

Delta Phi Lambda Sorority, Inc.

Chapter Constitution

Iowa State University - Nu Chapter

PREAMBLE

We, the sisters of Delta Phi Lambda, pledge to wholly dedicate our mind, body, and spirit to the completion of our mission. We will seek to improve the image of the Asian American. We will achieve this by acknowledging and spreading our unique Asian heritage. The bond between the sisters will set an example for others in the Asian community. We will set this example by displaying the virtues of loyalty, honesty, respect, dedication, integrity, discipline, and academic excellence. We hold these virtues to be true and will execute them in every venture the sorority will undertake. Delta Phi Lambda will remain strong through unity, and our legacy will live on through the works of the sisters.

ARTICLE I. NAME

1. The name of this organization shall be Delta Phi Lambda Sorority, Incorporated of Iowa State University.
2. Hereafter may also be referred to as Delta Phi Lambda, DPhiL, DFL or the Sorority.

ARTICLE II. PURPOSE

Section 1: Primary Purpose

The sisters of Delta Phi Lambda feel extremely privileged to be enriched with our close-knit sisterhood. We seek to reach out to young women so that they can be welcomed into our family and enjoy the benefits of our organization. Motivated and ambitious, we strive to promote every conviction of Delta Phi Lambda. Thus, we aspire to reach out to female collegiate students to enrich their lives, and by doing so, enriching ours. Our purpose includes promoting multiculturalism with an emphasis on Asian awareness, reaching out to the community as a whole, and embracing fellow collegiate women into a nurturing environment.

Section 2: Mission Statement

Delta Phi Lambda Sorority, Inc. advocates Asian awareness, empowers women leaders through its values-based programs, and forges Everlasting Sisterhood through diverse shared experiences.

Section 3: Vision Statement

Delta Phi Lambda will be the sorority that is recognized by universities and among the greater fraternal community for its progressive initiatives that aim to develop women into strong, independent leaders.

Section 4: Chapter Mission Statement

The Iowa State Chapter of Delta Phi Lambda Sorority, Inc. strives to develop women into strong, independent leaders by following the seven founding virtues, as well as the four pillars of the Greek community.

Section 5: Chapter Vision Statement

The Iowa State Chapter of Delta Phi Lambda Sorority, Inc. will be known by the greater community for their initiative and dedication to improving the well-being of others.

ARTICLE III. STATEMENT OF COMPLIANCE

Section 1: “Delta Phi Lambda Sorority, Inc.” abides by and supports established Iowa State University policies, State and Federal Laws and follows local ordinances and regulations.

Section 2: “Delta Phi Lambda Sorority, Inc.” agrees to annually complete President’s Training, Treasurer’s Training and Advisor Training (if required).

ARTICLE IV. NON-DISCRIMINATION STATEMENT

Iowa State University and Delta Phi Lambda Sorority, Inc. do not discriminate on the basis of genetic information, pregnancy, physical or mental disability, race, ethnicity, sex, color, religion, national origin, age, marital status, sexual orientation, or status as a U.S. Veteran.

ARTICLE V: RECRUITMENT

Section 1: Recruitment is the official term Delta Phi Lambda designates to the period in which sisters become acquainted with individuals who are interested in learning more about the sorority. These interested individuals may become a member.

Section 2: Recruitment Period

1. The time period officially deemed for recruitment events is between two to three weeks at the beginning of each semester
2. The Sorority is responsible for hosting a series of events that educate individuals about Delta Phi Lambda and getting to know interested undergraduates
3. Sisters are responsible for attending required number of events per week and answering questions potential members may have
 - a. This requirement may change by semester but will always be set by the recruitment chair
4. Recruitment should include but not limited to:
 - a. If on Normal Plan
 - i. Two informational sessions
 - ii. Two social events
 - iii. Two sisterhood events
 - b. If Flex Plan
 - i. One informational session
 - ii. One social event
 - iii. Two sisterhood events
 - c. Interview between interest and sisters
 - d. Bid discussion
 - e. Reception of Bid

Section 3: Extending Bids

1. To be extended a bid, the following criteria must be met:
 - a. Attendance to at least one informational session.
 - b. Attendance to at least $\frac{2}{3}$ of the hosted events.

- c. A minimum GPA of 2.70.
 - d. Must be 18 years or older.
 - i. Exceptions will be granted at the discretion of the Sorority and National Board.
- 2. During the Bid Discussion period, the Sorority shall vote to extend bids to interested undergraduates.
 - a. A minimum of 2/3 votes is required to extend a bid.
- 3. Once given a bid, the option should be given to accept, decline or defer the bid
 - a. Accept: To formally accept the invitation to join our sorority
 - b. Decline: To formally reject the invitation to join our sorority
 - c. Defer: To push the invitation to another semester
 - d. Deferring a bid does not give the interest an automatic bid for the next semester.
 - i. Deferred interests must attend a reduced requirement of at least 3 events the following semester to be considered for a second bid.
 - ii. The interest must still complete interview process to be considered for a second bid.

ARTICLE VI: MEMBERSHIP

Section 1: All members of Delta Phi Lambda are considered active after the completion of their education process. Exceptions to active status are Membership Hold and Alumnae Status.

- 1. Active Status members are required to:
 - a. Maintain an average GPA of 2.70 and above
 - b. Attend all weekly chapter meetings
 - c. Participate in activities hosted and sponsored by Delta Phi Lambda
 - d. Pay all applicable chapter and national dues
 - e. Complete required academic and philanthropy hours
- 2. Local Inactive status
 - a. Maintain a GPA of 2.70
 - b. Pay applicable national dues
- 3. Membership Hold
 - a. Temporary membership hold status can only be obtained from National Officers
 - b. Members must submit a letter of request briefly outlining her reasons
 - c. The Sorority must approve the temporary membership hold and the Chapter President must certify The Sorority's approval
 - d. Membership hold excuses the member from participation in activities and payment of chapter and national fees
- 4. Affiliate Membership
 - a. Members who are in the process of completing the Affiliate Member Education are considered Affiliate members. These members may be referred to as Affiliates. The following are the rights and restrictions placed upon members who bear Affiliate member status:
 - b. Shall maintain a grade point average of at least a cumulative 2.70 grade point average on a 4.0 scale at Iowa State University.
 - c. Shall meet eligibility requirements for participation in extracurricular activities as stated in university policies.
 - d. Shall attend all Affiliate Member Education sessions and study sessions.

- e. Shall not be permitted to attend chapter meetings.
 - f. May attend private Sisterhood events under the discretion of the Affiliate Member Education guidelines.
 - g. Are not barred from public Sorority functions but their privileges at functions will be limited.
 - h. Shall not be granted voting privileges in regards to Sorority matters.
 - i. May not hold any positions within Delta Phi Lambda.
 - j. Shall pay all dues and applicable fees.
 - k. Shall keep their affiliate member status confidential from those outside of the sorority.
5. Alumnae Status
- a. Alumnae Members have completed the education process.
 - b. Alumnae members are all members of Delta Phi Lambda who have graduated from the University.
 - c. Alumnae members shall only be permitted to attend a chapter meeting with the discretion of the Sorority.
 - d. Alumnae members are not required to regularly attend sorority functions.

Section 2: Failure to maintain minimum GPA

In the event that a sister fails to maintain a minimum GPA of 2.70, that sister must follow the academic procedure developed by the Academic Chair. For each semester the sister fails to maintain the minimum GPA, she shall be given the following:

- 1. First Academic Warning (First semester)
 - a. The sister(s) in question must improve the GPA in the semester following their grade release.
 - b. She must follow the procedure implemented by the Academic chair.
- 2. Second Academic Warning (Second Semester)
 - a. Failure to increase GPA after the first warning results in the second warning. Sisters with a Second Academic Warning will not be able to attend events as determined by the Academic chair
- 3. Probation (Third Semester)
 - a. Failure to improve their GPA for three semesters shall be put on probation; excluding them from all sorority events.

ARTICLE VII. RISK MANAGEMENT

The Risk Management Officer shall be upheld by the current Policy Chair. The role of the Risk Management Officer is to [a] minimize potential risks associated with club activities, [b] recommend risk management policies or procedures to Delta Phi Lambda, [c] submit documentation to ISU's Risk Management Office, [d] ensure Iowa State University policies are followed at all organizational events, and [e] ensure proper waivers and background checks are filed with Risk Management (if applicable), prior to events.

ARTICLE VIII. OFFICERS

Section 1: Executive Board

The Executive Board consists of the President, Vice President of Internal Affairs, Vice President of External Affairs, Vice President of New Membership, Vice President of Finance, and Vice

President of Records. Executive Board members will be prophytes, unless a neophyte is absolutely needed to fulfill a position. A sister may hold ONE Executive position and multiple Chair roles, unless the number of sistership requires a sister to hold more than one executive position. Executive positions shall be two semesters long unless:

1. 2/3rds or more of the Sorority agrees to semesterly executive positions.

Responsibilities of Executive positions shall be:

1. President

- a. Presides over all meetings and enforces the Constitution of Delta Phi Lambda.
- b. Coordinates Elections.
- c. Votes only in the case of a tie.
- d. Reserves the right to call special and emergency meetings with a 24-hour notice.
- e. Serves as the official representation for the Iowa State Chapter of Delta Phi Lambda to the appropriate board and council.
- f. Appoints 2nd representative to the appropriate board and council with approval of the Sorority.
- g. Appoint vacant Chairs with approval of the Sorority.
- h. Approves all withdrawals and any other transactions regarding Delta Phi Lambda's bank account.
- i. Oversees an Executive Officer Transition.

2. Vice President of Internal Affairs

- a. Assumes the duties of the President in her absence.
- b. Responsible for creating the Sorority's personal logistics for attending national events such as Midyear and Convention.
- c. Coordinates programming events such as DPhiL Week and 3C's.
- d. Perform other duties as assigned by President

3. Vice President of External Affairs

- a. Serves as a liaison between the President and Philanthropy Chair.
- b. Reports all external Sorority correspondence at general meetings.
- c. Reports on all external Sorority affairs to the President.
- d. Perform other duties as assigned by President.
- e. Coordinates programming events such as DPhiL Week and 3C's.

4. Vice President of Finance (Treasurer)

- a. Serves as liaison between the President and Fundraising Chair.
- b. Handles all finances and bank accounts.
- c. Creates and maintains the Sorority budget.
- d. Presents a financial report monthly.
- e. Collects semester dues (chapter and council dues) from all sisters.

5. Vice President of Records (Secretary)
 - a. Maintain accurate minutes of proceedings at all chapter meetings and present the minutes to the chapter within 24 hours.
 - b. Maintains attendance at all chapter meetings.
 - c. Maintains an accurate and up-to-date roster to all Sorority sisters.
 - d. Responsible for documenting Aspirations and sending to National Board.
6. Vice President of New Membership
 - a. Serves as the Affiliate Member Educator for all prospective sisters.
 - b. Responsible for the maintenance of the AME manual, and keeping sisters informed of any changes (on a national level as chapter level) made during chapter meetings.
 - c. Semester-based position.
 - d. Cannot be held by the president

Section 3: Executive Officer Requirements

1. Individuals running for Executive positions must be a Collegian in good standing with Delta Phi Lambda.
2. Executive positions are open to those that have been a Collegian for at least one full semester unless needed.
3. Officers who fall below the minimum GPA of 2.70 shall immediately resign their position.
4. Only positions that do not have qualified candidates running for them are available to those who do not meet the prerequisites.

Section 2: Chair Sisters

Chair Sisters shall be Academic Chair, Recruitment Chair, Public Relations, Webmistress, Sisterhood Chair, Social Chair, Fundraising Chair, Philanthropy Chair, Assistant Affiliate Member Educator(s), Ritual Chair, Policy Chair, Greek Council Delegate, Historian and Alumnae Chair. One person can fill a position unless noted otherwise. Chair sisters may hold multiple Chair positions and a maximum of two Executive positions. Chair positions are one semester and shall be elected at the end of the previous semester. If the chair is not filled, duties will fall on the Executive position above the chair unless otherwise decided on by the Sorority. Responsibilities of Chair positions shall be:

1. Academic Chair
 - a. Organizes study sessions and assigns extra study sessions for sisters who are struggling academically.
 - b. Monitors academic requirements and ensures that the President and National Board are notified when such requirements are not met.
 - c. Reports to the Vice President of Internal Affairs.
 - d. Performs other duties as assigned by the Vice President of Internal Affairs.
2. Alumnae Chair

- a. Shall be held by a volunteer Alumna or active collegiate member.
 - b. Acts as liaison between Alumna and chapter.
 - c. Maintains relationship between alumnae and chapter.
 - d. Responsible for alumnae invitations to any Sorority activities.
 - e. Reports to the Vice President of Internal Affairs.
 - f. Performs other duties assigned by the Vice President of Internal Affairs.
3. Assistant Affiliate Member Educators
 - a. Assists the Vice President of New Membership.
 - b. Reports to the Vice President of New Membership.
 - c. Performs other duties as assigned by the Vice President of New Membership.
4. Community Service and Philanthropy Chair
 - a. Coordinates all community service and philanthropy events.
 - b. Reports to the Vice President of External Affairs.
 - c. Performs other duties as assigned by the Vice President of External Affairs.
 - d. Reports to the Vice President of External Affairs.
 - e. Performs other duties as assigned by the Vice President of External Affairs.
5. Fundraising Chair
 - a. Coordinates all fundraising projects.
 - b. Collaborates with PR Chair in creating all fundraising promotional materials.
 - c. Sets and meets the minimum fundraising requirement of the Sorority.
 - d. Reports to the Vice President of Finance.
 - e. Performs other duties as assigned by the Vice President of Finance.
6. Multicultural Greek Council Delegate
 - a. Serves as a representative at MGC general assembly.
 - b. Acts as a liaison between the Sorority and council.
 - c. Reports to the President.
 - d. Performs other duties assigned by the President.
7. Historian
 - a. Assumes responsibility for recording all group events through photographs, audio/visual equipment, or literature.
 - b. Maintains all historic materials (preamble, chapter history, records, etc) for all sisters of the group.
 - c. Reports to the Vice President of Records.
 - d. Performs other duties assigned by the Vice President of Records.
8. Policy Chair
 - a. In the case that active membership is below 15, this position shall be held by the President.

- b. Serves as a Parliamentarian of all chapter, national, and university policies and practices.
 - c. Ensures all policies and practices are followed.
 - d. Reports to the President.
 - e. Performs other duties as assigned by the President.
- 9. Public Relations
 - a. Ensures all events are thoroughly advertised to the public.
 - b. Ensures all promotional materials are submitted and approved by Iowa State University or Delta Phi Lambda, if necessary.
 - c. Creates all promotional materials.
 - d. Creates any other design related materials as needed.
 - e. Develops and maintains all social media .
 - f. Reports to the Vice President of Records
 - g. Performs other duties as assigned by the Vice President of Records
- 10. Recruitment Chair
 - a. Coordinates recruitment events and to ensure recruitment events are planned before the following semester.
 - b. Collaborates with Public Relations Chair in creating all Recruitment promotional materials.
 - c. Ensures recruitment complies with National Policies in terms of the following:
 - i. Number of events held
 - ii. Flyer requirements
 - d. Reports to the Vice President of New Membership.
 - e. Performs other duties as assigned by the Vice President of New Membership.
- 11. Ritual Chair
 - a. Maintains all ritual materials.
 - b. Educates members on Sorority rituals and ensures all rituals are conducted appropriately and correctly.
 - c. Reports to Vice President of New Membership.
 - d. Performs other duties as assigned by the Vice President of New Membership.
- 12. Sisterhood Chair
 - a. Organizes “sisters only” activities for the Sorority.
 - b. Coordinates and promotes all sisterhoods.
 - c. Reports to the Vice President of Internal Affairs.
 - d. Performs other duties as assigned by the Vice President of Internal Affairs.
- 13. Social Chair
 - a. Serves as liaison between Delta Phi Lambda and other organizations.
 - b. Reports to the Vice President of External Affairs.
 - c. Performs other duties as assigned by the Vice President of External Affairs.

14. Webmistress

- a. Reports to the Vice President of Records.
- b. Performs other duties as assigned by the Vice President of Records.

ARTICLE IX. ELECTIONS

Section 1: Voting

To be eligible to vote, a sister must be in active status who is in good standing with the chapter, National Sorority, and Iowa State University. Elections for executive positions shall be held at the end of each academic year in November. Elections for Chairs shall be held at the end of each semester in November to hold office in the Spring, and in April to hold office in the Summer and Fall.

1. Nominations shall be open during the general meeting held at least four weeks prior to the end of the semester in April or November.
2. All candidates are required to make a speech detailing their reasons and qualifications for a particular position. Speeches will be held during the chapter meeting held three weeks prior to the end of the semester.
3. Voting will be conducted via written or electronic ballots after all speeches are completed.
4. In the case of a tie, a runoff (second election) shall be held between the candidates of the tie.
5. If a tie results from the runoff, the current President will break the tie.
6. Newly elected Officers, Chairs, and Assistants shall take office on the last chapter meeting, which is held two weeks prior to the end of the semester, the week prior to the week of final exams.
7. Officers must meet the following requirements:
 - a. Be in good standing with the university and enrolled: at least half time (six or more credit hours), if an undergraduate student (unless fewer credits are required to graduate in the spring and fall semesters) during the term of office.
 - b. Have a minimum cumulative grade point average (GPA) as stated below and meet that minimum GPA in the semester immediately prior to the election/appointment, the semester of election/appointment and semesters during the term of office. The minimum GPA as required by Delta Phi Lambda is 2.70. In order for this provision to be met, at least six hours (half-time credits) must have been taken for the semester under consideration.

ARTICLE X. VACANCIES AND SANCTIONING OF OFFICERS AND CHAIRS

Section 1: Officer and Chair Resignation

If any Officer or Chair other than the President is removed or resigns, the President, with Sorority's consent, will appoint another member to take her place in the interim. Regular election procedures will be followed to elect any vacant positions during the next meeting. If an Officer or Chair fails to maintain the requirements for holding office

Add one's limitations if one decides to resign themselves from the position.

Section 2: Resignation of President

If the President is removed or resigns, the Vice President of Internal Affairs will take her place in the interim. If the Vice President of Internal Affairs cannot serve as president, the Vice President of External Affairs will take the position in the interim.

Section 3: Sanctioning of Officers and Chairs

1. Elected Officers and Chairs shall be subject to sanctioning consistent with the violation of any article of Constitution or Bylaws including:
 - a. More than 3 absences of required meetings.
 - b. Failure to perform duties of the position she has undertaken.
 - c. Refusal to comply with rules and regulations of Delta Phi Lambda.
2. Any member may bring an Officer or Chair up for sanction via the following procedure:
 - a. Alleged violations of the Constitution or Bylaws must be presented in writing.
 - b. The Executive Board is notified in a formal email of the alleged charges, the Officer or Chair accused and the date and time of the complaint.
 - c. The Executive Board will convene and formally hear the accusations of the member and rebuttal of the Officer or Chair charged. Sanctions for the accused Officer, if found responsible, by a unanimous vote via the Executive Board, not including the one charged shall be:
 - i. Removal from office.
 - ii. Probation and review.
 - iii. Fines (which will be determined per severity of the offense).
 - iv. Community service.
 - v. Any combination of the above.

Section 4: Impeachment of Officers and Chairs

1. Elected Officers and Chairs shall be subject to impeachment for grievances including but not limited to:
 - a. Misuse of power
 - b. Bullying or harassment
 - c. Violation of Constitution or Bylaws
 - d. Not Upholding Duties referenced in the Constitution
2. Any member may bring an Officer or Chair up for impeachment via the following procedure:
 - a. Request for impeachment must be presented in a formal email to the President
 - i. If charges are against the President they should be brought to the Vice President of Internal Affairs instead.
 - b. The Executive Board will be notified of the alleged charges
 - c. The Executive Board will host a hearing with the accused and reporter, any non-involved parties are not allowed to attend and all sensitive information is confidential.
 - d. The accused member will be charged if the Executive Board comes to a unanimous agreement and $\frac{2}{3}$ of the remaining active house find the member guilty
 - i. A representative from the Executive Board will meet with the remainder of the active house with just the facts and have an anonymous vote.
3. Impeached members will:
 - a. Retain any other held chair positions

- b. Be barred from running from the chair or position they were impeached from for a minimum of one election, can be extended as the Sorority sees fit.

ARTICLE XI. FACULTY ADVISORS

Section 1: A full time or part time Iowa State University faculty or staff member will serve as a Faculty Advisor to the organization.

Section 2: Within two weeks of vacancy, nominations for the Faculty Advisor will take place within the Executive Board. The Executive Board will choose the advisors by a majority vote, and invite them to serve as advisor for the next academic year.

Section 3: During Spring Officer elections, the organization will vote on whether to continue the Faculty Advisor appointment or not. The vote must be the majority of those voting in order to retain the advisors for the next academic year.

Section 4: The duties of Advisors include: meeting with organization officers, reviewing the yearly budget, signing all required paperwork and advising on issues of risk management, organization leadership, and university policy.

Section 5: The Advisors can be removed for not carrying out the duties and expectations as defined in this document. Any member can bring concerns to the Executive Board. The Executive Board will meet with the Advisor to discuss the concerns. After this meeting, the Executive Board will vote on whether to remove the Advisors. If there is a majority vote, then the Advisors will be removed.

Section 6: If an Advisor steps down, appointment is not continued, or is removed, the Executive Board will follow the process stated in Article VI, Section 2.

ARTICLE XII. CHAPTER ADVISORS

Section 1: Terms of Service

Chapter Advisors are appointed by mutual agreement of the chapter and the National Board of Directors. Advisors shall serve for a 1 year minimum (August to August) until they resign or are required to step down. All chapter Advisors and collegiate chapters will complete an evaluation annually in August that will be reviewed by the National Board of Directors.

Section 2: Qualifications

A Delta Phi Lambda chapter advisor must be a DFL affiliated Alumna and must be in good standing with the National Sorority. The Chapter Advisor may not concurrently serve on the National Board of Directors or as National Vice President of Collegiate or Regional Governor as these positions serve as the governing body for the Chapter Advisory team.

Section 3: Responsibilities

Chapter Advisors are required to fulfill the following duties throughout the duration of their term:

1. Sorority:
 - a. Represent the organization and promote behaviors consistent with the policies, procedures, and seven virtues of Delta Phi Lambda
 - b. Maintain an open line of communication with the chapter President, Affiliate Member Educator, National Board of Directors, and Sorority and Fraternity Engagement Office Liaison
 - c. Serve as a mentor to the collegiate women and alumnae
 - d. Attend the annual chapter advisor training webinar hosted by the National Board of Directors
2. Collegiate
 - a. Review the chapter's financial data with the treasurer/Vice President of Finance each semester
 - b. Meet with the college/university Sorority and Fraternity Engagement Office Liaison at least once a year via phone conference call or email to maintain positive relationship with university officials and discuss the chapter's status
 - c. Meet with the chapter's Executive Board at least once a semester
 - d. Attend all judicial meetings of the chapter if applicable
 - e. Assist with officer transition for the undergraduate officers
 - f. Review the Risk Management Policy and Guidelines with the chapter Risk manager Chair and chapter each semester
 - g. Review the Crisis Management Plan with the chapter Risk Management Chair and chapter each semester
 - h. Review all current Sorority policies and serve as a liaison for the chapter to communicate next steps for any new national initiatives or revisions to existing policies and procedures
3. Leadership
 - a. Ensure that the chapter submits all forms and fees to the sorority that are required each semester
 - b. Facilitate educational programs/workshops as requested by the chapter
 - c. Assist the chapter leadership to identify facilitators for educational workshops

ARTICLE XIII. FINANCES

Section 1: All monies belonging to this organization shall be deposited and disbursed through a bank account established for this organization at the Campus Organizations Accounting Office or an approved institution. Authorization from the Campus Organizations Accounting Office is required. All funds must be deposited within 48 hours after collection. The Faculty Advisor to this organization must approve all expenditures, including Iowa State University Purchasing-Card and purchase order transactions.

Section 2: The Vice President of Finance will be responsible for all finances.

Section 3: University Funding

The Treasurer, which is upheld by the Vice President of Finance, shall be responsible for preparing a budget for university funding and managing the proper expenditure of these funds throughout the academic year.

Section 4: Dues

1. Vice President of Finance shall prepare the budget prior to the first event of each semester.
2. Dues shall be finalized and voted upon by the Executive Board by the chapter meeting before the first event of the semester.
3. Dues shall be paid within TWO weeks of the finalization of dues.
4. In the event that sisters are unable to pay dues for personal reasons, they must inform the treasurer one week in advance for an extension or monthly payment.

Section 5: All monies belonging to this organization shall be allotted accordingly by the executive board and discussed with the Active Collegiate Chapter.

Section 6: Reserve money will be used on graduating Sisters' gifts (Choice of stole, business card holder, cord, sorority gift from Sisters, or returning the money to individual Sister).

1. Reserve money will come from the additional Neophyte dues paid during the Sister's first active semester after initiation

Section 7: Fines

1. All members can be subject to fines based on the judgment of the Executive Board
2. Fines can be assessed on, but not limited to:
 - a. Failure to pay dues
 - b. Failure to return materials to the Sorority
 - c. Damages caused to property, not limited to sorority property
 - d. Failure to relinquish sorority accounts such as emails, bank accounts, or social media accounts
3. In the event that the member does not pay the fine, the following actions will be taken
 - a. A formal letter will be sent via email to the member reminding them of the outstanding dues or fines to be paid within 30 calendar days.
 - i. If the dues are paid after the formal letter and before the allotted time frame for the chapter to notify the National Sorority, then no further action will occur.
 - b. After 30 calendar days and the formal letter is disregarded, The Sorority will reach out to Iowa State University's Office of Sorority and Fraternity Engagement as well as the National Director of Judicial Affairs and National Vice President of Finance.
 - c. If fines are not paid after involving the National Board and university, the Executive Board will discuss the next plan of action, which could result in:
 - i. Removal of member from position(s)
 - ii. Removal of privileges associated with member status
 - iii. Sending the member to collections
 - iv. Unable to hold positions
 - v. Unable to be big sister

- vi. Any sanctions or consequences assigned by NB

ARTICLE XIV. ATTENDANCE

Section 1: All sisters must be in attendance of general Sorority meetings unless:

1. Absence is due to an unforeseen emergency
2. Allowance is requested 48 hours prior with the President's approval and recognition
 - a. In the event that the President cannot attend a meeting, an allowance must be requested from the Vice President of Internal Affairs 48 hours in advance.

Section 2: Aspirations must be met within all Chapter events and meetings.

1. Aspirations will be determined semesterly based on the National Board Requirements and Aspirations Calculator.
2. Sisters must attend events if and when possible. If aspirations are not met, the event should be moved to another date.
 - a. Within the following 2 weeks
3. To promote attendance, the VP of Records and or the VP of Finance can initiate a rewards system that shall **not** include:
 - a. Bribery tactics
 - b. Coercion
 - c. Lottery
 - d. Disproportionate money prizes to the attendance goal

ARTICLE XV. AMENDMENTS & RATIFICATION

Section 1: This constitution must first be read and voted upon by the general sistership of the organization.

Section 2: Any updates and amendments to the constitution and bylaws must first be voted upon by the general sistership within a week of change before ratification.

Section 3. An Amended or ratified constitution should be submitted by the President within 10 days to the Student Engagement Office at Iowa State University for approval.