

Tau Sigma Theta Sorority, Incorporated Complaint and Discipline Policy Summary



Updated March 10, 2025

Overview

This policy outlines the process for reporting, investigating, and addressing violations of Tau Sigma Theta's rules, policies, and principles by members and individuals seeking membership. This includes, but is not limited to, violations of our Anti-Hazing Policy, Code of Conduct, and other governing documents.

- ❖ **A Member's** failure to adhere to the policies and procedures outlined in our Constitution & Bylaws, Handbook, Code of Conduct, Policy Against Hazing, and other governing documents may result in disciplinary action by the sorority.

Disciplinary actions for a member may include:

- Verbal or Written Warning
- Probation
- Suspension
- Expulsion
- Chapter Charter Revocation
- Financial Penalties

Non-members may lose their eligibility for membership if she

1. provide false information during the intake process or engage in activities that violate the Sorority's publicly published rules, policies, or principles, including but not limited to its anti-hazing policies.
2. The Sorority reserves the sole discretion to determine whether action is necessary, and such decisions are final and cannot be appealed. Consequences for violations may include

Non-members may be subject to:

- ❖ Bar, resulting in a permanent loss of membership eligibility,
- ❖ Prohibition, resulting in a temporary loss of eligibility.

Complaint Investigation Process

A Complaint is a formal report alleging that a member or chapter has violated one or more of Tau Sigma Theta Sorority, Incorporated's governing documents or approved policies. This includes, but is not limited to, violations of the Anti-Hazing Policy, Code of Conduct, or Expulsion Policy.

Complaints may be submitted by Sorority members, chapter leaders, regional or state officers, school officials, law enforcement officers, and/ or community members. The process includes filing the complaint, investigating the allegation, and determining any necessary disciplinary actions. In some cases, an appeals process may follow.

I. Filing a Complaint

- A. Members of the Sorority:** Complaints **must** be made to the appropriate office as soon as possible. In most cases, the appropriate officers or president :

All complaints **must** include the following information:

1. The name(s) against whom the complaint is made
- 2 A description of the alleged violation(s) of the Sorority policy or governing documents.
3. Supporting details or background information regarding the alleged violations; and
4. The desired resolution or outcome

If a member receives a complaint from a second-hand source (e.g., anonymously or from a community member), they must forward the complaint to the appropriate Sorority Officer without assessing its credibility.

Forwarding Information for complaints from second-hand sources:

- ❖ Non-members of the sorority should forward complaints to **Headquarters via email at tausigmatheta@gmail.com**

II. Cease and Desist Notice

If there is reason to believe a violation has occurred, a **Cease and Desist Notice** may be issued. Upon receiving this notice, all related sorority activities must stop immediately until the investigation concludes. The *Cease and Desist Notice* remains in place until notice of disciplinary action or notice of removal is sent.

III Investigation Process

Investigations will begin within **48 hours** of receiving a complaint. An appointed Investigating Officer will conduct interviews, review evidence, and submit findings for review. The Sorority's leadership will determine if disciplinary action is necessary.

IV Notice of Discipline

If disciplinary action is imposed, a written notice will be sent by e-mail to the involved parties, outlining the investigation findings, Any disciplinary actions taken, and Information regarding the appeals process, if applicable. **All individuals who provide an e-mail address to the sorority have consented to receive notices by e-mail unless the permission is specifically revoked.**

V. Appeals Process & Hearing Process

- **Prospective Members:** Decisions to bar or prohibit membership are **not appealable**.
- **Members or Chapters:** Disciplinary actions may be appealed within the designated timeframe by submitting an appeal request and applicable fees. Failure to file an appeal within the required timeframe will result in a **waiver of appeal rights**, and the disciplinary decision will be final.

VI Reinstatement Process

Members or chapters seeking reinstatement (excluding those expelled) must submit a **Petition for Reinstatement**. This petition should include:

- A detailed history of the member or chapter's involvement with the sorority
- A copy of the disciplinary notice
- Evidence that all disciplinary terms were satisfied
- A statement of commitment to follow all sorority policies moving forward

Review and Determinations

Petitions for reinstatement will be reviewed within **90 days**, and a written decision will be provided.

Commitment to a Safe and Positive Environment

Tau Sigma Theta Sorority, Incorporated is dedicated to fostering a positive sisterhood rooted in respect, accountability, and growth. We maintain a zero-tolerance policy against hazing and expect all members to embody our core values at all times whether serving their communities or traveling to new destinations. At Tau Sigma Theta Sorority, Incorporated, we are committed to maintaining a safe, respectful, and empowering environment for all members and prospective members. As a social and traveling sorority, our members are expected to uphold the highest standards of conduct while representing our organization locally, nationally, and internationally.

[Anti-Hazing Complaint Form \(will be kept confidential\)](#)