# DELTA SIGMA THETA SORORITY, INC. CODE OF CONDUCT

**REVISED MARCH 2015** 

# DELTA SIGMA THETA SORORITY, INC.

A Service Sorority
Grand Chapter

# INTRODUCTION

Delta Sigma Theta Sorority, Inc., a national service sorority, requires that its members exemplify and encourage high cultural, intellectual, and moral standards and that their actions exemplify the public and personal behaviors that reflect the ideals and principles espoused by the Sisterhood.

Delta Sigma Theta Sorority, Incorporated ("Delta") has a zero - tolerance hazing policy. The policy expressly prohibits all acts and forms of hazing, before, during, and after the Membership Intake Process.

The Code of Conduct consists of two parts: the **Code of Ethics**, which states the types of conduct that the Sorority considers acceptable, and the **Disciplinary Action Code**, which sets forth the types of conduct that is unacceptable and the corresponding discipline to be imposed upon any individual or chapter that engages in prohibited conduct.

The principles of the Sorority's Constitution and Bylaws, the Delta Oath, and other governing and guidance documents are embodied in the Code of Conduct which is embodied in *The Acknowledgement of Rights and Responsibilities of Members of Delta Sigma Theta Sorority Regarding Membership Intake Prohibitions (No Hazing Contract), and the Applicant/Candidate/Pyramid Rights and Responsibilities Statement.* 

Revisions to this Code of Conduct, including the sanctions and fines to be assessed under this Code, shall be made by the National Scholarship and Standards Committee and approved by the National Executive Board.

# **CODE OF ETHICS**

Believing in the worth and dignity of each human being, Delta expects each soror to recognize the supreme importance of the pursuit of truth, devotion to excellence, and commitment to social responsibility. Each soror is expected to live up to these ideals by embracing and adhering to the following ethical principles:

- $\Delta$  Each soror shall regard as primary the bond of sisterhood and the giving of public service;
- Δ Each soror shall uphold the Constitution and Bylaws of Delta Sigma Theta Sorority, Inc.;
- Δ Each soror shall maintain high standards of personal conduct;
- Δ Each soror shall support and promote the goals, objectives, and programs approved by Grand Chapter;
- $\Delta$  Each soror shall treat all persons with dignity and respect;
- $\Delta$  Each soror shall exhibit compassionate and courteous behavior toward all person at all times;
- $\Delta$  Each soror shall refrain from making false or misleading statements about the Sorority to anyone;
- Δ Each soror shall recognize her personal responsibility to assist with and promote the development, improvement, and execution of programs designed to strengthen the Sisterhood;
- $\Delta$  Each soror shall uphold and support all persons impartially.
- $\Delta$  Each soror shall refrain from engaging in or tolerating any exploitation or disparaging of the Sorority;
- Δ Each soror shall refrain from using her membership in any manner that would be inconsistent with the Sorority's underlying principles.

- Δ Each soror shall maintain the confidentiality of all information deemed as such by the Sorority;
- Δ Each soror shall refrain from using the Sorority's property, including any derivative of its name, its symbols, and other trademarks and service marks, for personal and/or commercial use;
- $\Delta$  Each soror shall exercise sound business principles in conducting the Sorority's affairs;
- Δ Each soror shall refrain from engaging in illegal and unsisterly conduct (including any form of hazing); shall use her best efforts to protect the Sorority from any such conduct by anyone; and shall report any such conduct to the appropriate local, regional or national officer;
- Δ Each soror shall support the Sorority's programs through the payment of all dues and fees approved by Grand Chapter; and
- $\Delta$  Each soror shall demonstrate her commitment to public service by participating with her local chapter or nationally.

# DISCIPLINARY ACTION CODE Executive Summary

The Disciplinary Action Code is embodied in the *Applicant/Candidate/Pyramid Rights and Responsibilities Statement and the Acknowledgement of Rights and Responsibilities of Members of Delta Sigma Theta Sorority, Inc. Regarding Membership Intake Prohibitions (No Hazing Contracts).* It sets forth the types of improper conduct, on the part of sorors, members, pyramids, candidates, applicants, and chapters, that are unacceptable and, thus, prohibited. Such improper and unacceptable conduct is subject to sanctions, including financial penalties. Sanctions may be applied from any section of the code regardless of the category where it is specifically identified.

The Disciplinary Action Code clearly defines the types of conduct and activities that constitute a violation of the Code and, thus, are unacceptable and prohibited conduct and activities. The enumerated sanctions and fines are designed to address the consequences of a chapter, a member, a soror, an applicant, a candidate, or a pyramid engaging in unacceptable and prohibited conduct. Conduct and activities that violate a state or federal law may result in consequences beyond those delineated in this Code.

Applicants, candidates, and pyramids shall be barred from membership for participating in, and/or failing to report any type of conduct that is deemed unacceptable and in violation of the Sorority's approved Membership Intake Program, including those policies which are summarized in the *Applicants Rights and Responsibilities Statement* and detailed in numerous other documents provided to the applicants, candidates, pyramids.

Any applicant, candidate, or pyramid shall be barred from membership at any point in the process in which the Sorority discovers, through any means, that the applicant, candidate or pyramid has engaged in conduct or activities at any point, that would, as determined by the Sorority in its sole discretion, defame the Sorority or diminish its esteem, respect or goodwill; injure its reputation; or are inconsistent with the high ideals of the Sorority.

Any soror shall be expelled from membership, if at any time after initiation the Sorority discovers that during the process in which she was an applicant, candidate, or pyramid she engaged in activities, participated in, and/or failed to report any type of conduct that is deemed unacceptable and in violation of the Sorority's approved Membership Intake Program.

As provided in the *Constitution and Bylaws* and specified in detail in this Code of Conduct, sorors and chapters may be placed on probation and/or fined by the Regional Director, the National Scholarship and Standards Committee, or the National President for engaging in prohibited conduct or activities. Sorors and chapters on probation shall not participate in any activity of the Sorority, except specified, monitored activities approved by the Regional Director and the National Scholarship and Standards Committee. As a condition of reinstatement, a soror or chapter must satisfy all financial obligations imposed as a result of the probation and must successfully complete a specified program of rehabilitation over a period of time as prescribed by the Regional Director or the National Scholarship and Standards Committee.

As provided in the Bylaws, the National President is authorized to suspend or expel a soror as well as suspend a chapter or revoke its charter. Sorors and chapters also may be disciplined by the National Scholarship and Standards Committee or Regional Director, with the approval of the National President. A soror or chapter that has been disciplined may be fined and directed to repay expenses, as provided in the Code of Conduct, irrespective of who imposes the disciplinary action.

Sorors or chapters upon whom fines or restitution has been imposed may not participate in <u>any</u> activities of the Sorority until said obligation has been fully satisfied. During the period of individual or chapter suspension, neither the soror, the chapter, or any of its members who have been disciplined shall participate in any activity of the sorority except those rehabilitative activities. To be reinstated, a suspended chapter or soror must satisfy all financial obligations imposed as a result of the suspension and must successfully complete an individually-tailored rehabilitation program, over a prescribed period of time. The rehabilitation program shall be supervised by the Regional Director. If a soror has not satisfied her fine or financial obligation within five (5) years of the ending of the period of sanction (e.g., within five (5) years of the last day of a three (3) year sanction), she shall be expelled by the National President. The National President also has the authority to revoke a chapter's charter if the chapter's fine or financial obligations have not been satisfied within a ten year period, from the inception of the sanction. Chapters, that fail to remedy the condition leading to suspension, may be required to appear, at the expense of the suspended chapter, before the National Executive Board for a hearing.

When the Sorority imposes discipline of any kind (probation, suspension, fine, and the requirement to make restitution, expulsion, or revocation of a charter) upon a soror or chapter, it shall provide the disciplined soror or chapter with written notice of the charge (prohibited conduct or activities) and the reason for the sanction imposed. The written notice shall specify the soror's or chapter's appeal rights, the time for filing the appeal, and the procedure for computing the filing time. Within 30 days of receiving notice of sanctions, a soror or chapter may appeal at her or its own expense. The time for computing the 30 days is provided in the *Chapter Management Handbook*. In accordance with the appeals procedure as set forth in the *Chapter Management Handbook*, the request to appeal may be brought before the following, in the order

listed: the National Scholarship and Standards Committee, the National Executive Board, and the Executive Session of the National Convention.

Membership in the Sorority may be suspended by the National Executive Board for an extended period when the circumstances warrant such action.

When a Soror, has been placed on probation, suspended, or expelled from the Sorority; and when an applicant, candidate, or pyramid has been barred from membership, her name shall be posted on the Sorority's public website within a designated section and shall remain until the Sorority, in its sole discretion, decides to remove the name.

Any public display or use of the Sorority's property that may create embarrassment for the Sorority or any individual Soror is a violation of the Disciplinary Action Code. This includes but is not limited to, using various derivatives of the Sorority's name and its symbols, trademarks and service marks for shows, presentations, performances or for personal use.

### Any soror who repeatedly violates the Code of Conduct will be expelled.

Applicants/candidates/pyramids may be **barred from membership** by the Regional Director, as specified in this Code of Conduct.

# **TERMINOLOGY**

### **Barred**

Barred means that one has been disqualified from seeking membership in Delta Sigma Theta Sorority, Inc. and applies specifically to any applicant, candidate, or pyramid whose privilege of becoming a member of the Sorority has been revoked because she violated the Sorority's Code of Conduct. The applicant, candidate, or pyramid may be barred for a time certain or permanently, depending on the nature of the violation.

### **Expulsion**

Expulsion means the permanent removal of a soror from membership in Delta Sigma Theta Sorority, Inc.

### Member

A **member** is any soror who pays dues to a chapter and to Grand Chapter, or who pays a member-at-large fee, or those exempt from payment of Grand Chapter dues and fees as stated in Article X – DUES AND FEES, Section 15, EXEMPTION FROM PAYMENT OF GRAND CHAPTER DUES AND FEES.

### **Life Membership Categories**

- A **Life Member** is a Soror who has paid in full a Life Membership fee prior to 1963.
- A **Golden Life Member** is a Soror who has paid in full one of two specified Golden Life Membership fees.
- A **Diamond Life Member** is a Soror who has paid in full the specified Diamond Life Membership fee.

### **Probation**

Probation means that a Soror has been given a specified period of time to improve or undertake corrective action; it may involve the loss of specified privileges.

### Soror

A Soror is a woman who has been duly initiated into the Sorority.

### Suspension

Suspension means sanction that terminates the individual's membership privileges in Delta Sigma Theta Sorority, Inc. for a specified period of time. Satisfactory completion of specified stipulations, including completion of a rehabilitation plan, and full payment of fines are required for reinstatement.

### Underground

Underground means any unauthorized, unsanctioned or illegal membership intake activity occurring before, during or after the approved membership intake process and guidelines established by the Grand Chapter of Delta Sigma Theta Sorority, Inc.

# **Section 1: Violation of Sorority Governing Documents**

Failure of chapter and/or individual member to adhere to the stated policies and procedures detailed in any of the governing documents of the Sorority shall result in sanctions, as specified in this Section of the Code.

De	scription of Offense/Violations		Sanction/Fine	
lm	proper or Unacceptable Conduct	Chapter	Member/Soror	Applicant/ Candidate/Pyramid
Α	Unexcused absence from two consecutive National Conventions.	Probation for 1 Year and Required DID(s)	N/A	
В	Unexcused absence from two consecutive Regional Conferences.	Probation for 1 Year and Required DID(s)	N/A	
С	Failure to comply with written rulings based on the Constitution and Bylaws as decreed by any of the following: Regional Director, the Scholarship and Standards Committee, the National President, or Grand Chapter,	Suspension for 6 Months and Rehabilitation Plan Fine \$250	N/A	
D	Failure to submit to the Scholarship and Standards Committee, for approval, a copy of the Rules of Order Form and Chapter Policies and Procedures.	Probation for 6 Months and Required DIDs: Chapter Management and Fiscal Management	N/A	
E	Failure to give the Regional Director evidence of chapter programs consistent with the national programs.	Probation for 6 months and Required DID: Program Planning and Development	N/A	

	plation of Sorority Governing Documents <i>(cont.)</i> scription of Offense/Violations		Sanction/Fine	
Im	proper or Unacceptable Conduct	Chapter	Member/Soror	Applicant/ Candidate/Pyramid
F	Failure to submit required forms, reports and records (excluding financial forms included in Section 5) to National Headquarters and/or beginning any activities (e.g., meetings, programs, membership intake) without having received a Corporate Compliance Letter.	Probation for 6 months and Required DIDs: Chapter Management & Fiscal Management	N/A	
G	Failure to comply with any policies, procedures, rules and/or regulations of the Sorority.  Failure to follow Membership Intake policies and procedures will result in more severe sanctions specified in Section 8.	Suspension for 6 Months Fine \$250	Suspension for 6 Months Fine \$250	
Н	Failure to comply with the Sorority's approved Step Show Guidelines for all chapters.	Suspension for 6 Months Fine \$250	Suspension for 6 Months Fine \$250	
I	Attending any meetings/gatherings/information sessions of any kind for any reasons not authorized (i.e. unauthorized meeting without advisor or chapter president).	Suspension for 6 Months Fine \$250	Suspension for 6 Months Fine \$250	

# **Section 2: Intellectual Properties**

Delta Sigma Theta Sorority, Incorporated owns its Intellectual Property, sorority assets, including word marks, logos, symbols, crest/seal, are made available for use by the general membership and shall be utilized in the best way possible. Improper or illegal use of the Sorority's intellectual properties is not acceptable.

De	scription of Offense/Violations		Sanction/Fine		
lm	proper or Unacceptable Conduct	Chapter	Member/Soror	Applicant/ Candidate/Pyramid	
Α	Improper or illegal use of the Sorority's intellectual property (including any derivative of its name, other word marks, logos, symbols, Crest/Seal) for non-commercial (does not involve commerce) purposes.	Suspension for 6 Months Fine \$250	Suspension for 6 Months Fine \$250	Barred for 1 Year from Membership	
В	Improper or illegal use of the Sorority's intellectual property (including any derivative of its name, other word marks, logos, symbols, (Crest/Seal) for <b>commercial</b> purposes, including, but not limited to the manufacture, marketing, and/or sale of paraphernalia without having been granted a license.	Suspension for 2 Years and Purchase of license Is not granted. Fine \$1000	Suspension for 2 Years and Purchase of license Is not granted. Fine \$1000		
С	Misuse of Official Sorority symbols, emblems or regalia as described in the latest Protocol and Traditions Manual and/or in the Sorority's Notice Regarding Intellectual Property Use.	Suspension for 6 Months Fine \$250	Suspension for 6 Months Fine \$250		

Intellectual Property (cont.) Description of Offense/Violations	Sanction/Fine		
Improper or Unacceptable Conduct	Chapter	Member/Soror	Applicant/ Candidate/Pyramid
D Chapters that use vendors who are "not approved" <i>i.e.</i> , have not secured appropriate license from the National Headquarters office, to sell or otherwise market Delta merchandise and/or paraphernalia at sorority functions, events/trade shows.	Suspension for 1 Year Fine \$500	Suspension for 1 Year Fine \$500	

# **Section 3: Information and Communications**

Publicly displaying of any information related to the chapter, chapter members and any member of Delta Sigma Theta Sorority, Inc. via any form of media such as, but not limited to, chapter website, Facebook, YouTube, Twitter, LinkedIn, email, etc. All forms of communication must adhere to the official Delta Internet Guidelines.

Description of Offense/Violations			Sanction/Fine	
lmp	proper or Unacceptable Conduct	Chapter	Member/Soror	Applicant/ Candidate/Pyramid
Α	Violations of the Sorority's Internet Guidelines.	Probation for 1 Year Fine \$500	Probation for 1 Year Fine \$500	Barred for 1 Year from Membership
В	Releasing/disclosing to anyone information from Grand Chapter's roster.	Probation for 1 Year Fine \$500	Probation for 1 Year Fine \$500	

	ormation and Communications (cont.) scription of Offense/Violations		Sanction/Fine	
Imp	roper or Unacceptable Conduct	Chapter	Member/Soror	Applicant/ Candidate/Pyramid
С	Unauthorized release of chapter membership roster or other proprietary chapter information.	Probation for 1 Year Fine \$500	Probation for 1 Year Fine \$500	
D	Unauthorized acquisition, disclosure, or distribution of confidential membership or financial information. Improper use of the organization's membership data and information through misuse of proprietary computer software (e.g., Online Dues, Online Registration, or Membership Verification).	Suspension for 3 Years Fine \$1500	Suspension for 3 Years Fine \$1500	Barred for Life from Membership
Е	Unauthorized access, use, or exporting of electronic proprietary computer software (e.g., Online Dues, Online Registration, Membership Verification) via any method.	Suspension for 1 Year Fine \$500	Suspension for 1 Year Fine \$500	
F	Origination or circulation of any false or misleading information, obscene language, or patented material that violates or is contrary to the Internet Guidelines.	Suspension for 2 Years Fine \$1000	Suspension for 2 Years Fine \$1000	Barred for 2 Years from Membership

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	ormation and Communications (cont.) scription of Offense/Violations	Sanction/Fine		
lmp	proper or Unacceptable Conduct	Chapter	Member/Soror	Applicant/ Candidate/Pyramid
G	Use of social media (such as chat rooms, Twitter, Facebook, You Tube and other virtual conversation media*) to defame, slander, or otherwise embarrass/humiliate:	Suspension for 5 Years Fine \$2500	Suspension for 5 Years Fine \$2500; or Expulsion	Barred for Life from Membership
	A soror, chapter, applicant/pyramid/candidate			
	The Sorority, other groups or organizations			
	*Includes, but is not limited to, pictures, videos, images of any kind, etc.			
Н	Use of mass communication (e.g., email, listserve groups, chat rooms, Twitter, Facebook) to disseminate and discuss confidential information such as decisions made at chapter meetings, and voting on candidates.	Suspension for 3 Years Fine \$1500	Suspension for 3 Years Fine \$1500	Barred for 3 Years from Membership

# **Section 4: Ethical Responsibility**

All sorors are expected to uphold the highest ethical standards, including, but not limited to, those standards set forth in the Code of Ethics that is encompassed in this Code of Conduct. The responsibility to act ethically means that sorors will at all times display integrity; act respectfully towards other sorors; and faithfully follow the tenets of this Code of Conduct.

Description of Offense/Violations			Sanction/Fine	
lmp	proper or Unacceptable Conduct	Chapter	Member/Soror	Applicant/ Candidate/Pyramid
A	Refusal to cooperate with investigations, including but not limited to, failing to provide, destroying, or hiding information during an investigation of a violation.	Suspension for 3 Years Fine \$1500	Suspension for 3 Years Fine \$1500	Barred for 3 Years from Membership
В	Any egregious act offensive to the Sorority that defames the Sorority or another soror including, but not limited to engaging in, distributing, or accessing pornography through Delta systems, acts of violence, and/or repeated violations of the Code of Conduct.	Charter Revocation	Expulsion	Barred for Life from Membership
С	Exposure of Delta Secrets.	Suspension for 5 Years Fine \$2500	Suspension for 5 Years Fine \$2500	Barred for Life from Membership

	ical Responsibility (cont.) scription of Offense/Violations	Sanction/Fine		
Imp	roper or Unacceptable Conduct	Chapter	Member/Soror	Applicant/ Candidate/Pyramid
D	Accepting/giving gifts and/or items to any person(s), from any person(s) at any point in time for the purpose of gaining acceptance, special treatment and/or access to membership into the Sorority.	Suspension for 3 Years Fine \$1500	Suspension for 3 Years Fine \$1500	Barred for 3 Years from Membership
E	Influencing or attempting to influence another person to violate the Code of Conduct.	Suspension for 3 Years Fine \$1500	Suspension for 3 Years Fine \$1500	Barred for 3 Years from Membership
F	Misuse of Sorority's letterhead.	Suspension for 6 Months Fine \$250	Suspension for 6 Months Fine \$250	
G	Unauthorized use of College or University records or properties.			Barred for Life from Membership
Н	Failure to adhere to guidelines of the Code of Conduct while suspended or on probation is prohibited.	Charter Revocation	Expulsion	

# **Section 5: Fiduciary Responsibility**

Fiduciary responsibility means the duty of care and loyalty that each fiscal officer has to the local chapter and to Grand Chapter. The fiscal officers must operate under fiscal policy that ensures appropriate internal controls are in place to safeguard and account for the chapter's assets. Failure to have and follow good internal control procedures is a violation of the Sorority's Code of Conduct.

De	scription of Offense/Violations		Sanction/Fine	
lm	proper or Unacceptable Conduct	Chapter	Member/Soror	Applicant/ Candidate/Pyramid
Α	Failure to perform the duties of a fiscal officer as outlined in the Chapter Management Handbook, Fiscal Officers Manual, Chapter Policies and Procedures and other governing doctrine of the Sorority.		Barred from serving as a Fiscal Officer for 1 term Fine \$500	
В	Failure to submit the Annual Financial Report and Federal Income Tax Group Return Authorization form by the required deadline:  Collegiate Chapters – (Due April 30th each year)  Alumnae Chapters – (Due August 31st each year)	Probation for 1 year and Required DID: Fiscal Management  May be subject to \$20 a day fine from the Internal Revenue Service (IRS).		
	(Duc August 31st each year)	Additional penalties may be assessed by the IRS at \$10 per day up to a maximum of \$5,000 for not filing return.		

Fiduciary Responsibility (cont.) Description of Offense/Violations (cont.)	Sanction/Fine		
Improper or Unacceptable Conduct	Chapter	Member/Soror	Applicant/ Candidate/Pyramid
B. Continued	Chapter will be eliminated from Grand Chapter's Group exemption, which will require the chapter to deal directly with the IRS.		
	Could prompt an IRS examination of the chapter's books and records		
<ul><li>C Failure to submit Annual Audit Report (IAR-1 Form):</li><li>By the required deadline (August 31st)</li></ul>	Fine \$200		
30-90 days after the required deadline	Fine \$300		
More than 90 after the required deadline	Suspension for 6 Months Fine \$500		

Fiduciary Responsibilities (cont.) Description of Offense/Violations	Sanction/Fine		
Improper or Unacceptable Conduct	Chapter	Member/Soror	Applicant/ Candidate/Pyramid
D Failure to follow Grand Chapter's financial policies and procedures that may or may not result in loss or misappropriation of Sorority funds.		Suspension for 2 years Fine \$1,000 Impeachment	
E Theft, fraud, embezzlement of funds, destruction of property of others, or the aiding and abetting of these acts.		Referred to local, state or federal law enforcement authorities	
		Suspension for 10 years Fine \$5,000 plus Restitution; Impeachment	
		or Expulsion	

# **Section 6: Dereliction of Duties**

Dereliction of duties is the willful or negligent failure to perform assigned duties and responsibilities. Dereliction of duties also includes the failure to perform the duties and responsibilities of an officer as outlined in the Chapter Management Handbook, Fiscal Officers Manual, Chapter Policies and Procedures, and other governing documents of the Sorority. (Refer to Section 5: Fiduciary Responsibilities for Fiscal Officers)

Description of Offense/Violations		Sanction/Fine		
Improper or Unacceptable Conduct	Chapter	Member/Soror	Applicant/ Candidate/Pyramid	
A Not conducting/participating in a Transition of Officers process (transitioning all properties at end of term, in a timely matter. <i>i.e.</i> , bank codes, keys, etc.).		Required DID: Chapter Management Fine \$250		
B Failure to perform the duties of the office or position to which you have been elected, including elected officers, committee chairs, committee members, and advisors.		Removal from office or position and Barred from serving as an Officer/ Position for one term. Fine \$1500.		
C Failure to perform the duties of the office or position to which you have been appointed, including appointed officers, committee chairs, committee members, and advisors.		Removal from office or position		
D Failure to follow directives given by the National President, National 1st Vice President and/or the Regional Director.		Suspension for 3 Years and removal from office Fine \$1500		

# Section 7: Inappropriate Behavior

Inappropriate behavior include public and personal behavior or actions that are not representative of the ideals, principles and ethics of the Sorority and that damage the goodwill or reputation of the Sorority or damage or injure another person. Such behavior and actions include, but are not limited to those delineated below.

Descript	tion of Offense/Violations	Sanction/Fine		
Imprope	er or Unacceptable Conduct	Chapter	Member/Soror	Applicant/ Candidate/Pyramid
A Figh (Exc	ting cept in matters of self-defense)		Suspension for 3 Years Fine \$1500	Barred for 3 Years from Membership
-	assault that attacks the character of another observed on the person.		Suspension for 3 Years Fine \$1500	
that	oal abuse: threats, foul or demeaning language is aggressive and insulting and/or is delivered hostile tone and/or volume.		Suspension for 1 Year, Fine \$500	Barred for 1 Year for Membership
misu	gery, falsification, cheating, alteration or use of Delta documents, records or tification cards.		Suspension for 5 Years, Fine \$2500	Barred for Life from Membership
repre state	idulent acts such as dishonesty, false esentation by words or conduct, misleading ements, concealment of information, eption.		Suspension for 3 Years Fine \$1500	Barred for 3 Years from Membership

	appropriate Behavior (cont.) scription of Offense/Violations	Sanction/Fine		
lm	proper or Unacceptable Conduct	Chapter	Member/Soror	Applicant/ Candidate/Pyramid
F	Slander that is insulting and demeaning to another member or person and causes others to have a bad opinion or incorrect perception of that individual.		Suspension for 3 Years Fine \$1500	Barred for 3 Years from Membership
G	Disorderly/Disruptive Conduct that disturbs the peace such as public drunkenness, loitering, harassing phone calls.		Suspension for 3 Years Fine \$1500	

# **Section 8: Membership Intake Violations**

Violations of the Membership Intake process include improper and unacceptable conduct such as, but not limited to, physical or psychological abuses (which constitute hazing) by individual chapter members before, during, and after the Membership Intake Process, and violation of processes and procedures that are set forth in the Sorority's governing documents. Such violations are subject to the sanctions that are listed in this Code of Conduct. If a member or soror engages in any improper or unacceptable conduct **before**, **during**, **or after** the Membership Intake process and/or fails to report such improper conduct to appropriate Sorority officials (Chapter Officers, Regional Officers, National Officers, or National Headquarters, as appropriate in order to get results), she will be suspended or expelled from membership in the Sorority and subject to other sanctions, as specified in this Code of Conduct. If an applicant, candidate, or pyramid participates in any way in improper conduct, including allowing herself to be physically or mentally abused, and fails to report such abuse to appropriate Sorority officials (Chapter Officers, Regional

Officers, National Officers, or National Headquarters, as appropriate in order to get results), she will be barred from membership in the Sorority.

De	scription of Offense/Violations	Sanction/Fine		
lm	proper or Unacceptable Conduct	Chapter	Member/Soror	Applicant/ Candidate/Pyramid
Α	Participation in pre-initiation and/or post initiation activities identified as illegal membership intake and/or underground activities by members, sorors, applicants, candidates, or pyramids (underground is anything that is in addition to or contrary to approved activities).	Suspension for 5 Years Fine \$2500	Suspension for 5 Years Fine \$2500	Barred for 5 Years from Membership
В	Holding meetings/gatherings/information sessions of any kind with a prospective applicant(s), candidates(s) or Pyramids(s) for any reason not approved and/or inconsistent with the procedures of the Membership Intake process.	Suspension for 3 Years Fine \$1500	Suspension for 3 Years Fine \$1500	
С	Attending unauthorized meetings/gatherings/information sessions of any kind for any reason before, during and after the Membership Intake Process.			Barred for 3 Years From Membership

	embership Intake Violations (cont.) scription of Offense/Violations	Sanction/Fine		
lm	proper or Unacceptable Conduct	Chapter	Member/Soror	Applicant/ Candidate/Pyramid
D	Beginning any Membership Intake preparatory activities without prior written authorization from the Regional Director and/or National Headquarters to proceed with any Membership Intake activities.	Suspension for 1 Year Fine \$500	Suspension for 1 Year Fine \$500	
E	Failure to follow prescribed guidelines of the Membership Intake Program after having been approved to conduct Membership Intake.	Suspension for 3 Years Fine \$1500	Suspension for 3 Years Fine \$1500	
F	Failure to follow prescribed guidelines for the Membership Intake Program New Initiate Presentation (NIP).	Suspension for 6 months Fine \$250	Suspension for 6 months Fine \$250	
G	Failure to report orally and/or in writing the knowledge of any action in violation of the Membership Intake Program (had knowledge of violation(s) but was not present at activities).		Suspension for 1 Year Fine \$500	Barred for 1 Year From Membership
Н	Forgery, falsification, cheating, alteration or misuse of any materials required for membership into the Sorority.	Suspension for 5 Years Fine \$2500	Suspension for 5 Years Fine \$2500	Barred for 5 Years from Membership

	embership Intake Violations (cont.) escription of Offense/Violations	Sanction/Fine		
lm	proper or Unacceptable Conduct	Chapter	Member/Soror	Applicant/ Candidate/Pyramid
I	Activities found in violation of policies, rules and regulations, in which sanctions are levied by the college or university where the chapter is located.	Suspension for 10 Years Fine \$5000; or Charter Revocation	Suspension for 10 Years Fine \$5000; or Expulsion	Barred for Life from Membership
J	Any public display that may create embarrassment for the Sorority by a member, soror, applicant, candidate or Pyramid, including, but not limited to shows, presentations, social media postings or performances of any kind.	Suspension for 3 Years Fine \$1500	Suspension for 3 Years Fine \$1500	Barred for 3 Years from Membership

# **Section 9: Hazing**

Hazing is an abusive or humiliating action that endangers the psychological or physical health of a member, soror, applicant, candidate or pyramid, including but not limited to, the conduct enumerated below.

Description of Offense/Violations		Sanction/Fine		
Improper or Unacc	ceptable Conduct	Chapter	Member/Soror	Applicant/ Candidate/Pyramid
slapping, kicking deprivation, exception, exception, exception deprivation, exception deprivation, exception displaying nudical exception displaying nudical exception deprivation displaying nudical exception displaying	ng such as paddling, beating, ag, pushing, blindfolding, sleep ercise of any kind, duck-walking, es, disrupting hair styles, damaging g alcohol forcing the use of drugs, eating so-called "Delta Food", ubstances, restricting personal uming vile substance or smearing of skin, burning, branding, and or, binge drinking, drinking games, ty with physical endurance, creating ue, water intoxication, exposure or extreme heat, etc.	Charter Revocation and Prosecution as deemed by State Law	Expulsion and Prosecution as deemed by State Law	Barred for Life from Membership

	zing (cont.) scription of Offense/Violations	Sanction/Fine		
lm	proper or Unacceptable Conduct	Chapter	Member/Soror	Applicant/ Candidate/Pyramid
В	Emotional Hazing such as deception, assigning demerits, silence periods with implied threats for violation, depriving one of privileges, requiring applicants, candidates, Pyramids or new members to perform duties not assigned to others, socially isolating applicants, candidates, Pyramids and new members, forcing others to wear embarrassing or humiliating clothes in public, name calling, coercing others to perform stunts or skits that are demeaning or humiliating, demanding servitude such as shopping, cooking, and test taking for others.  Any member, soror, applicant, candidate, or Pyramid that allows emotional hazing and does not report them to the Regional Director is in violation and shall be sanctioned.	Suspension for 5 Years Fine \$2500; or Charter Revocation	Suspension for 5 Years Fine \$2500; or Expulsion	Barred for 5 Years from Membership
С	<b>Travel or Work</b> such as a road trip that would require a member, soror, applicant, candidate or Pyramid to travel extreme distances or under hazardous conditions.	Suspension for 5 Years Fine \$2500; or Charter Revocation	Suspension for 5 Years Fine \$2500; or Expulsion	Barred for 5 Years from Membership
D	Gift Presentations - To require or cajole the giving of gifts from new initiates to the chapter or chapter member(s) is prohibited as it is not specifically stated in the Membership Intake Program. Additionally, any presentation to	Suspension for 3 Years or Fine \$1500	Suspension for 3 Years or Fine \$1500	Barred for 3 Years from Membership

	azing (cont.) escription of Offense/Violations	Sanction/Fine		
lm	proper or Unacceptable Conduct	Chapter	Member/Soror	Applicant/ Candidate/Pyramid
	to fraternal or Greek organizations is also in violation of the Membership Intake Program.			
Е	Failure to Report Hazing activities in writing whether you were present or not present.	Suspension for 1 Year Fine \$500	Suspension for 1 Year Fine \$500	Barred for 1 Year from Membership
F	<b>Refusal to cooperate</b> or being non-responsive to inquiries regarding investigations.	Suspension for 3 Years Fine \$1500	Suspension for 3 Years Fine \$1500	Barred for 3 Years from Membership
G	Failure to Report Participation and/or Attendance of a member or soror at any non-Delta activity where hazing takes place.	Suspension for 1 Year Fine \$500	Suspension for 1 Year Fine \$500	Suspension for 1 Year Fine \$500

# **Section 10: Lawsuits**

A person has a legal right to press charges against any entity for any reason; however, only through a court of law can a case be deemed a frivolous suit. In some cases, legal lawsuits are brought against the Sorority after evidence has been reviewed and presented by the appropriate sorority committees; whereas the plaintiff still deems it necessary and appropriate to move the proceedings forward. Additionally, some cases are brought forward in bad faith by either the Soror, applicant, candidate, or Pyramid for the purpose of harassing the Grand Chapter, one of its chapters, its National Officers, and/or Executive Board members. These lawsuits cost the Grand Chapter, its chapters, or its National Officers unnecessary financial hardship that ultimately may be borne by the entire Sorority.

De	scription of Offense/Violations	Sanction/Fine		
lm	proper or Unacceptable Conduct	Chapter	Member/Soror	Applicant/ Candidate/Pyramid
Α	Members/sorors who files a lawsuit against the Grand Chapter of the Sorority, any of its chapters, or any of its National Officers or Executive Board members that is deemed frivolous by a court of law.		Suspension for 3 Years and Responsible for all defendant's attorney fees	
В	Applicant(s), Candidate(s), and Pyramid(s) who file a lawsuit against the Grand Chapter of the Sorority, any of its chapters, or any of its National Officers or Executive Board members that is deemed frivolous by a court of law.			Barred for 3 Years from Membership and Responsible for all defendant's attorney fees.

# NATIONAL SCHOLARSHIP & STANDARDS COMMITTEE

### Beverly E. Smith,

National First Vice President and Chair

Dr. Paulette C. Walker, National President Brittani Blackwell, National Second Vice President

Yvette F. Bean Collegiate Member

Jacqueline A. Dillard Central Region

Deborah L .Stapleton Eastern Region

Tracy R. Aikens Farwest Region

Kimberly Offord Midwest Region

Juanita B. Massenburg South Atlantic Region

Joanell Lawson Southern Region

Eula Woodberry Southwest Region

# NATIONAL HEADQUARTERS STAFF

Deirdre Z. Shoulars Director, Membership

Shontel Rogers Hawkins Coordinator, Membership

Linora J. Carr Membership Intake Specialist

Shannon J. Jenkins Member Relations Specialist:

Internal Policies and Procedures



DELTA SIGMA THETA SORORITY, INC. 1707 New Hampshire Ave NW Washington, DC 20009