Section Chiefs, Graduate Advisors
- Section 17: Staff and Headquarters
- Section 18: Finances
- Section 19: Chapter Concerns
- Sections 20-21: Expansion, Establishment of Chapters, Revocation of Charters
- Section 22: Awards
- Section 23: Fiji Academy
- Section 24: Insignia and Journal (Magazine)
- Section 25-28: Discipline and Chapters and Members
- Section 29: Amendments to Bylaws

## Amending Fraternity Law

### Constitution

Amended only by 2/3 vote of the Ekklesia.

### Bylaws

Sections 1-14.5, 19.0-19.300, 25.0-29.3 amended only by majority vote of Ekklesia.

Other sections may be amended by 2/3 vote of Archons, reviewed by Ekklesia (reversed by affirmative vote of Ekklesia).

### Amendments, Generally

- Amendments may be made by any brother.
- Any amendment filed at least 150 days before the initial meeting of the Ekklesia will be considered.
- Amendments filed between 60-150 days before the initial meeting of the Ekklesia will only be considered if accepted by the Archons.
- The Archons take a position of support, in opposition or no position on all amendments filed.

- The Committee on Amendment of Laws evaluates all filed amendments and makes recommendations to the Ekklesia.
- The Ekklesia may make any other amendment which is germane to amendments filed as described above.

## **Key Chapter Concerns**

### **Membership – Constitution Article IV**

Qualifications for Pledging – Section 1(a):

- Grades: 2.5 HS GPA or 2.5 college GPA
- Quorum: 3/4; Approval – unanimous
  - Example: 100 man chapter, at least 75 present and voting – all votes affirmative
- Vote for Terminating New Member Relationship - Section 13
  - Majority vote of all members
  - Example: 100-man chapter, 51 affirmative votes
  - Can also terminate by trial for violation of Bylaws

Requirements for Initiation - Section 2(a) and (b):

- Grades: 2.5 cumulative, 2.5 for new member term, or 3.0 HS GPA
- Quorum: 3/4; Approval – 3/4 of chapter
- Example: 100-man chapter, at least 75 present and voting - at least 75 affirmative

### **Election of Officers – Bylaws Section 19.70-19.74**

- Academic qualifications (2.5 GPA)
- 12-month term of office
- President / Treasurer required to live in chapter house
- Removal for financial delinquency (60 days), grades (below 2.0), violation of Fraternity law
- Secret ballots (Section 19.20)

### **Financial Obligations & Dues – Bylaws Sections 18.30-18.36**

- Payment of New Member Fee within 15 days
- Payment of Initiation Fee within 30 days
- Payment of Annual Dues

### **Pledging/New Member Education – Bylaws Sections 19.33-19.35**

- Formal pledging within 15 days
- New Member Education immediately following formal pledging, 12-week max, following *Purple Pilgrim* / as prescribed by Archons
- Hazing prohibited (Section 25.28)
  - New definition adopted in 2020 - outlines penalties including more several penalties for brothers / chapters guilty of hazing which causes / could have caused harm or involves forced consumption

### **Post-Initiation Education – Bylaws Sections 19.47-19.48**

- Five hours of PIE



- PL / BCA at Initiation

## **Scholarship – Bylaws Section 19.200**

Chapter average must be higher than AFA or AMA, or a 2.7, whichever is less.

## **Alcohol-Free Housing – Bylaws Section 19.300**

- All Phi Gamma Delta chapter house facilities and chapter property shall be alcohol-free. No alcohol shall be present, possessed, brought onto, or consumed in or on any portion or room of any chapter house facility or chapter property.
- One-year exemption available, qualifications based on academic performance, educational programming completion, disciplinary status, A/R with Fraternity. Applications due 4/1.

## **General Chapter Concerns**

- Chapter meetings held regularly (weekly) and Ritual meeting monthly (Bylaws 19.2)m
- Chapter Bylaws must be adopted and include member 'regulations and penalties' (Bylaws 19.0)m
- Committees appointed by President / officers (Bylaws 19.100); Permanent Committees (19.200)m
- Financial Reports / Accounts:
  - Budget adopted and submitted by Sep. 30 (Bylaws 19.80)
  - Audit or Financial Review by Oct. 31 (Bylaws 19.92-19.93)
  - Transfer of financial records (19.34)

Section 13.11 Authority of Archons in Times of Emergency. In the event that a national, state, provincial or local state of emergency or limitation on activity has been declared by the appropriate governmental authorities, the Archons may by a two-thirds vote allow specific chapters, groups of chapters, or all chapters temporary relief from the strict application of specific Bylaws or provisions of the Constitution.

For 2021-22: Chapters may request relief from the below sections of the Bylaws if needed based on local regulations and/or guidelines or based on comfort level of graduates attending ceremonies as required in Section 19.48.

- Section 19.2 requiring monthly Ritual meetings;
- Section 19.33 requiring formal pledging in accordance with the Rituals;
- Section 19.43 requiring Initiation in accordance with the Rituals;
- Section 19.48 requiring the Purple Legionnaire or member of the Board of Chapter Advisors to be in attendance at Initiation ceremonies;
- Section 19.70 requiring chapter officers to be formally installed according to the Rituals within three weeks of election.

# **Discipline of Members - Bylaws**

## **Offenses (Bylaws 25.0 – 25.4)**

Sections 25.0 through 25.4 outline the Offenses of Members or new members which warrant disciplinary action. Section 25.2 describes the most common offenses:

- Revelation of Secrets
- Joining another Fraternity

- Disloyalty
- Commission of any crime / moral turpitude or disgrace
- Violation of Fraternity laws and policies
- Failure to over serve oaths and obligations
- Willful disregard / insubordination
- Expulsion from college or university
- Financial delinquency
- Questioning / disclosing secret ballot
- Slander of any member / chapter / Fraternity
- Sale / use / possession of illegal drugs and controlled substances

Chapter by-laws may include additional offenses.

## **Penalties (Bylaws 25.38) and authority to impose**

- **Expulsion:** The Archons or the Ekklesia.
- **Permanent Suspension With Recommendation for Expulsion:** The chapter or graduate trustees. After trial and decision to impose this penalty, a recommendation, with all documentation, is to be sent to the Archons for consideration of expulsion.
- **Temporary Suspension:** The chapter or graduate trustees. The decision must be approved by the Archons.
- **Denial of Privileges:** The chapter, chapter officers / judicial board (see Section 26.10), or graduate trustees. This penalty is, in effect, the same as what some people call “graduate status.”
- **Removal from Office:** The chapter, the chapter officers / judicial board, or graduate trustees.
- **Fine:** The chapter, the chapter officers / judicial board, or graduate trustees.
- **Monetary Penalty of 10% or Less on Balance Due:** The chapter, the chapter officers / judicial board, or graduate trustees.
- **Revocation of New Membership:** New membership terminated if new member violates Bylaws.

Section 26.10 establishes chapter judicial boards in Fraternity law and give them / officers the authority to hold trials for violation of Fraternity law.

## **Chapter Trials – Bylaws 26.0-26.22**

If the expected penalty, assuming the brother is found guilty, is suspension with recommendation for expulsion or suspension, the trial procedures to be followed are outlined in Sections 26.0 through 26.4; Sections 26.40 and 26.41; and Section 28.0. Trial forms to guide the chapter through the trial are available from the Headquarters at [www.phigam.org/forms](http://www.phigam.org/forms).

### **Trial of Member By Chapter (Any Offense).**

- Quorum is 2/3 of chapter (witnesses, counsel, defendant, judge, complainant excluded) (26.0, 26.2).
- 3/4 vote of members at trial, by secret ballot, for guilt or innocence and for sentence (26.0, 26.3).
- Graduate member selected as judge (26.1).
  - Decides admission of evidence, competence of witnesses
  - Makes record of proceedings and evidence and files with Archon Secretary

- Serve written complaint by certified mail or personal delivery at least 15 days before trial (28.0).
  - Document personal delivery with signature of the defendant
  - Direct defendant to file an answer
- Chapter presents case through witnesses. Accused member presents defense through self or witnesses.
- If sentence is suspension, with or without recommendation for expulsion, report to Archon Secretary and provide documentation of trial within 60 days (26.40, 26.41).

### **Trials for infractions subject to lesser penalty than suspension may be conducted by Chapter officers. (Section 26.10)**

- Follow procedures set forth above.

### **Trial for financial delinquency (Section 26.5)**

- Serve written complaint by mail or personally at least 10 days before trial.
- Majority of members is quorum.
- Can be conducted at regular or special meeting.
- Allow accused member to present a defense.
- President keeps summary record of proceedings.
- 3/4 vote of members at trial for guilt or innocence and for sentence.
- Maximum penalty is suspension of privileges.

## **Discipline of Chapters - Bylaws**

### **Offenses (Bylaws 25.20 – 25.34)**

Chapter offenses include:

- Violation of Fraternity laws / Risk Management Policy
- Significant Deficiencies
- Failure to Pay Financial Obligations
- Discriminatory Conduct
- Hazing / Strict Scrutiny standard for non-approved new member activities
- Failure to abide by pledging and initiation requirements

### **Penalties (Bylaws 25.40 – 25.46)**

Prescribed Penalties Include:

- **First Degree:** Revocation of Charter (only imposed by Ekklesia). Upon revocation any/all members may be ordered to 'show cause' as to why they should not be expelled from the Fraternity.
- **Second Degree:** Suspension of Charter (imposed by Archons or Ekklesia). May be permanent or temporary. Upon revocation any/all members may be ordered to 'show cause' as to why they should not be expelled from the Fraternity.
- **Third Degree:** Four-year suspension with option to petition for Graduate Trusteeship in lieu of suspension (imposed by Archons). Chapter must submit a petition within 14 days. Archons may approve or deny upon evaluation of potential for success.

- **Fourth Degree:** Fines.
- **Fifth Degree:** Probation.
- **Sixth Degree:** 10% penalty.

## **Disciplinary Process**

Investigation conducted by staff, university officials, informally by chapter or graduates, Disciplinary Counsel. If allegations are not substantiated, no action. If substantiated, will refer to Board of Conduct or Archons. If not contested, chapter may proceed through the Stipulated Summary Procedure.

Stipulated Summary Procedure / Informal Procedure (Bylaws 27.10):

- If the chapter has self-reported or does not deny allegations, an informal process is available.
- Staff process with CP / graduate advisors.
- Possible sanctions include letter of reprimand, probation, sanctions which are educational in nature.

Board of Conduct (Bylaws 27.1):

- Appointed by Archons with delegated authority to conduct hearings and impose penalties less than suspension of charter including a letter of reprimand, probationary period of up to 2 years, graduate trusteeship or monetary fine.

Trial by Archons (Bylaws 27.0 – 27.15):

- A complaint is filed by the staff or Board of Conduct. A trial by the Archons indicates that the suspension of the charter is a possible outcome.

Graduate Trusteeship (Bylaws 27.30):

- Provides authority otherwise only available to chapter officers (graduates generally do not have authority over chapters).
- A membership review is a typical part of most Graduate Trusteeships.

# Notes

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