



Housed Greek Organization Review Process

Referral

The 2014 Fraternity Policy provides for a review of fraternity and sorority housing eligibility when an organization is found responsible through the Organization Conduct Board (OCB) process for one major or three minor violations of university policy within an academic year. The review will be conducted by a panel of three people appointed by the Provost's Office, including one faculty member, one staff member from Student Affairs and one student. The sole issue that the panel will consider is whether the organization should maintain its housing eligibility. The panel will not decide whether any violations of university policy or local laws have occurred as those issues would have been previously adjudicated by an OCB panel or the local authorities. The OCB can impose interim sanctions on organizations that are referred to this process pending the outcome of the review process. The determination of whether interim sanctions will be imposed will be made on a case-by-case basis. Once the process determines whether the organization can retain its house, the OCB process will resume at which time sanctions can be imposed and the organization can appeal those sanctions.

Referral to the review panel appointed by the Provost's Office ("Review Panel") will be made by the Dean of Students or the Vice Provost for Student Affairs (VPSA) who will make the determination of whether the conduct meets the criteria for consideration by the Review Panel. The determination will be made following an analysis of the specific circumstances with the aid of examples of conduct that constitute both minor and major violations. The Dean of Students will submit the referral in writing to the Review Panel along with documentation described below.

Preparation for the Review

Once a referral is received, the Dean of Students Office will notify the organization in writing that a Review Panel will consider their housing eligibility and will outline the review process and the expectations for participation. As soon as the Review Panel is comprised, the Dean of Students Office will provide the names of the panel members to the organization's leadership. The organization can challenge any panel member who they believe may represent a conflict. A challenge must be submitted to the Dean of Students within 48 hours of receipt of the panel member names. The organization should be informed that they can submit a statement outlining the reasons why the organization should be able to retain its house. The

panel will decide, based on the Policy on Fraternal Organizations Housed on Campus by John Etchemendy and dated 9/23/2014, whether the violations meet the standard for loss of their house.

The Review Process

A. Materials and Information Considered

The review process by the Review Panel shall include an interview with the organization's leadership, an overview of Greek Life and residential expectations provided by ResEd and/or the Fraternity and Sorority Life Office and a review of all relevant documentation. The panel will consider the following information in making its decisions:

1. The Provost's charge to the Review Panel:
 - a. the panel shall decide if the organization should be allowed to retain their housing privilege;
 - b. if the organization loses housing, the panel shall decide how and when the revocation shall take effect and the length of its duration; and
 - c. the panel shall decide when the organization can request reinstatement of their housing privilege.
2. Documentation of the OCB cases that prompted the referral, including investigative reports, the organization's responses thereto, any evidence underlying the reports, and the administrative or OCB hearing outcomes.
3. The nature of the violations, particularly the extent to which they could have resulted in injury to persons or harm to property.
4. A written statement from the organization outlining reasons why it should be allowed to retain its house.¹
5. Any and all actions of the organization in the aftermath of the incident(s) that indicate whether the organization is capable of effectuating cultural change such that future violations of policy or law will not occur.
6. The results of recent annual reviews of the organization under Residential Education's Standards of Excellence (SOE) program. (The SOE program is an annual evaluation of Greek organizations including their contributions to the Stanford community and stewardship of the organization and their house.)

¹ All materials provided to the panel by the organization shall be authored by members of the organization, not by its advisor(s) or attorney(s).

7. An overview from Residential Education/Fraternity and/or Sorority Life Office staff on fraternities and sororities at Stanford including the work that Residential Education does to advise these groups and their expectations of them (to help provide specific organizational context as well as an opportunity to ask questions).
8. All relevant university policies, including but not limited to the Student Alcohol Policy, Party Planning Guidelines, and the 2014 Policy on Fraternal Organizations Housed on Campus.

B. The Dean of Students' Meeting with the Review Panel

At least three days after the documentary information has been provided to the panelists, the Dean of Students or his/her designee will convene a meeting with the review panel to discuss their charge, outline the process for deliberation and decision-making and answer any questions about the review. The Dean of Students will also identify an OCS staff member to whom questions about the documents, the organization's OCB cases and relevant policies can be directed at any time during the review. The Dean of Students will also reiterate the confidential nature of the materials and the interviews with the organization leaders and any other witnesses.

The Review Panel should develop questions/areas of questioning that will be explored during the interview/s and identify which witnesses, in addition to the organization leaders, the panel will need to interview.

C. The Review Panel's Meeting with the Organization

Following the meeting with the Dean of Students or his/her designee, the Review Panel will schedule a meeting in which organization leaders and others will be interviewed. The Review Panel will give the organization at least five days notice of this meeting in order to allow them time to prepare. At this meeting, prior to beginning the interviews, the Review Panel should provide the organization's representatives with an overview of its charge, the agenda for the meeting, and respond to any questions that the organization's representatives might have about the process.

The Review Panel will then interview each witness separately, without other representatives of the organization present. The panel will determine whether a second meeting is needed to interview additional people or to obtain or review documentation. Once interview/s are concluded and a thorough review of all

documentation has been conducted, the Review Panel will deliberate and vote on decisions about the questions outlined in the Provost's charge to the panel. Ideally this review and vote will occur immediately, or as soon as practically possible, following the interviews. The organization's representatives (or any advisors/support persons) will not be present for the review deliberations and vote. A unanimous vote is required to revoke the organization's housing privilege. The Review Panel will prepare a written summary of their review stating the facts of the case, the results of their deliberations and their decisions. The rationale for their decisions should be comprehensive and serve as guidance for subsequent reviews. The summary will be submitted to the Provost within 48 hours of the conclusion of the panel's review. The Provost's Office will notify the organization of the panel decision and provide a summary of the decision.

D. Appeal Process

The organization may appeal an adverse decision to the Provost, within 10 business days, based on the following – procedural errors or new information that was not known at the start of the panel's review.

The Provost will consider the appeal and communicate the decision to the organization generally within 20 business days. If the appeal is granted, the Provost will decide appropriate next steps based on the nature of the appeal. This may include, but is not limited to, referring the matter back to the initial Review Panel for consideration of new evidence or to remedy a procedural error or, if warranted in the sole discretion of the Provost, convening a new Review Panel. If the panel decision is upheld on appeal, there is no further appeal permitted.

Student Organization Expectations and Procedural Rights

The organization is expected to participate fully in the panel review process and to be honest in responding to questions from the panel. The organization has procedural rights including:

- To be informed that a review panel will be convened and to have an opportunity to submit a written statement outlining why the organization should retain its housing privilege.
- To be notified at least five days in advance of the date, time and location of the meeting with the review panel and all people who will be interviewed.
- To send two representatives to the meeting with the panel, in addition to any witnesses the panel has requested to interview.

- To recommend additional people to be interviewed who can add relevant information that will contribute to well-informed decision-making.
- To challenge, in writing to the Dean of Students within 48 hours of receipt of the panel member names, any panel member whose participation may represent a conflict.
- To have an advisor/support person accompany the organization to the interviews. However, the advisor/support person may not participate in the interviews but can consult with the organization.
- To be provided with all information considered by the panel in making its decisions under this process.
- To appeal an adverse decision to Provost, within 10 business days, based on the following – procedural errors or new information that was not known at the start of the panel’s review.

November 2017; Clarification made to introductory paragraph in April 2018