

# Statements of Position

## NEW MEMBER ACTIVITIES

### NEW MEMBER TERMINOLOGY

Alpha Chi Omega Fraternity supports and advocates the use of the words “new member” when referring to members who have completed a recruitment process and accepted a bid. In addition, chapters may not name new member classes, or refer to new members in terms that may be considered undignified or place anyone in tiered status, e.g., “babies,” “angels,” etc.

### HAZING

Alpha Chi Omega does not condone unkind, undignified or humiliating activities. No chapter, new member, student, alumna or volunteer shall engage in or permit hazing activities. Hazing is any reckless or intentional act that produces physical, mental or emotional pain, discomfort, humiliation, embarrassment, or ridicule, regardless of a person’s willingness to participate, that is required or expected of a member and that is not related to the Fraternity’s mission. This includes any activity, whether it is presented as option or required, that places a member in a position of servitude as a condition of membership. Retaliation against any person who reports, is a witness to or is involved with or cooperates in the investigation and adjudication of hazing is strictly prohibited.

## FACILITIES

### COLLEGIATE CHAPTER HOUSING

Alpha Chi Omega Fraternity has assigned to the Alpha Chi Omega National Housing Corporation (NHC) the responsibility for collegiate chapter facilities. The Fraternity expects the National Housing Corporation to provide support and assistance to both local house corporations and the collegiate chapters so that the collegiate chapters have appropriate, competitive and safe facilities on their respective campuses.

## **MEMBERS**

### **INDIVIDUAL MEMBER ACCOUNTABILITY**

Alpha Chi Omega believes actions have consequences and that every effort must be made to hold individual members accountable for their actions that cloud the integrity and image of the Fraternity. The Fraternity is committed to providing education and assistance to all volunteer personnel so that accountability is consistently applied.

## **NATIONAL FRATERNITY**

### **AUXILIARY GROUPS**

Alpha Chi Omega does not condone auxiliary groups of men's fraternities such as "little sisters" and advises all Alpha Chi Omegas to refrain from membership or participation in such "little sister" organizations. Alpha Chi Omega prohibits the creation and support of "big brother" groups by its collegiate members. The Fraternity is committed to protecting the right of Alpha Chi Omega chapters to be women's organizations.

### **FRATERNITY RIGHTS**

Alpha Chi Omega is a private women's organization that is committed to protecting its rights as such.

The Fraternity reserves the right to determine its own member recruitment and selection processes and procedures, how and when candidates will be assimilated into the organization, when and how member education will be handled, and its position on all other internal issues.

### **FREEDOM OF ASSOCIATION**

Alpha Chi Omega was founded in 1885 as a women's organization. Alpha Chi Omega supports the right of women to freely associate. The essence of freedom of association is the right to select those with whom to associate and the right to have that selection be for women only. Alpha Chi Omega is committed to protecting the right of Alpha Chi Omega chapters to be women's organizations.

### **CHAPTER SELF-GOVERNANCE**

Alpha Chi Omega embraces collegiate chapter, alumnae chapter and local house corporation self-governance in order to maintain a premier sorority experience

nationwide. When self-governance is achieved within the parameters of Alpha Chi Omega national policies and standards, members are empowered as leaders and as real, strong women.

When chapters or local house corporations are unable or unwilling to self-govern within these guidelines, Alpha Chi Omega may deploy resources to assist those members in regaining the ability to self-govern within the national policies and standards. If members remain unwilling to operate with the standards of Alpha Chi Omega, disciplinary action may be required.

### **LIFELONG LEARNING**

Alpha Chi Omega believes in the attainment of high scholarship and the pursuit of intellectual interest. Alpha Chi Omega advocates that its members continue to develop to their fullest potential as educated women throughout their lives.

### **NATIONAL PANHELLENIC CONFERENCE**

Alpha Chi Omega is a member of National Panhellenic Conference (NPC). NPC was incorporated to promote the common interests of women's fraternities and to improve the conditions of women's fraternities, fraternity members, colleges and universities. NPC has as members 26 autonomous women's fraternities. As it is a conference and not a convention, National Panhellenic Conference cannot legislate for the members. The legislative powers of NPC are limited to the enactment of laws for its own government.

National Panhellenic Conference does formulate policies on matters of interest to the member groups. Alpha Chi Omega, as an autonomous entity, may take positions contrary to those formulated by NPC. However, NPC may make recommendations to the members for adherence by all members. For such a recommendation to become binding, all members of NPC must vote in favor of the recommendation and the presidents of all member organizations must ratify the recommendation.

The Fraternity honors existing NPC Unanimous Agreements and Housing Agreements. Collegiate and alumnae chapters are expected to recognize, respect and maintain the policies of local college Panhellenics and the NPC.

### **RISK MANAGEMENT EDUCATION**

Alpha Chi Omega is committed to educating members regarding risk management.

### **UNIVERSITY RECOGNITION AND RELATIONS**

Alpha Chi Omega believes that the fraternity experience is inseparably linked in interest and association with the university community and strives to be officially recognized by

the host institution. If circumstances would arise that the university's demands would be seen as intrusive upon the Fraternity, Alpha Chi Omega would take responsibility to determine its existence at the respective institution.

## **DIVERSITY, EQUITY AND INCLUSION**

We are Alpha Chi Omega.

We are real women: diverse in our experiences, our identities and our stories. Our sisters must reflect the diversity of our communities, and we must welcome them to an accessible, inclusive and equitable experience. We are a sisterhood committed to creating spaces where all members are respected, are included and feel a sense of belonging.

We are strong women: eager to embrace the interconnected and diverse world in which we live. Our unique experiences provide an opportunity to learn from the personal narratives of others; we listen with humility and openness as we commit to appreciating all that is noble in another.

We are real, strong women committed to fostering diversity, cultivating equitable and inclusive environments, and empowering all of our members to seek the heights.

## **PHILANTHROPY**

### **PHILANTHROPY**

Alpha Chi Omega believes in the strong role of philanthropy to develop real, strong women. Thus, the Alpha Chi Omega Foundation was established to support and enrich charitable, educational and philanthropic programs of the Fraternity.

### **DOMESTIC VIOLENCE**

Alpha Chi Omega promotes educational and prevention efforts to eliminate domestic violence by supporting individuals and families impacted. Members fundraise, donate their time, raise awareness and provide education in their local communities. Adopted in 1992, the Fraternity recognizes domestic violence awareness as an Alpha Chi Omega national philanthropy.

### **THE MACDOWELL COLONY**

Alpha Chi Omega is proud of its long association with the MacDowell Colony in Peterborough, New Hampshire. Adopted as the Fraternity's first national philanthropy in 1911, the MacDowell Colony continues to receive annual financial support from the Alpha Chi Omega Foundation on behalf of all members. Financial support is directed to

maintenance of Star Studio and the Faye Barnaby Kent Fellowships for artists in residence.

### **EASTER SEALS, INC.**

Alpha Chi Omega has provided financial assistance to Easter Seals, Inc. for many years and is proud of its long-standing association with this very worthy cause. Financial support to Easter Seals, Inc. is provided through an annual grant from the Alpha Chi Omega Foundation.

## **RECRUITMENT**

### **NONDISCRIMINATION**

Alpha Chi Omega does not discriminate on the basis of race, ethnicity, color, sexual orientation, religion or other characteristics protected by applicable law. Women, including those who live and identify as women, regardless of the gender assigned to them at birth, are eligible for membership in Alpha Chi Omega based solely on five membership standards. The National Membership Standards are: 1] academic interest; 2] character; 3] responsibility; 4] leadership; 5] personal development.

Alpha Chi Omega remains, as it always has been, a women's organization. Those assigned female at birth who live and identify as men are not eligible for membership.

### **FORMAL RECRUITMENT**

Alpha Chi Omega Fraternity supports the concept of an early fall time period to conduct formal recruitment, and that all women, including freshmen, be eligible to participate if local college Panhellenic and/or university requirements are met by the individual.

### **RECRUITMENT STYLES**

Alpha Chi Omega Fraternity supports the concept of year-round continuous recruitment to be conducted by collegiate chapters who are not at college Panhellenic quota and/or total. Even those chapters at the maximum allowable size should cultivate prospective members throughout the year.

The National Panhellenic Conference supports four recruitment styles:

- Continuous recruitment

- Minimally structured recruitment

- Partially structured recruitment

Fully structured recruitment

## **DEFERRED RECRUITMENT**

Alpha Chi Omega Fraternity supports the movement of formal recruitment from second semester/quarter to first semester/quarter of the freshman year, thereby giving the opportunity to join a Greek organization earlier in the academic year rather than later.

## **RISK MANAGEMENT**

### **HUMAN DIGNITY**

Alpha Chi Omega supports the statement on human dignity and sexual harassment endorsed by the National Panhellenic Conference member groups “that college women should have a positive influence in the direction and achievements of the university community and that activities should promote self-worth, human dignity and a positive fraternity/sorority image.”

The dignity of the individual is a basic element of a civilized society. Individual self-worth is a necessary factor in establishing healthy relationships. All activities, including acts of hazing, activities based in a negative manner on gender, race, color, religion, national origin, age, disability or sexual orientation and competitive games that are destructive, demeaning or abusive, promote a negative image of the fraternity and sorority community.

Participation in such activities that are demeaning to the individual do not promote a sense of self-worth nor a positive fraternity/sorority image, and do not reflect the high standards, core values and ideals maintained by Alpha Chi Omega.

Therefore, Alpha Chi Omega does not endorse or support activities that are demeaning in nature, do not respect the dignity of the individual, cause disharmony among NPC groups or whose purpose is counterproductive. Further, Alpha Chi Omega advocates education on the Fraternity and chapter level to promote positive self-esteem.

### **ANTI-BULLYING**

Alpha Chi Omega prohibits acts of harassment or bullying. Harassment or bullying is any gesture or written, verbal, graphic or physical act (including electronically transmitted acts – e.g., internet, cell phone or social media) that is reasonably perceived as being motivated either by an actual or perceived characteristic, such as race, color, religion, ancestry, national origin, gender, sexual orientation, gender identity or expression, or a mental, physical or sensory disability or impairment, or by any other distinguishing

characteristic. Alpha Chi Omega members should promote a safe and welcoming environment to its members.

## **VOLUNTEERS**

### **VOLUNTEER GOVERNANCE**

Alpha Chi Omega believes that the strength and future of the Fraternity rests in the voluntary leadership of its members. The National Council, which serves as the organization's board of directors and elected officials, has the ultimate responsibility for Alpha Chi Omega. Through the involvement of staff and operational volunteers, the strategies, goals and objectives of the organization are implemented.