

American University Interfraternity Council



Long-term Reform Plan

Approved & Implemented 4/21/21
(Updated 4/26/21)

Introduction

The American University Interfraternity Council (IFC) Long-term Reform Plan includes various sections of topics, each of which lists reforms that will be implemented over the course of the next 9 months. Specific timelines are also included in each section of the reform plan to fully lay out our implementation. To ensure the AU community changes are properly implemented, an update regarding our implementations will be released in Fall 2021.

The sections of the IFC Long-Term Reform Plan include:

- IFC Constitution Changes (pages 2-4)
- Sexual Violence Prevention (pages 4-6)
- Social Event Risk Management (pages 6-7)
- Campus Stakeholder Meeting Requirements (pages 7-8)
- Finances & Restraints (page 9)
- IFC Member Development (DEI Committee/New Member Series) (pages 9-10)
- Recruitment Reconstruction (pages 10-12)
- IFC Mandatory Programming Policy & Enforcement (pages 11-13)
- Judicial Affairs, Self-governance, & Reporting (pages 13-14)

This reform plan additionally includes updates on previous changes implemented in IFC's *Immediate Reform Plan* (released on February 1, 2021). With these reform plans, and continuing the enforcement of these changes, the culture IFC presents will improve exponentially by upholding our values of diversity, equity, inclusion, safety, and responsible conduct.

Constitution Changes

Considering the ongoing changes of the IFC community, we are in the process of restructuring/rewriting critical areas of our Constitution to make our operating process more in line with the changes laid out in this Reform Plan, in addition to holding individual Chapters more accountable in our pursuit to change the culture within parts of our community. In the meantime, the following Constitutional changes will be implemented until the new document is created:

Additional Roles & Responsibilities of each IFC Executive Board Member:

IFC President: Moving forward, the President will be responsible for:

- Schedule and attend monthly meetings with on-campus stakeholders including, but not limited to: The Student Conduct & Conflict Resolution Services (SCCRS), Office of Equity & Title IX, the Health Promotion, & Advocacy Center (HPAC), American University Police Department (AUPD), and the Center for Diversity & Inclusion (CDI).
- Enforce and implement the IFC accountability system, Diversity, equity, & inclusion (DEI) committee operations, Self-governance Policy, Judicial Board, and Programming Policy.

Executive Vice President: To prevent path-dependence and to aid in implementing myriad changes that are a part of this plan, a “new” IFC Constitution is being developed. This Constitution will be formatted to best implement our prospective concern; and will, additionally, be presented to the Chapters for review, to make necessary changes, and for ultimate approval/adoption.

In a position-specific context, moving forward the EVP’s primary, but not sole, duty is to be familiar with the Constitution to maintain the changes in policy, procedure, and structure into the future.

VP of Judicial Affairs: Moving forward, the VP of Judicial Affairs will be responsible for:

- Providing adequate training to the delegates of the newly-established Judicial Board.
- Ensuring minimum training requirements are met (1 training + 1 mock hearing a semester)

VP of Finance: Moving forward, the VP of Finance will be responsible for:

- Awarding the *Financial Support Awards* once a semester, which is aimed to assist chapters experiencing financial restraints. (A full layout of this award program can be found below in the “*Finances & Restraints*” section of the reform plan.)
- Creating and releasing a semesterly budget to the IFC community, as opposed to the usual annual requirement in order to increase transparency with the usage of IFC dues.

VP of Programming: Moving forward, the VP of Programming will be responsible for:

- Creating, implementing, and maintaining the IFC Programming Policy, which requires our member organizations to participate in programming/webinars semesterly. (The specific details regarding which topics this programming must cover and how chapters will be held to the highest standards is included below in the “*IFC Mandatory Programming Policy Enforcement*” section.)
- Referring chapters that do not comply with this new policy to the Judicial Board.
- Meeting with CDI and campus stakeholders monthly to discuss DEI programming.
- Creating, maintaining, and overseeing the IFC Programming Committee, which will consist of all Programming Chairs in each member organization. This committee is designed to assist in the enforcement of IFC’s Programming Policy and promoting of IFC-sponsored events.

VP of Member Development: Moving forward, the VP of Member Development will be responsible for:

- Ensuring the DEI committee chairs are fulfilled and actively participating in training from CDI at least once a semester.
- Meeting biweekly with CDI and the VP of Programming to create programming opportunities and provide sufficient training to the DEI committee and greater IFC community.

VP of Recruitment: Moving forward, the VP of Recruitment will be responsible for:

- Ensuring implicit bias training is presented prior to every recruitment period. The VP of Recruitment will be responsible for coordinating this training for IFC Executive Board members, Chapter Presidents, and VP of Recruitment chairs.

- Organizing a “Recruitment Orientation” before every recruitment period in order to be more inclusive of all member organizations and potential new members.

VP of Communications: The IFC has established the VP of Communications role. This individual will be responsible for the IFC Reporting Methods section of the IFC website, which will likely be complete by 2022. The reporting methods and AU resources will be open for use by anyone in the AU student body.

Sexual Violence Prevention

To create positive changes pertaining to this sensitive topic, the IFC Executive Board has worked with the Center for Advocacy and Student Equity (CASE), Health Promotion & Advocacy Center (HPAC) and Equity & Title IX Office to create and implement effective practices into our community to deter inactions from occurring, along with requiring educational programming opportunities, and providing resources to the AU student body. These new practices include:

Office of Equity & Title IX Establishment: The Office of Equity and Title IX leads the university’s efforts to prevent and respond to sexual misconduct, harassment, and discrimination on the basis of race, color, national origin, sex, sexual orientation, gender, genderidentity, gender expression, pregnancy or parenting, age, religion, disability, or other bases under federal or local laws and regulations.

You may make a report to the Equity and Title IX Office using the online form:
https://american-gme-advocate.symplicity.com/titleix_report/index.php/pid652666?

The Office of Equity and Title IX ensures that all community members receive appropriate resources, support, response, and reporting options to eliminate and address sexual misconduct, harassment, and discrimination.

The range of responses available through the Office of Equity and Title IX include but are not limited to:

- Supportive/Interim Measures – assistance with a change in class schedule, rescheduling exams and obtaining assignment extensions, assistance with University housing changes, no contact orders, ensuring access to counseling and medical services.
- Informal Resolution – voluntary and does not lead to discipline.
- Formal Resolution (Investigation) – to determine whether a university policy has been violated.
- Referrals to other University Departments, as appropriate.

Effective Immediately

Office of Equity & Title IX Training: IFC will work with the Office of Equity and Title IX to present the entire IFC (100% participation rate required from each member organization) with information about the rights and responsibilities under the policies governing discrimination and sexual misconduct. All attendees will be required to submit a reflection regarding topics learned

from the training. Those who do not attend the training will be required to attend a make-up session or listen to a recording of the session and submit a reflection.

Focus Group: The IFC is working with the FSL office to create a focus group of IFC members who will work with the FSL staff and AU administration to continue the important discussion of creating positive changes to prevent sexual misconduct. This working group will meet on a monthly basis to share new ideas with IFC leadership, FSL staff, and AU Administration.

Effective August 2021

AUPD Partnership: IFC is closely working with AUPD to coordinate effective trainings pertaining to risk management delegation and best practices. Beginning next academic year, IFC will require each chapter to attend an AUPD training/webinar, with a 100% participation rate required from each chapter. As in-person operations resume, IFC plans to work further with AUPD to create additional practices within the IFC community." Those who do not attend the training will be required to either attend a make-up session or listen to a recording of the session and submit a reflection"

IFC Reporting Methods & Website: We actively worked to create a VP of Communications officer position to our Executive Board. Once we appoint an individual to serve as our VP of Communications, they will be responsible for creating a website for AU IFC. A section of this easily-accessible website will list all reporting methods available for anyone to use. **The IFC reporting method will be implemented in August. Until the IFC website is created, the reporting method link will be included in IFC's LinkTree.** Additional resources will be listed in this section for those who may have experienced sexual misconduct. This reporting method will be used for anyone in the AU student body to report chapters who are not actively complying with new guidelines referenced in the "*Social Events & Risk Management*" section of this reform plan.

- If report(s) submitted include any alleged violations of the Student Code of Conduct or Office of Equity and Title IX, IFC will refer the report(s) to the respective office.

Bystander Intervention Training: Beginning in the Fall 2021 semester, all IFC leadership (including council executive board members and chapter leadership) will be required to attend at least one bystander intervention training a semester, which will promote intervention methods to assist in proactively preventing sexual violence. These practices will be shared with all ifc members to enhance risk management procedures.

Chapter Bylaws on Handling of Sexual Violence: The IFC Executive Board is currently asking member organizations to create bylaws on the handling of sexual assault allegations and handling of accused organizations This process will take months to complete due to the sensitivity of handling such incidents. We must ensure that these bylaws do not impede on the SCCRS or Equity & Title IX Office processes.

Community Changes: With the Programming Policy implementation, a main topic of required programming will involve sexual violence prevention. Further information about this can be found in the "*IFC Mandatory Programming Policy Enforcement*" section of this reform plan.

Additionally, IFC's New Member Series will emphasize the importance of following IFC's governing documents at all times, along with additional resources that IFC members may utilize at any time.

Effective January 2022

IFC Accountability Policy: IFC's Accountability Policy will closely include our Self-Governance Policy and Judicial Board. The primary purpose of this policy is to hold chapters accountable in the event that they do not comply with making the mandatory changes listed in this reform plan. Specifically, IFC leadership holds the right to refer chapters to the Judicial Board in the event that they are not compliant with following these new procedures, such as but not limited to: Not meeting the requirements of the Programming Policy, not participating in required educational training from IFC, etc. In the event that an individual from a chapter is alleged of a violation, regardless of whether it is an IFC standards violation or Student Conduct Code violation, the chapter can and will be charged with additional sanctions if the e-board deems the chapter not compliant. This policy will be in effect following the successful implementation of the Programming Policy.

Social Event Risk Management

Along with the implementation of these new standards and policies, the IFC Executive Board has worked with Panhellenic Council (PHC) leadership to develop risk management recommendations for member organizations that host off-campus functions such as parties. An emphasis is placed on the acknowledgement that parties occur within FSL, and that guidelines must be enforced in order to hold members of our community to the highest standards. The following guidelines are set by the IFC, which shall be in effect immediately:

Sober Monitors on Handling of Beverages: Monitors must take whatever steps necessary to protect all members and guests at social functions. In addition to required monitors set forth by chapter bylaws, IFC suggests there shall be at least one sober monitor solely dedicated to watching drinks being poured and distributed and ensuring no misuse of these beverages are occurring. This monitor should also make sure no alcohol being served is left unattended. Unattended beverages and coolers without a cover on at all times shall be disposed of immediately. Sober monitors must wear a distinct article of clothing.

Risk Management Policy Collection & Analyzation: Moving forward, IFC will require member organizations to send all Risk Management bylaws to the Office of FSL. Each policy will be reviewed by the IFC President & Advisor, who will work with each organization to ensure best practices are being followed.

Bystander Intervention Training in Practice: Prior to every social function, a pre-brief shall occur between all sober monitors and chapter leadership. These members shall discuss bystander intervention methods taught during mandatory semesterly bystander intervention training. A

pre-plan should be put in place for all potential situations that may arise, such as identifying instances of assault and/or harassment, along with what proper steps should be taken to de-escalate any and all situations.

- NOTE: The IFC will be working with on and off campus stakeholders to bring content experts to facilitate the training and discussions.

Internal Workshops About Parties: The VP of Member Development shall facilitate a discussion once a semester with a chapter officer from each member organization to discuss best practices for social functions. The establishment of trust within the IFC community will help IFC leadership have a transparent discussion about establishing best practices for social functions at AU.

IFC Reporting Method on Social Events: An IFC reporting method may be utilized to report chapters who do not comply with these new guidelines (ex: not having the risk manager's name/contact info at the entrance of the building). These cases will be referred directly to the IFC Judicial Board for adjudication. Chapters will be sanctioned if the Judicial Board deems the member organization has not complied with these new changes. This method of reporting will be effective starting August 2021.

- NOTE: The reporter will have the option to remain anonymous. However, if additional information is needed, the IFC cannot adequately adjudicate the chapter
- NOTE: If information is reported not related to IFC jurisdiction (Title IX or Conduct Code), the IFC has the right to forward or submit a report on behalf of the information presented

Campus Stakeholder Meeting Requirements

Effective Immediately - Executive Board + Campus Stakeholder Meeting Requirement Policy

The implementation of this policy within IFC's new constitution provides requirements Executive Board members must meet in order to fulfill their duties. If an Executive Board member does not satisfy all monthly meeting requirements, they shall be removed from the Executive Board. (NOTE: Multiple Executive Board members can meet with the same stakeholder collectively, the meeting does not need to occur on an individual basis unless requested by the stakeholder). The **minimum** meeting requirements is as follows:

IFC President:

IFC Advisor: Weekly

Panhellenic Council (PHC) President: Bi-weekly

Intercultural Greek Collective Representative: Bi-weekly

AUSG President: Monthly/As Needed

Director of Center of Student Involvement: Monthly

Center for Diversity & Inclusion: Monthly

Equity & Title IX Office: Twice a semester
Health Promotion & Advocacy Center: Monthly
Asst. VP of Student Engagement: Monthly
Student Conduct & Conflict Resolution Services: Monthly
American University Police Department: Monthly

Executive Vice President:

IFC Advisor: Monthly
IFC President: Bi-Weekly/As Needed

Vice President of Judicial Affairs:

IFC Advisor: Monthly
Student Conduct & Conflict Resolution Services: Bi-weekly
Equity & Title IX Office: Monthly

Vice President of Member Development:

IFC Advisor: Bi-weekly
PHC VP of New Member Enrichment: Monthly
PHC VP of Membership Development: Monthly
Health Promotion & Advocacy Center: Monthly
Director of CSI: Monthly
Center for Diversity & Inclusion: Bi-weekly

Vice President of Finance:

IFC Advisor: Monthly
PHC VP of Operations & Finance: Monthly
AU Financial Administrator: Monthly

Vice President of Recruitment:

IFC Advisor: Monthly
PHC VP of Membership Recruitment: Monthly
Center for Diversity & Inclusion: Once before every recruitment period

Vice President of Programming:

IFC Advisor: Monthly
PHC VP of Event Programming: Bi-weekly
AUSG Vice President: Monthly/As Needed
Center for Diversity & Inclusion: Bi-weekly
Equity & Title IX Office: Monthly
American University Police Department: Twice a semester

Vice President of Communications:

IFC Advisor: Monthly
AUSG Secretary: Twice a semester/As Needed
PHC VP of Media & Design: Monthly/As Needed

To amend any of the above meeting requirements, a motion to vote must be passed by the General Body along with a unanimous vote by the IFC Executive Board. This policy is expected to be updated annually depending on the needs of the IFC and the council's best interests.

Finances & Restraints

Effective August, 2021

Financial Support Award: Historically, Fraternity and Sorority Life has experienced issues surrounding inclusivity due to the financial burden that comes with being in a fraternity. Due to this, a Financial Support Award will be created in order to support those who may not be able to afford the full charge of dues. A base fund of \$1,000 dollars will be established each semester to allocate to four different chapters. There will be an application and interview process for chapters to apply on behalf of their new members. This fund will be for new members specifically (not just first-year students). The base fund will be split into four \$250 awards that will be granted to four chapters. The winners of the four awards will be decided by Delegates/Chapter Presidents in a General Body Meeting.

Budget Allocations to IFC Programming: Each semester IFC creates a budget for all expected expenses. In the future, \$2,500 will be reserved for IFC programming. At the beginning of every semester, the VP of Programming will send a form to each member organization to collect programming ideas and requests. With the implementation of IFC's new website, the usage of this allocated money will be made public.

Budget Allocations to Campus-wide Initiatives: In addition to the Programming allocation, the IFC will allocate up to \$500 for campus-wide initiatives such as community service.

Budget Format: As opposed to releasing an annual budget to the IFC community, we have changed our bylaws to now require a budget be created and released to the IFC community once a semester to increase transparency with the usage of allocated funds.

IFC Member Development

Effective Immediately

DEI Committee: A collective organization of representatives from each Chapter within the IFC community. This committee will be in charge of combating the challenges facing our member organizations and will advocate for equitable practices and policies within the IFC community.

- The committee will meet bi-weekly to focus on issues actively harming the community, how to resolve them, and how to respond.
- Committee organization- To develop further organization within the committee specific roles will be assigned to members of the committee for specific purposes EX: First Generation, Latinx, etc.

- The committee will be trained through the Center for Diversity and Inclusion (CDI) on campus as a member of the committee.
- These chosen members of each chapter within the committee will be the point of contact for any DEI related issues within their respective chapters as well as being a point of contact for any roles they are responsible for.

Demographic Census: As a means to understand the IFC community, a yearly census will be gathered. This census will be a collection of data to include the entire community and allows for the incoming DEI committee to understand the challenges we may face. The census may include, but not limited to race, ethnicity, class year, and academic college.

IFC New Member Series: From the AU announcement in July 2020 being fully virtual, a sense of community has been difficult to obtain. As a means to build up the IFC community, Potential New Members (PNMs) will be actively learning about the IFC and FSL communities through an enhanced version of the New Member Series. The enhanced changes will bring our PNMs in greater interaction with other members of the IFC community.

- In order to modernize the existing New Member Series there will be a couple of new IFC adaptations to the current program
 - The information will be split between activities over the course of a few weeks to provide a platform for the community to interact. The specific events the IFC New Member Series include is the following:
 - 1) A presentation put on by the VP of Member Development, to review IFC's governing documents and share experiences from IFC Leadership. New members will be able to ask questions and share input about future projects
 - 2) Team-building exercises to bring new members together to get to know the community better
 - 3) We will work with the Office of Equity & Title IX to create a new workshop to speak on regulations as it relates to being a member of a student organization

Effective January 2022

IFC Community Service: With the end of campus activity the ability for on campus community service activity has been limited drastically. Once the return to campus begins greater action on campus with regards to community service will restart.

FSL Greek Wellness Coalition: The IFC will assist in the restarting of the Greek Wellness Coalition (GWC) to promote mental health awareness and provide resources to members of the IFC community. The VP of Programming shall host at least 2 events with the Greek Wellness Coalition each semester.

Recruitment Reconstruction

Recruitment Philosophy & Principles: The IFC's philosophical approach to Recruitment shall be centered on the following principles:

1st) Equal access of information across the board, and equitable access to both Potential New Members (for the Chapters) and to the individual Member Organizations (for PNMs)

2nd) Direct and clear lines of communication between Member Organizations, the IFC Executive Board, and the FSL Office respectively

3rd) A community-based/community-wide effort to interest undergraduates, and obtain PNMs for the IFC, through the affirmative prospects of involvement in the collective FSL community. Considering the nature of operating within a relatively small academic institution, it is imperative for our collective continuance to work together in acknowledging the innumerable benefits of membership in the IFC community. In doing so, an emphasis is placed on the benefits and prosperity of joining a Greek-letter organization - regardless of which letters.

IFC's Goals in A Newly Structured Recruitment Process - Adopting a component of universality in FSL-related terminology:

- **“Recruitment”** → Any period of time in which the IFC, or a Member Organization on behalf of the IFC community, attempts to persuade/demonstrate to the University's eligible students as to why they should consider joining our community.
- During this designated period, undergraduates registered for Recruitment (PNMs) shall equitably be presented to each of the various Member Organizations.
 - In doing so, PNMs have the experience to discern which Chapter they would see themselves joining; the result of this effect will ensure: 1) each Chapter has an inherently equal opportunity to recruit students through similar means; 2) a closer knit group of students is formed at the Chapter level - and consequently the community-level, and 3) The overall degrees of member enjoyment, fulfillment, and, most importantly, retention are each drastically improved.
- **“New Member”** → The humanistic term shall be used for all PNMs who accept a formal bid to an IFC Member Organization at the conclusion of the Recruitment process.

Effective August 2021

Mandatory Implicit Bias Training: As stated in the *Immediate Reform Plan*, “To curtail racial macro and microaggressions within the recruitment process, IFC will be mandating implicit bias training for chapter officers.” Moving forward, implicit bias training will be required for all IFC Executive Board members, Chapter Presidents, and Recruitment chairs to attend prior to every recruitment period. These training materials will be passed on to all member organizations.

Recruitment Orientation: In order to incorporate equitable practices throughout all of IFC's operations, a required recruitment orientation will be presented to all potential new members (PNMs) participating in each recruitment period. This orientation will include a transparent explanation on the layout of recruitment and thoroughly explain key standards included within IFC's Recruitment Manual. Every member organization will elect a member of their chapter to present a speech to all potential new members, with time limits and regulations implemented beforehand. Each orientation session will be recorded and distributed to all PNMs.

IFC Mandatory Programming Policy & Enforcement

Effective January 2022

Programming is an integral part of IFC's platform on campus. Programming is not only how we engage ourselves as an IFC community, but it's how we engage the campus community as well. We intend for chapters to host inclusive programming both open to the student body, and in collaboration with campus partners and student organizations. By working with these groups, we can establish and foster a community of inclusion, and one that can open the doors for opportunities both organizations can offer, creating mutually beneficial engagement for both groups. Thus, the goal of these policies is to facilitate an equitable and beneficial programming platform for chapter presidents and their respective stakeholders. We will implement:

Semesterly IFC Programming Workshop: Each member organization will be required to attend at least one IFC Programming workshop a semester. At least 75% of the active chapter membership must be in attendance for the appearance to count. The purpose of these workshops is to introduce the resources on campus available for collaboration, guidelines, and mandates for events, and the best practices available. Also, representatives will be set for each chapter, who will be responsible for attending the monthly meetings and coordinating events with the VP of Programming. Both the chapters as a whole and the representatives will also be informed and educated on the numerous stakeholders and resources available on campus.

Mandatory Chapter Representative Programming Events: These events will give chapters opportunities to brainstorm and collaborate on programming events, discuss interchapter co-sponsorships, and act as another general opportunity for different chapters to liaise with one another. Each chapter will be responsible for a minimum of two events each semester with the support of IFC. For chapters to reason credit for these events, they must be original planners and hosts, but not a cosponsor. One event must be funded (within reason), and support from IFC and other campus resources may be requested. If there are extenuating circumstances, chapters should reach out to the Executive Board. The second can be hosted with no payment, but both events must be open to the student body. They are also encouraged to reach out to the IFC VP of Programming and/or the VP of Finance for support. Each event must be planned at least two weeks in advance, with a check-in per week on the status of the event. Postponement of an event will not yield credit for the minimum, distinct circumstances can be discussed with the VP of Programming.

- The VP of Programming will annually inform member organizations what types of programming satisfy this requirement.

IFC Programming: IFC as an organization must be held accountable for programming during the semester as well, as IFC programming is a representation of the entire community. Thus, IFC will organize at least two mandatory events per semester. The purpose of IFC events will be to not only represent the IFC community to the greater campus body, but to promote community inclusion, and contribute to the overall sense of campus unity, inquiry, and inclusivity.

Finances and Accountability: The IFC Programming budget shall be defined as a dollar amount each semester. Chapters and IFC member organizations may liaise with the VP of Programming and VP of Finance to discuss potential financial co-sponsorships for both IFC events and chapter events. Any failure to comply with the Programming Policy will be facilitated by the Judicial Board.

Campus Engagement: Chapters and campus organizations can widely benefit from collaboration on an event. If interested in a specific organization, chapters are heavily advised to connect with the VP of Programming initially to pursue said project.

Judicial Affairs, Self-governance, & Reporting

Effective Immediately

Judicial Board: The IFC Judicial Board will serve as the adjudication tool to enforce IFC policies and governing documents. Each chapter will have 1 representative to serve on the board as well as 1 member of the Panhellenic Council, and 1 member consisting of the IFC Advisor. As it starts, the Judicial Board's role is to sanction chapters who are in violation of IFC policies. After more time and training with the Student Code of Conduct, the IFC Judicial Board will expand their scope of adjudication to handle more serious cases with the office of SCCRS. The VP of Judicial Affairs will receive training from SCCRS each semester with best practices.

Self-governance Policy (for IFC Standards & Policies) Implementation: The Self-Governance Policy (SGP) is the IFC's governing document to implement standards and regulations of the IFC. The SGP establishes the process for the IFC Judicial Board to hold chapters accountable for inactions that occur, including the charging of a chapter due to an individual's inactions. **This policy is effective as of April 14, 2021.**

As part of the "pilot program" for establishing our Judicial Board, the IFC will adjudicate violations of IFC standards only. The IFC will establish a relationship with staff from SCCRS to help create an effective and impartial judicial process. We aim for this transition to occur after the 2021-2022 academic year.

Effective January 2022+

Reporting Methods: The IFC VP of Judicial Affairs will collectively work with the IFC VP of Communications to develop a website. This website will include a section with a list of reporting methods along with a list of resources which may be utilized by anyone in the AU student body. These reporting methods include links to CARE Reports, the Equity & Title IX reporting webpage, and SCCRS report system. In addition, the IFC plans to work with the SCCRS office to create an IFC violation reporting method, which can be utilized by any member of the AU community to anonymously report any violation of IFC governing documents.

Self-governance Policy (for Student Conduct Code Violations) Implementation: After the Judicial Board pilot period, The IFC will collaborate with SCCRS to expand training and the scope of

adjudication to Student Code of Conduct violations. As is standard with FSL Judicial Boards, the pilot period will consist of minor violations as it progresses to handle more severe cases over time. This change will hopefully occur in 2022, however there is no expected timeline for this to occur.

Conclusion

To conclude, the Interfraternity Council Executive Board expects these changes to assist in the necessary culture-change within AU's social fraternity community. Understandably, these reforms are quite specific and provide an unprecedented shift within the IFC. These changes do not mark the end of our platform for reform, but rather the launch of a new plan to promote IFC's best practices at all times, with the emphasis of upholding our council's code of conduct at all times. Depending on the swiftness of the implementation of the above policies, an update and/or potential second Long-term Reform Plan may be created and released following the final implementations from this plan. We, the IFC Executive Board, thank you for taking the time to look into the launch of our major reform plan and ask for all feedback and media queries, including questions and concerns be directed to IFC President Justin Colman, who can be reached at americanuniversity.ifc@gmail.com.

Signed,

The American University Interfraternity Council 2021 Executive Board

Justin Colman - President

Tyler Jacobs - Executive Vice President

Jack Silbert - VP of Judicial Affairs

Justin DePrado - VP of Member Development

Samuel Conroy - VP of Finance

Conan Maron - VP of Recruitment

Javon Darrien - VP of Programming