Explanation of the Investigative/Disciplinary Process

In such a case that information is brought to the attention of OSA/FSL that warrants investigation and potential disciplinary action, the following occurs in this order:

- Independent investigation is completed by the Office of Student Conduct (OSC). They will interview as many individuals as they deem necessary to get a complete picture of what occurred in the incident in question as well as to determine whether or not the incident is a case of individuals versus chapter/collective responsibility. A final report is submitted to OSA/FSL outlining the investigation, conclusions as well as recommendations.

- If a finding of University policy violation and collective responsibility is reached by OSC, OSA/FSL will work with the alumni and national headquarters to draft a probationary agreement known as an Agreement of Responsibility. Such as agreement allows all stakeholder constituencies to have input and design a set of sanctions that “fit the crime” as punitive. This is also an opportunity to address other areas of chapter management that need improvement. The goal of these agreements and this congruence with the values and mission of the University as well as the National Fraternity. Many times, chapters emerge from these agreements much stronger than before and providing an optimal fraternity/sorority experience to their members, and have even been national award winners as result of these efforts.

- If an Agreement of Responsibility cannot be reached within a reasonable period of time, or if the violation is so egregious, it may become necessary for a formal hearing in front of the Fraternity Sorority Advisory Board. Such a hearing will be conducted in accordance with the disciplinary charter of the Fraternity Sorority Advisory Board as published in the Penn Book.

- The Fraternity Sorority Advisory Board is an official University committee consisting of four faculty members, two members of the Greek Alumni Council, four students (one from each governing council – IFC, Panhellenic and Multicultural Greek Council and an independent student as assigned by the Undergraduate Assembly), and two University Life staff members as ex-officio members, on of which is the Director of Fraternity Sorority Affairs. The function of this Board is to review the progress on existing Agreements of Responsibility as well as to review semesterly chapter reports and make recommendations for the improvement of individual chapters as well as the entire fraternity sorority system.