IOTA NU DELTA FRATERNITY INC.

“Brotherhood Eternal”

Established February 7th, 1994
RISK MANAGEMENT POLICY (FIPG)

Iota Nu Delta Fraternity Inc. adheres to the Risk Management Policy of FIPG, Inc. which includes the provisions, which follow and shall apply to all fraternity entities and all levels of fraternity membership.

ALCOHOL AND DRUGS

1. The possession, sale, use or consumption of ALCOHOLIC BEVERAGES, while on chapter premises or during a fraternity event, in any situation sponsored or endorsed by the chapter, or at any event an observer would associate with the fraternity, must be in compliance with any and all applicable laws of the state, province, county, city and institution of higher education, and must comply with either the BYOB or Third Party Vendor Guidelines.

2. No alcoholic beverages may be purchased through or with chapter funds nor may the purchase of same for members or guests be undertaken or coordinated by any member in the name of or on behalf of the chapter. The purchase or use of a bulk quantity or common source(s) of alcoholic beverage, for example, kegs or cases, is prohibited.

3. OPEN PARTIES, meaning those with unrestricted access by non-members of the fraternity, without specific invitation, where alcohol is present, are prohibited.

4. No members, collectively or individually, shall purchase for, serve to, or sell alcoholic beverages to any minor (i.e., those under legal drinking age).

5. The possession, sale or use of any ILLEGAL DRUGS or CONTROLLED SUBSTANCES while on chapter premises or during a fraternity event or at any event that an observer would associate with the fraternity is strictly prohibited.

6. No chapter may co-sponsor an event with an alcohol distributor or tavern (tavern defined as an establishment generating more than half of annual gross sales from alcohol) at which alcohol is given away, sold or otherwise provided to those present. This includes any event held in, at or on the property of a tavern as defined above for purposes of fundraising. However, a chapter may rent or use a room or area in a tavern as defined above for a closed event held within the provisions of this policy, including the use of a third party vendor and guest list. An event at which alcohol is present may be conducted or co-sponsored with a charitable organization if the event is held within the provisions of this policy.
7. No chapter may co-sponsor, co-finance or attend or participate in a function at which alcohol is purchased by any of the host chapters, groups or organizations.

8. All recruitment or rush activities associated with any chapter will be non-alcoholic. No recruitment or rush activities associated with any chapter may be held at or in conjunction with a tavern or alcohol distributor as defined in this policy.

9. No member or pledge, associate/new member or novice shall permit, tolerate, encourage or participate in "drinking games." The definition of drinking games includes but is not limited to the consumption of shots of alcohol, liquor or alcoholic beverages, the practice of consuming shots equating to one’s age, “beer pong,” “century club,” “dares” or any other activity involving the consumption of alcohol which involves duress or encouragement related to the consumption of alcohol.

10. No alcohol shall be present at any pledge/associate member/new member/novice program, activity or ritual of the chapter. This includes but is not limited to activities associated with “bid night,” “big brother – little brother” events or activities, / “big sister - little sister” events or activities, “family” events or activities and initiation.

HAZING
No chapter, colony, student or alumnus shall conduct nor condone hazing activities. Permission or approval by a person being hazed is not a defense. Hazing activities are defined as:

"Any action taken or situation created, intentionally, whether on or off fraternity premises, to produce mental or physical discomfort, embarrassment, harassment, or ridicule. Such activities may include but are not limited to the following: use of alcohol, paddling in any form, creation of excessive fatigue, physical and psychological shocks, quests, treasure hunts, scavenger hunts, road trips or any other such activities carried on outside or inside of the confines of the chapter house; wearing of public apparel which is conspicuous and not normally in good taste, engaging in public stunts and buffoonery, morally degrading or humiliating games and activities, and any other activities which are not consistent with academic achievement, fraternal law, ritual or policy or the regulations and policies of the educational institution or applicable state law."

SEXUAL ABUSE AND HARASSMENT
The fraternity will not tolerate or condone any form of sexist or sexually abusive behavior on the part of its members, whether physical, mental or emotional. This is to include any actions, activities or events, whether on chapter premises or an off-site location which are demeaning to women or men, including but not limited to verbal harassment, sexual assault by individuals or members.
acting together. The employment or use of strippers, exotic dancers or similar, whether professional or amateur, at a fraternity event as defined in this policy is prohibited.

FIRE, HEALTH AND SAFETY
1. All chapter houses should meet all local fire and health codes and standards.

2. All chapters should post by common phones and in other locations emergency numbers for fire, police and ambulance and should have posted evacuation routes on the back of the door of each sleeping room.

3. All chapters should comply with engineering recommendations as reported by the insurance company or municipal authorities.

4. The possession and/or use of firearms or explosive or incendiary devices of any kind within the confines and premises of the chapter house is prohibited.

5. Candles should not be used in chapter houses or individual rooms except under controlled circumstances such as initiation.

EDUCATION
Each fraternity shall annually instruct its students and alumni/alumnae in the Risk Management Policy of FIPG, Inc. Additionally, all students and key volunteers shall annually receive a copy of the Risk Management Policy and a copy of the policy shall be available on the fraternity website.
RECRUITMENT POLICY

In terms of recruitment, the “recruitment period” is the period of time in which one is able to acquaint themselves with Iota Nu Delta and its brothers. Recruitment period may vary from one week to two weeks depending on the chapter or colony in which the informational is held. During our recruitment period one can learn not only more about our principles and values as an organization but the various other aspects of our organization such as community service, social life, and brotherhood. In this period of time, informationals are held to help answer questions and concerns that prospective members may have. During the informational, our meeting with the prospective members is set up in an interactive manner so that we can deliver information regarding all aspects of fraternity life, especially that concerning how Iota Nu Delta differentiates itself as a Brotherhood. We also obtain feedback as to what they are looking for and at the same time describe how we may be able help to achieve that.

Everyone is welcomed and encouraged to attend and enjoy the benefits of all hosted our events. There are no commitments during recruitment and one has nothing to lose and everything to gain. We encourage individuals to go and explore the other various Greek organizations, as we want all prospective members to feel like they made the right and informed choice when choosing Iota Nu Delta.

Iota Nu Delta does not accept just any individual; it is only for a select number of individuals who we feel will be an asset to the organization in some way or form. Upon the end of the recruitment period, interviews are conducted and finally bids are given out. This is the time to finally determine who is fit to be part of the organization. We don’t consider ourselves a fraternity but rather a brotherhood; we look for individuals who we would like to welcome into a family.
MEMBERSHIP EDUCATION POLICY

Members of Iota Nu Delta Fraternity, Inc. pride themselves by excelling in academia. It is because of this quality that we have a rich and fundamental alumni networking. Iota Nu Delta offers study halls, grade point requirements, and other programs to help meet the academic needs of their members. In order to become a member of Iota Nu Delta, a student must meet the minimum academic requirements as well as other qualifications.

During the new member education process and as an active member, the fraternity offers various resources, such as one on one study mentoring/tutoring program, and mandatory study hours in order to help each member of the organization reach their full potential. Most importantly, there is real, truthful advice from a brother that can give any undergraduate the edge in their major and minor classes. The whole purpose of the maintaining academia is so that our network can expand to help the community as well as brothers who are in search of jobs.

The role of alumni in Iota Nu Delta far exceeds the framework of the noteworthy network they created. The alumni serve as a valuable resource to our promising professionals and in conjunction with the Director of Alumni Relations; we have established a mentoring program that gives undergraduates a competitive advantage as they attempt to enter into many elite fields. Hands on experience, internal knowledge and networking are invaluable tools as one plans a career. The alumni of Iota Nu Delta are poised to provide a launching pad from which all future brothers can take flight and be leaders in the future.
Eligibility for Membership

The eligibility requirements for the membership serve as a guideline as the minimum expectations for an individual interested in being a Brother.

- An Individual who is interested in joining must attend one informational event and one networking event with brothers of the organization during recruitment.
- During recruitment interested individuals will be given an application for membership and be asked to submit this document, including a short essay explaining why they would like to join Iota Nu Delta.
- Upon the conclusion of recruitment, the chapter team will review all submitted applications and review applications.
- Select Individuals will be invited for an interview by the chapter team.
- The chapter will review all candidates and submit a list of qualified individuals to the National Office as well as the university. Upon approval from both parties, the individuals will be given a bid to be a member.
- Individuals will be notified of a bid by phone call and be invited to the Official Bid Dinner.
- The Bid Dinner will mark the beginning of the New Member Education process.

General Criteria:

- Demonstrated strong academic performance, minimum 2.7, and is in good academic standing with the university.
- Commitment to leadership demonstrated by involvement in organizations on campus and in the community.
- Previous community service involvement, advocacy, or philanthropic endeavors.
- Affinity for cultural diversity and inclusion or a willingness to learn further about the various cultures of the world.
- Sound character, judgement, and values are evident in the individual.

The process for recruitment can range from 2 weeks to a month depending on the quality and quantity of interest.
NEW MEMBER EDUCATION PROGRAM

WEEK ONE
Bid Dinner- This will be an introductory event in which we bestow a personal invitation to all recruits. A formal dinner will be followed by an informational session in which we will introduce the recruits to their transition period into the intake process. During this informational session, the new members will earn the first principle of our fraternity, which is Brotherhood. The essence of this principle will then be explained and the new members will be asked to give their own insight on what Brotherhood means to them.

National Founding Fathers - The new members will be given information packets of our National Founding Fathers. They are required to become familiar with this information. This stresses the second principle of our fraternity, which is Respect. We feel that one cannot be part of our organization until they know the trials and tribulations that the Founding Fathers have gone through to make this fraternity successful.

Study Hours- The new members will be assigned study hours, in which it will be their responsibility to arrange a meeting with an active brother of their choice in which they will study every week as a group, at a location of their choice.

WEEK TWO
Big Brother Ceremony- Here the New members will be assigned their Big Brothers, which will be assigned through a selection which the new members were asked to make on bid dinner night. We give the new members an opportunity to give their insight to assure compatibility in this relationship.

Community Service Project- Advancing to week two, the new members will be assigned to do a Community service project, of their choice. After the community Service event, the new members will be given the Third Principle of our Fraternity, Community. We as a South Asian Based organization, have a lot of respect for Community service. We all have come from the local communities that our Chapters are located in, or at least have some ties to that community. It is our prerogative to give the community our appreciation for the support they have given to us.

WEEK THREE
Fundraiser- In the following weeks, the new members will be assigned a Fundraising event in which they can raise funds to give to a charity of their choice. The new
members are encouraged to display our Fourth Principle, Honor, in their actions from this day forward.

WEEK FOUR
Networking- The new members will have a Chapter and/or Alumni visit their school. They will there be paired up with an Active Brother of a similar Major or one who has a strong academic influence. They will conduct an interview of select members to gain insight.

Greet-and-Meet- This is a very important event. In order to better educate the new members about other organizations on campus, they will be assigned to research other fraternities/sororities organizations. They will chose organizations they would like to meet with upon initiation. After the new members have successfully completed this, they will earn the fifth principle of our fraternity, Unity, the building block of any organization.

WEEK FIVE
Chapter Founding Fathers- The new members in their final week will be assigned the Founding Fathers of The respective chapter at which they are pledging.

Paddle Ceremony- Here the new members will present the their big brothers with a traditional Big Brother Paddle, which they will decorate and customize to reflect their new member process and the help their big brothers gave to them. The new members then will present the New Member Educator with a Paddle, which will also be created by the new members as a representation of their group.

Crossing Dinner- Here our new member education comes to a full circle. As we started with a bid dinner, now we will end with a crossing dinner. This formal event, will be done at a local South Asian Restaurant in which they we have a Speaker Podium and Stage. The New Member Educator will be the M.C of Events, and present each new member with their Crossing shirts, Fraternity Names and Fraternity Numbers. The Family members of the new brothers will also be in attendance to show oneness of family.
WEEK SIX

This week will be post-new member education and is designed for new members to prepare for their time as a member. The Alumni Advisor and Chapter Leadership will sit down with members and teach them about chapter operations. The new members will also be taught about the University Greek Office as well as the National office. During this time the newly initiated brothers may prepare for a new member presentation if desired.