

# CODE OF ZETA BETA TAU FRATERNITY

(Amended and Restated on August 2, 2019)

Updated July 25, 2020

The Supreme Council has adopted the following as the amended and restated Code of Zeta Beta Tau Fraternity (the "*Fraternity*"):

## TITLE 1 – CHAPTER OR COLONY OPERATIONS

### Chapter 1 – Admission of Undergraduate Brothers

**SECTION 1 – Eligibility.** Membership in the Fraternity is open to all men of good character. No such man shall be denied membership in the Fraternity simply because his gender identity does not match his biological sex.

**SECTION 2 – Minimum GPA.** To be offered membership in a Chapter, a candidate who has yet to establish a collegiate grade point average (GPA) must have a minimum high school GPA of 2.70. To be offered membership in a Chapter, a candidate who has established a collegiate GPA must have at least a 2.70 collegiate GPA.

**SECTION 3 – Admission to the Brotherhood.** An offer and acceptance of membership is predicated on an agreement by a candidate for membership to abide by the Brotherhood Quality Standards, as they may amended by the Supreme Council from time-to-time, and the Four Year Loyalty Oath to the Fraternity. This Section presumes that the candidate completes, in a timely manner, the appropriate initiation and non-hazing forms, and remits payment of the prevailing initiation fee to the Fraternity. The Section also assumes that the candidate agrees to abide by the additional standards that apply to all Brothers of the Chapter with which he seeks to affiliate.

Upon the offer of admission to, and acceptance by, a candidate for membership in the Fraternity, that candidate is considered a Brother of the Fraternity for as long as he maintains the Brotherhood Quality Standards of the Fraternity and complies with the Four-Year Loyalty Oath. Such a candidate is entitled to all the rights, privileges, and responsibilities of a Brother.

**SECTION 4 – President's Prerogative:** A Chapter or Colony President may declare void any "no" vote as to a candidate for initiation if, in the Chapter or Colony President's reasonable judgment, the vote was cast without reasonable justification.

**SECTION 5 – Initiation.** Each new Brother must be initiated within 72 hours after he is offered admission to the Fraternity.

**SECTION 5 – Resignation and Disaffiliation.** A Brother may resign from the Fraternity within 30 days after initiation, with a full refund of the initiation fee, as long as the resigning Brother has maintained all applicable standards of the Fraternity for the time in which he was a Brother. All resignations must be in writing, addressed to Fraternity Headquarters, and be accompanied by a

return of all membership credentials provided to the resigning Brother.

## **Chapter 2 – Pledging and Hazing**

**SECTION 1 – Hazing.** “*Hazing*” means: (a) any act or conduct that constitutes hazing under applicable law; (b) any act or conduct that constitutes hazing under any policy of insurance held by the Fraternity or the applicable Chapter or Colony; or (c) any act, or situation created, with the purpose of producing mental or physical discomfort, embarrassment, harassment, or ridicule. Hazing includes the forced use of intoxicants; physical discipline, such as paddling; the creation of excessive fatigue, physical or psychological shock; the requirement of wearing in public apparel that is conspicuous and not ordinarily in good taste; public stunts or buffoonery; and morally degrading or humiliating games or activities. Hazing by any Brother, Chapter, or Colony is prohibited.

**SECTION 2 – Pledge Programs Prohibited.** “*Pledge Program*” means any program, activity, or organizational structure by which a Chapter or Colony differentiates one group of Brothers from the rest of the Chapter or Colony on the basis of class year or length of membership in any way not expressly permitted by the Fraternity. Pledge Programs are prohibited.

**SECTION 3 – Compliance with Brotherhood Programs Implemented by the Fraternity.** Each Chapter or Colony must implement and comply with all brotherhood programming required by the Fraternity, unless the Fraternity has approved a deviation in writing and in advance.

**SECTION 4 – Enforcement.** Fraternity policy regarding hazing and pledge programs must be enforced in accordance with disciplinary policies and procedures implemented by the Fraternity.

## **Chapter 3 – Transfers**

**SECTION 1– General.** If a Brother in good standing transfers from his initiated Chapter or Colony to a campus without a Chapter or Colony of the Fraternity, he remains an alumnus Brother of the Fraternity. If he transfers to another campus with a Chapter or Colony of the Fraternity and does not affiliate with the Chapter or Colony on that new campus, he continues to remain an alumnus Brother of the Fraternity.

**SECTION 2 – To a Campus With a Colony or Chapter of the Fraternity:** If a Brother in good standing transfers from a campus with the Fraternity to another campus with the Fraternity, he has the option to affiliate with the Chapter or Colony on his new campus, during his first academic term. If he transfers to another campus with the Fraternity and affiliates with the Chapter or Colony on that new campus, he continues to remain an active undergraduate Brother of the Fraternity.

**SECTION 3 – Chapter’s Option.** Should a transferring Brother opt to affiliate with the new Chapter or Colony during his first academic term on campus, the Chapter or Colony must receive him as a full member and to treat him in the same manner as all other Brothers of the

Chapter or Colony. If the transferring Brother fails to exercise his option to affiliate in the first academic term and then decides to affiliate after that time, the new Chapter or Colony may decide, by a majority vote of its Brothers, whether or not the transferring member will be accepted as an active undergraduate member of that Chapter or Colony.

## **Chapter 4 – Health & Safety Standards**

**SECTION 1 – The Responsible Use of Alcohol.** Zeta Beta Tau has a mission to assist our members in attaining their educational goals, thus enabling them to assume the duties and responsibilities of citizenship. Zeta Beta Tau supports the principle of individual freedom and choice and believes that our members are responsible for their individual actions and decisions. Therefore, by the Supreme Council, the following policies are adopted:

- (a) Zeta Beta Tau members and guests must comply with all federal, state, provincial, and local laws. No person under the legal drinking age may possess, consume, provide or be provided alcoholic beverages
- (b) Alcoholic beverages must either be: A: Provided and sold on a per-drink basis by a licensed and insured third-party vendor (e.g., restaurant, bar, caterer, etc.); or B: Brought by individual members and guests through a bring your own beverage (“BYOB”) system. The presence of alcohol products above 15% alcohol by volume (“ABV”) is prohibited on any Zeta Beta Tau premises or at any event, except when served by a licensed and insured third-party vendor.
- (c) Any event or activity related to the new member joining process must be substance free. No alcohol or drugs may be present if the event or activity is related to new member activities, meetings, or initiation into Zeta Beta Tau, including but not limited to “bid night,” “big/little” events or activities, “family” events or activities, and any ritual or ceremony.
- (d) Attendance by non-members at any event where alcohol is present must be by invitation only, and the chapter/organization must utilize a guest list system. Attendance at events with alcohol is limited to a 3:1 maximum guest-to-member ratio, and must not exceed local fire or building code capacity of the chapter/organizational premises or host venue.
- (f) All Chapters must develop a social program that promotes brotherhood and community engagement without the use of alcohol, in addition to events that do involve alcohol.
- (g) That Chapters should utilize campus and fraternity resources to develop a comprehensive substance abuse education system that details the responsibilities and liabilities of alcohol possession, consumption, and distribution.
- (h) That Chapter members, officers, and advisors will annually acknowledge the fraternity’s risk management and insurance policies in order to remain in good standing.

- (i) That all volunteer and professional leaders of Zeta Beta Tau must obtain continuing education in alcohol awareness during regional and national fraternity programs. In addition, volunteer and professional leaders must act as a positive role model by their responsible use of alcohol and by fostering partnerships with campus stakeholders to help chapters maintain complaint social functions according to the rules of their state and institution.
  
- (k) That any Brother who requests immediate and appropriate emergency medical assistance for himself or for any other person and any Brother for whom such medical assistance was requested by a Brother (each such Brother, a “**Covered Brother**”) shall not be subject to expulsion by the Fraternity for the incident giving rise to the need for emergency medical assistance, even if the actions of a Covered Brother contributed to that need. Moreover, any Chapter or Colony that requests immediate and appropriate emergency medical assistance for any person may be eligible for a mitigation of any penalty arising from any policy violation that resulted in the need for emergency medical assistance. At the discretion of the Supreme Council, or its designee, this policy may not apply to any Covered Brother, Chapter, or Colony whose conduct has previously invoked this policy.

### **Chapter 5 – Repealed**

The content of this Chapter has been repealed from the Code.

### **Chapter 6 – Insurance Coverage**

**SECTION 1 – Liability Insurance.** Each Chapter and Colony of the Fraternity must obtain, through an insurance carrier designated by the Fraternity, Commercial General Liability (CGL) insurance coverage in a minimum amount designated by the Fraternity. While there are no exemptions from obtaining the liability insurance with the required minimum, Chapters and Colonies may be granted exemption from obtaining the coverage through the Fraternity's designated carrier, if those groups can provide documentation that shows the coverage preferred is of equal quality, or better, at a less expensive rate in advance of March 1<sup>st</sup> of each year with coverage effective October 1<sup>st</sup> of the same year. Annual insurance premium, program administration costs and risk management fees will be determined by the Supreme Council.

In addition to naming the undergraduate Chapter or Colony as Named Insureds, there shall then be listed in the policy the following additional named insured: The housing corporation or association for the Chapter or Colony. In addition, the Fraternity by the notation in the policy Zeta Beta Tau Fraternity, Inc. shall be listed as an Additional Insured. The CGL policy is to include coverage for non-owned and hired automobiles and such other coverage as shall be recommended by the Fraternity's insurance counsel from time to time.

**SECTION 2 – Fire Insurance.** Each undergraduate Chapter must keep all of its property properly insured with fire insurance and wherever possible with extended coverage. Further, that upon issuance of the policy, a rider waiving subrogation be obtained.

**SECTION 3 – Reimbursements.** The Fraternity must be indemnified and held harmless from all liability, damages, and costs arising from any act or omission of a Chapter, Colony, or Brother. Each Chapter, Colony, or Brother must execute documentation of this obligation immediately upon the request of the Fraternity.

## **Chapter 7 – Brotherhood Quality Standards**

### **SECTION 1 – Brotherhood Quality Standards**

Having reasonable standards for each Brother is critical for the survival and success of any fraternity. Chapters and Colonies should review and discuss these standards each semester. Brotherhood Quality Standards ensure that Brothers earn the privilege to be ZBTs. Brothers also know what they can expect of one another, thus promoting unity. Chapters and Colonies may add additional standards over and above those stated here, so long as they apply to all Brothers and are approved by the Fraternity. Such additional standards should be developed and approved by a majority vote of the entire Chapter or Colony each semester.

- I. Quality Brothers abide by the law. Each Brother must abide by all applicable federal, state, and local laws and regulations.
- II. Quality Brothers do not discriminate against, abuse, or mistreat any person on the basis of sexual identity, race, religion, national origin, or sexual orientation. Quality Brothers respect the dignity of all people.
- II. Quality Brothers abide by the tenets of the Fraternity, including the Ritual and the Credo. Every Brother must attend each Ritual performed by the Chapter or Colony (Initiation, College of Honors, Graduation), unless excused at least 48 hours in advance by established Chapter procedure.
- II. Quality Brothers practice academic integrity. Quality Brothers must be in good standing with their college or university. Brothers under a 2.7 on a 4.0 scale must obtain on-campus academic assistance.
- III. Quality Brothers do not physically, mentally, psychologically or sexually abuse or haze any human being. Brothers found to have been involved in hazing are subject to immediate expulsion from the Fraternity. Other abusive behavior (toward Brothers or non-Brothers) is a violation of the Ritual and Credo, and subject to severe disciplinary action, up to and including expulsion.
- IV. Quality Brothers do not put other Brothers or other people in harm's way. Quality Brothers of housed Chapters provide at least two hours per month of work to maintain, clean, and repair the Chapter house. Quality Brothers attend an annual risk management seminar to learn how to keep ZBT a safe place. Every Brother is responsible for ensuring

safe conditions at all ZBT related events and functions.

- V. Quality Brothers do not tolerate the abuse of property.
- VI. Quality Brothers pay their semester dues prior to the start of the academic period, or according to a payment plan agreed to (in advance and in writing) by the Chapter Treasurer.
- VII. Quality Brothers neither use nor support the use of illegal drugs. Quality Brothers neither misuse nor support the misuse of alcohol. Use, possession, or distribution of illegal drugs on Chapter or Colony property or at any event associated with the Fraternity is grounds for immediate expulsion. Quality Brothers must comply with all local and state alcohol laws.
- VIII. Quality Brothers contribute a minimum of one hour per week for general Chapter work, as assigned and announced by Chapter officers, unless temporarily excused by Chapter officers. Missed hours must be made up within the same semester.
- IX. Quality Brothers attend and/or participate in:
  - All requirements as described above
  - All regular Chapter or Colony meetings
  - All events deemed as mandatory or emergency by the Chapter or Colony President or Executive Committee
  - At least one Chapter or Colony committee
  - At least one non-Chapter or Colony campus activity (or part-time job)
  - All mandatory education sessions announced at least two weeks in advance
- X. Brothers abide by these standards and will confront those who violate them. Brothers who are found to be aware of violations of these standards and who did not confront the violator are subject to the same sanction as the offending Brother.

**SECTION 5 – Semiannual Brotherhood Review Vote.** Each Chapter and Colony must conduct a Semiannual Brotherhood Review Vote at least once each academic period, as prescribed by the Fraternity.

### **Chapter 8 - Requirements to Become A Chapter**

**SECTION 1 – Colony Requirements:** Individuals of a petitioning interest group must be full-time students at a college, university, or similar institution and must not be affiliated with another fraternity or expelled members of the Fraternity. Upon submission of a letter stating their intent to form a Chapter of the Fraternity, such a group may be granted Colony status by the Supreme Council.

**SECTION 2 - Chartering Requirements.** Within two academic years, unless the Supreme Council grants additional time, the Colony must meet the following requirements. At the conclusion of the academic term which completes the two-year period, the Colony's recognition will be withdrawn and the members granted alumni status if the Colony is in good standing with the fraternity:

- A. Be equal in size to the median Interfraternity Council (IFC) chapter or at least thirty (30) brothers.
- B. Have a Chapter and Faculty/Staff Advisor appointed by the President.
- C. Be current on all accounts receivable to the Fraternity.
- D. Have a cumulative grade-point average of at least 2.70 or the all-men's average, whichever is higher.
- E. Meet the attendance minimum for all Fraternity-required leadership programs.
- F. Participate in at least three (3) Fraternity-sponsored programs.
- G. Demonstrate support of each of the Fraternity's adopted philanthropies with a total colony contribution to these organizations equal to at least \$36 per Brother.
- H. Demonstrate relationships cultivated within the Jewish community.
- I. Hold at least one brotherhood retreat.
- J. Be in "good standing" with the host institution at the time of application.
- K. Be in full compliance with all Fraternity policies.

**SECTION – 3 - Waiver of Requirements.** Any chartering requirement may be waived by the International President or the Supreme Council should they conclude that conditions warrant such a waiver.

If a chapter fails for three consecutive years to meet its recruitment minimum, as set by the International Headquarters, the chapter's charter may be revoked. If the charter is revoked under this section, brothers in good standing may be granted alumni status according to policy of ZBT Fraternity.

### **Chapter 9 – Repealed**

The content of this Chapter has been repealed from the Code but remains Fraternity Policy.

### **Chapter - 10 – Repealed**

The content of this Chapter has been repealed from the Code but remains Fraternity Policy.

### **Chapter 11 –Repealed**

The content of this Chapter has been repealed from the Code but remains Fraternity Policy, except for subsection (g), which is replaced with "The Fraternity does not judge its Brothers on the basis of sexual orientation."

## **Chapter 12 –Risk Management**

The Risk Management Policy of Zeta Beta Tau Fraternity includes the provisions, which follow and shall apply to all fraternity entities and all levels of fraternity membership.

### **SECTION 1 – Policy Concerning Drugs and Alcohol.**

- (a) Zeta Beta Tau members and guests must comply with all federal, state, provincial and local laws. No person under the legal drinking age may possess, consume, provide or be provided alcoholic beverages.
- (b) Alcoholic beverages must not be purchased with chapter/organizational funds or funds pooled by members or guests (e.g., admission fees, cover fees, collecting funds through digital apps, etc.).
- (c) Common sources of alcohol, including bulk quantities, which are not being served by a licensed and insured third party vendor, are prohibited (i.e., amounts of alcohol greater than what a reasonable person should consume over the duration of an event).
- (d) Zeta Beta Tau members and guests must follow the federal law regarding illegal drugs and controlled substances. No person may possess, use, provide, distribute, sell, and/or manufacture illegal drugs or other controlled substances while on chapter/organizational premises or at any activity or event sponsored or endorsed by the chapter/organization.
- (e) Zeta Beta Tau Chapters must not co-host or co-sponsor, or in any way participate in, an activity or event with another group or entity that purchases or provides alcohol. In addition, Zeta Beta Tau Chapters must not co-host or co-sponsor an event with a bar, event promoter, or alcohol distributor; however, a chapter/organization may rent a bar, restaurant, or other licensed and insured third-party vendor to host a chapter/organization event.
- (f) Any event or activity related to the new member joining process (e.g., recruitment, intake, rush, etc.) must be substance free. No alcohol or drugs may be present if the event or activity is related to new member activities, meetings, or initiation into Zeta Beta Tau, including but not limited to “bid night,” “big/little” events or activities, “family” events or activities, and any ritual or ceremony.
- (g) Attendance by non-members at any event where alcohol is present must be by invitation only, and the chapter/organization must utilize a guest list system. Attendance at events with alcohol is limited to a 3:1 maximum guest-to-member ratio, and must not exceed local fire or building code capacity of the chapter/organizational premises or host venue.
- (h) Zeta Beta Tau members or guests must not permit, encourage, coerce, glorify or participate in any activities involving the rapid consumption of alcohol, such as drinking games.

- (j) That failure to abide by these policies may result in actions including but not limited to: investigative status, interim Suspension, probation, or show cause hearing at the discretion of The Supreme Council.

**SECTION 2 – Policy on Sexual Abuse.** The Fraternity will not tolerate or condone any form of sexually abusive behavior on the part of its Brothers, whether physical, mental or emotional.

**SECTION 3 – Policy on Fire Health and Safety.**

- (a) All Chapter houses must, prior to, during, and following occupancy, meet all local fire and health codes and standards.
- (b) All Chapters must have posted by common phones emergency numbers for fire, police, and ambulance and must have posted evacuation routes on the back of the door of each sleeping room.
- (c) All Chapters must comply with engineering recommendations as reported by the insurance company.
- (d) The possession or use of firearms or explosive devices of any kind within the confines and premises of a Chapter or Colony house is expressly forbidden.

**Chapter 13 – Good Standing of Chapters and Colonies**

**SECTION I – Attendance.** All Chapters and Colonies attend the annual convention or leadership school, unless otherwise excused by Fraternity, in writing.

**SECTION 2 – Good Standing.** To maintain good standing , each Chapter and Colony must remain current on all financial obligations to the Fraternity. The Chief Executive Officer or a Credentials Committee appointed by the President is empowered to determine the standing of Chapters and Colonies and, specifically, their right to vote at conventions, receive awards, and otherwise participate in programs and activities.

**TITLE 3– TRADITIONS**

**Chapter 1 – Designation and Identification of Members**

**SECTION I – Reference to Members:** An undergraduate or alumnus member of the Fraternity should be referred to as a “Brother” or “Frater.”

**SECTION 2 – Greeting and Grip:** When greeting a Brother of the Fraternity the official handshake of the Fraternity (the “*Grip*”) should be used.

**SECTION 3 – Correspondence:** When corresponding with a Brother, the valediction “Cordially, Fraternally and Sincerely,” or “C., F. & S.,” should be used.

**SECTION 4 – Good and Welfare:** Following the completion of any meeting of the Fraternity, Good and Welfare should be conducted in accordance with Fraternity tradition.

**SECTION 5 – Snapping:** During meetings of the Fraternity and gatherings, Brothers should express their approval, agreement, or support by snapping their fingers instead of clapping.

### **Chapter 2– Hospitality**

**SECTION I – General.** Any abuse of hospitality by a guest Brother is considered conduct unworthy of members of a Brother.

**SECTION 2 – Imposition of Reasonable Charges.** The imposition of reasonable charges by a host Chapter or Colony to cover the cost of a guest Brother's stay shall not be considered a contradiction to the spirit and meaning of hospitality.

### **Chapter 3 – Legacies**

**SECTION 1 — Membership Selection.** Each undergraduate unit shall have complete autonomy as to the selection of its members, consistent with the provisions of the Constitution. Notwithstanding the provisions of this Section, Chapters and Colonies shall extend an invitation of membership to all identified Prime Legacies (sons, grandsons, and brothers of the same Chapter/Colony) and of First Priority Legacies (sons, grandsons, and brothers of any ZBT Chapter/Colony) who receive the affirmative vote of more than 50% of the Chapter or Colony members in good standing, present and voting at the meeting at which such legacies are presented. In the event that Prime Legacies or First Priority Legacies fail to receive an invitation of membership, the Chapter or Colony President shall be obligated, within 72 hours of such decision, to contact the alumnus brother, father, or grandfather of the legacy rushee to discuss the Chapter's/Colony's decision. (Adopted 1992 by the Convention)

**SECTION 2 – Noncompliance with Legacy Policy.** Failure by chapters or colonies to comply with the policy and procedure outlined above may result in a per-incident fine being applied.

- A. The fine for one incident shall be equal to the current initiation fee of a new brother.
- B. Multiple incidents in one recruitment period would be compounded.
- C. Chapters and colonies are exempt from the noncompliance fine if they are not made aware of the legacy's status with advanced notice of at least one week prior to the start of recruitment.
  - i. This aligns with previously proposed Council legislation related to exemption
- D. Fraternity staff has the ability to grant a waiver on a case-by-case basis via an appeal process prior to bidding of a new class.

## **TITLE 4 General Provisions**

### **CHAPTER 1 – Code References and Revisions**

**SECTION 1 – Code References.** Any section of this Code may be referenced by the following shorthand: Fraternity Code § [[Title Number]]-[[Chapter Number]]-[[Section Number]]. Accordingly, this section of the Code may be referred to as Fraternity Code § 4-1-1.

**SECTION 2 – Revisions to the Code.** The Code may be amended or revised by a majority vote of the Supreme Council on a resolution that expressly provides for a specific amendment or revision to the Code.

**SECTION 3 – Referenced to Officers.** Unless expressly stated otherwise, all references to an officer herein are references to an officer of the Fraternity, not an officer of any Chapter, Colony, or Alumni Association.