

INTERNATIONAL BY-LAWS DELTA PHI EPSILON, INC.

ARTICLE I GENERAL PROVISIONS

SECTION 1. Name

The name of this not-for-profit corporate organization is and shall be DELTA PHI EPSILON, INC., and it shall in addition to or in place of its corporate name alternately be known as and operate as the "Delta Phi Epsilon Sorority" and/or "Delta Phi Epsilon" (herein variously referred to as one (1) or more above, or "the Sorority").

SECTION 2. Incorporation

This Sorority is and shall continue to be a private not-for-profit corporation organized and existing under the Membership Corporation Laws of the State of New York. Its officers shall be the members of the International Governing Board.

SECTION 3. Insignia

a. Official Recognition Badge

The official recognition badge shall be worn only by members of this Sorority. It shall be used as a badge only and shall be worn in a vertical position over the heart. Replacement badges shall be purchased only through the International Headquarters.

b. Other Insignia

The following insignia may be adopted or awarded within the discretion of the International Governing Board and the specifications thereof determined by it.

1. Purple triangle recognition pin for new members
2. Monogram recognition pin or drop (lavalier)
3. Lifetime Link recognition pin
4. President's pin
5. Past President's pin
6. International Governing Board enhancer
7. Purple heart pin for alumnae members
8. Volunteer Service guard
9. And any other which may be designated by the International Governing Board

c. Name, Greek Letters, and Crest

The Sorority name, Greek letters ΔΦΕ, DPhiE, and crest are registered trademarks and may not be reproduced without permission.

d. Colors

The colors of the Sorority shall be Royal Purple and Pure Gold.

e. Flower

The flower of the Sorority shall be the lovely Purple Iris.

f. Seal

The Sorority shall have a corporate seal, which shall be kept at the office of the International Headquarters.

SECTION 4. Ritual

The rituals existing at the time of the adoption of these International By-Laws shall continue to be the sole official rituals of this Sorority. The International Governing Board shall be invested with the authority to approve any changes in the official rituals.

ARTICLE II MEMBERSHIP

SECTION 1. Good Standing

The term "good standing" as used in the International Constitution and International By-Laws shall be applied only to a member, collegiate chapter, or alumnae association who/or which has been duly chartered, initiated, or installed; is not in arrears with respect to any financial obligations to the Sorority or affiliate thereof; is not under suspension by the Sorority, any affiliate thereof, or by an institution at which a chapter is located; is upholding the Expectations of Membership; and has not been deactivated and/or disaffiliated pursuant to these International By-Laws.

SECTION 2. Eligibility for Membership

Any woman who is otherwise qualified in accordance with the Delta Phi Epsilon International Constitution, these International By-Laws, the Unanimous Agreements as set forth in the National Panhellenic Conference Manual of Information, local college or university rules, and the rules of any local Panhellenic Council which are applicable, and conforms to the ideals of this Sorority shall be eligible for membership therein regardless of race, religion, or national origin.

a. Classification

1. Active Membership

Active membership may be conferred upon any female student who meets with the requirements set forth in the preceding paragraph, who has obtained the required scholarship standing, who is an enrolled college student (as defined by and permitted by her college or university) at a university or college of higher education which has four (4) year courses of study awarding bachelors degrees, and having a duly constituted chapter of this Sorority, and who is not a member of any existing National Panhellenic Conference sorority or fraternity.

2. Alumna Membership

An alumna member shall be a previously active member, as defined in Article 2, Section 2.a.1. above, in good standing who has ceased to be an active member due to her collegiate graduation or other circumstances only as permitted by the International Governing Board.

3. Alumna Initiate

An alumna initiate shall be any woman initiated into the sorority who was previously not initiated into another National Panhellenic Conference sorority or fraternity, who is not a collegian. Alumna initiate membership may be conferred upon any woman, not a college student, deemed worthy of membership according to the standards and ideals of Delta Phi Epsilon. Alumna initiate status may only be conferred by the International Governing Board President upon the recommendation of a collegiate chapter/colony, an alumnae association, or any member in good standing. Alumnae initiates shall have all the rights, privileges, and responsibilities of alumnae members.

b. Legacies

A "legacy" is the sister (stepsister), daughter (stepdaughter), or granddaughter (step granddaughter) of a member of Delta Phi Epsilon Sorority. A member should "declare" a legacy by completing the Legacy Documentation Form, which can be obtained in every issue of the Triad magazine, online at www.dphie.org, or by calling International Headquarters. The International Headquarters must receive this form no later than August 1 for fall recruitment and December 1 for spring recruitment. If the form is received after these deadlines, the International Headquarters and the International Director of Recruitment will make every attempt to contact the local chapter, however special consideration cannot be guaranteed for legacy information received after the deadline.

Whenever possible, a Delta Phi Epsilon "legacy" should be invited to the first invitational party. No declared "legacy" should be denied an invitation to the first round of invitational events for any reason other than academic ineligibility according to campus and/ or Delta Phi Epsilon's International policies. If a "legacy" is in danger of being released the International Director of Recruitment must be notified. If a "legacy" is invited to and attends Delta Phi Epsilon's preference party, her name must appear on the chapter's first invitation list (i.e. bid list or A list).

While Delta Phi Epsilon values the contributions of its alumnae and realizes legacies often become strong members, invitations to membership (bids) are ultimately distributed by our collegiate chapters. It is incumbent upon our chapters to treat all women with courtesy and respect while exhibiting a sincere regard for their interest in Delta Phi Epsilon.

SECTION 3. Collegiate Membership Status

a. Active Membership

An active member shall be defined as a collegiate member who is duly initiated and in good standing with the Sorority and their local chapter of the Sorority.

b. New Membership

All new members affiliating during formal recruitment or otherwise shall be considered candidates for collegiate membership and be referred to alternatively as "new members," "candidates for collegiate membership," "candidates for sisterhood," "potential new members," and their rights, privileges, and duties to act shall be subject to the International Constitution and International By-Laws of Delta Phi Epsilon Sorority and the particular chapter or colony affiliated, and the rules, resolutions and policies enacted by the Sorority and the chapter.

Further, any prohibition or limitation of rights and all policies prohibiting or discouraging activities of members, as are set forth in these International By-Laws, the International Constitution, or any rules, regulations, or policies of the Sorority, relating to the activities of members shall be equally applicable to limit, discourage, or proscribe the activities or conduct of new members; however, no rights shall accrue to, or be bestowed upon such new members except as are expressly set forth in the International Constitution, International By-Laws, the chapter/colony constitution or by-laws, or such other rules, regulations, or policies as the International Governing Board may enact.

c. Inactive Membership

A member may be declared inactive for documented reasons including full-time internships, study abroad, co-op programs, student teaching, university enrollment requirements, or severe illness. The decision to grant this status rests with the individual chapter's Leadership Team, and it is the responsibility of the Chapter President to forward the Inactive Roster bearing such information to the International Headquarters. Such status change permits international membership when the inactive member assumes payment of her own Per Capita Fee as billed to the chapter from the International Headquarters. No member may be inactive for more than one semester/quarter without prior written approval from the International Governing Board or their designee. No member may be approved by her chapter for inactive status for reasons other than listed above. Any exceptions shall be referred to the International Headquarters for approval.

d. Disaffiliation of Membership

If it is the judgment of the chapter Leadership Team that a member is not eligible for such inactive status, it is the responsibility of the Chapter President to so inform the International Headquarters. The chapter must submit a Request for Disaffiliation Form to the International Headquarters. No member may be disaffiliated without the prior approval of the International Governing Board or their designee. Self-disaffiliations will be accepted and processed at the International Headquarters provided they are received in writing with a valid signature and contact information.

SECTION 4. Election and Initiation

a. Validation of Membership by International Governing Board

No Initiation Ritual of any candidate for membership shall be held without the written permission of the International Governing Board or their designee. Permission may be granted only after notice of the proposed Initiation Ritual has been given to the International Governing Board by the collegiate chapter or alumnae association in accordance with the provisions of the collegiate chapter's or alumnae association's constitution and by-laws and the regulations of the Sorority.

b. Conformity to Established Rituals

All initiations shall be in conformity to the established rituals and policies of this Sorority. Any initiation not conforming thereto shall be void and of no effect.

c. Financial Responsibility Form

Before being initiated, a candidate for collegiate membership must furnish the chapter with a Financial Responsibility Form, duly signed by the member and her parent and/or legal guardian wherein such parent or guardian agrees to be responsible and pay for all dues, assessments, fines, fees, expenses, charges for room and board, and other financial obligations owed to the chapter and incurred by the member during her matriculation at her college or university or owed to any other chapter to which she may transfer.

In the event that a member or new member does not fulfill her financial or moral obligations to her chapter, the International Governing Board or its designee shall have the power to disaffiliate or deactivate the member. The chapter shall repossess her official badge and consider reimbursing her for the cost of the badge, if she had purchased it. Such action shall be taken upon recommendation of the chapter's Leadership Team with the joint recommendation of the Alumnae Advisory Board/Chapter Advisor and/or persons appointed and approved by the Chapter Operations Specialist.

SECTION 5. Non-Continuing

A member, who chooses to discontinue her studies at her current institution and desires to continue as a member must complete a Non-Continuing Form. The form must be submitted within thirty (30) days of her completion at her college or university of affiliation. Upon receipt of the form, the International Headquarters will invoice the member for her Per Capita Fee, which is calculated based on the time she would have been enrolled until her graduation per her New Member Information Sheet. Once the form and fees are processed the member will be granted alumna status. Failure to submit the Non-Continuing Form and fee will result in deactivation.

If at any point this non-continuing member chooses to transfer to another institution with an active collegiate chapter, she must be asked to affiliate. If the member chooses to transfer her affiliation, she must report the affiliation transfer to the International Headquarters.

**ARTICLE III
HAZING**

No chapter or colony, collegian or alumna, shall conduct or participate in hazing activities. Hazing is defined as an action taken or situation created, intentionally, whether on or off Sorority premises, to produce mental or physical discomfort, embarrassment, harassment, or ridicule. Such activities may include but are not limited to the following: paddling in any form; creation of excessive fatigue; physical and psychological shocks, quests, treasure hunts, scavenger hunts, road trips and other activities carried on outside or inside the confines of the chapter house; the forced wearing in public of apparel which is conspicuous and not normally in good taste; engaging in public stunts and buffoonery; morally degrading or humiliating games and activities; late work sessions which interfere with scholastic activities; and any other activities which are not consistent with state, federal or local law, sororal law, ritual policy, or regulations and policies of the university or college.

Any chapter, colony or member thereof participating in hazing of any form will be sanctioned by the International Governing Board and may be fined. Membership may be revoked for violation of this Article.

**ARTICLE IV
GOVERNMENTAL BODIES AND OFFICERS**

SECTION 1. The Grand Chapter

a. Composition

1. *At the International Convention:* The Grand Chapter shall be composed of "all delegates at International Convention assembled," and shall be a representative body composed of at least one official delegate from each active collegiate chapter in good standing who will be an active soror for at least the 6-months or semester period following the International Convention, each alumnae association in good standing, and each seated International Governing Board officer in good standing. Each chapter in good standing shall have one vote, each alumnae association in good standing shall have one vote, and each seated International Governing Board officer in good standing shall have one vote, which shall be cast on each ballot or exercised during each vote. A majority vote of those shall constitute an act or transaction of business, unless otherwise reserved within the International Constitution and International By-Laws.
2. *Between International Conventions:* Grand Chapter shall be comprised of at least one (1) official vote from each active collegiate chapter and alumnae association in good standing, and the seated International Governing Board officers in good standing, with a majority vote of those constituting an act or transaction of business, unless otherwise reserved within the International Constitution and International By-Laws.
3. A sister may be accredited as a delegate from a collegiate chapter or alumnae association if she is in good standing in her present and previous chapter or association.
4. A delegate shall be seated when the Governance Officer has approved her credentials.
5. A delegate to Grand Chapter shall only represent one chapter, shall only have one vote and must be present to vote.

b. Officers

The elected officers of the International Governing Board and NPC Delegate shall preside over the Grand Chapter meetings and shall appoint the necessary Grand Chapter Teams.

c. Quorum

Delegates from a majority of the chapters, alumnae associations, and the seated International Governing Board officers shall constitute a quorum for the transaction of business. A majority vote of the Grand Chapter shall be binding as the law of the Delta Phi Epsilon Sorority.

d. Powers

The supreme legislative powers of this Sorority shall be vested in the Grand Chapter, subject to the powers granted the International Governing Board by the provisions of the International Constitution.

e. Sessions

The Grand Chapter shall hold a regular, in-person session once, in not less than twenty-two (22) months nor more than thirty-eight (38) months, at a time and place to be determined by the International Governing Board. The Grand Chapter may hold alternative sessions no more than twice per calendar year by a method and timeframe to be determined by the International Governing Board.

SECTION 2. International Governing Board

a. Composition

The International Governing Board shall be a representative body composed both of officers who shall be duly elected in accordance with the provisions of the International Constitution, and officers who shall be appointed by the International President, all of whom shall be alumnae in good standing.

b. Officers

1. Elected Officers

The members of the International Governing Board elected at the International Convention shall be, but not limited to-the following:

- a. International President
- b. One or more Vice Presidents
- c. Finance Officer
- d. Administrative Officer
- e. Operations Officer
- f. Governance Officer

At no time shall there be less than six (6) members duly constituting the International Governing Board.

2. Presidential Appointments

The National Panhellenic Conference Delegate serves on the International Governing Board as a voting member and is appointed by the International President.

3. Ex-Officio Members

The Immediate Past President may serve on the International Governing Board, at the discretion of the President, as a non-voting member.

c. Powers

The International Governing Board shall be the supreme executive and judicial body of the Sorority, and shall additionally have and exercise freely those powers reserved to it in the International Constitution. Between the sessions of the Grand Chapter, the International Governing Board may recommend changes in these International By-Laws to the chapters and alumnae associations, as provided in the International Constitution.

d. Elections

All of the elected members of the International Governing Board shall be elected at the session of the Grand Chapter held during the International Convention. The members of the International Governing Board shall hold office until their successors have been duly elected and installed.

e. Quorum

Four (4) or two-thirds (2/3) of the voting members of the International Governing Board, whichever number is greater, shall constitute a quorum for the transaction of business. An act of the International Governing Board shall be made by the majority vote of the entire voting membership of the International Governing Board. Proxy voting through another member of the International Governing Board is permitted during an International Governing Board meeting.

f. Vacancies/Removal from Office

The International Governing Board shall have the power to fill vacancies that may occur in its membership. The International Governing Board shall have the authority to remove an officer for failure to fulfill the responsibilities of her office. Removal of an elected officer shall require a two-thirds (2/3) vote of the International Governing Board.

g. Qualifications

The qualifications prerequisite for election to the International Governing Board shall be as follows:

1. International President

The International President shall not be less than thirty-five (35) years of age. She shall be a member in good standing of the Sorority.

2. Vice Presidents

The First Vice President shall not be less than thirty-five (35) years of age. She shall be a member in good standing of the Sorority.

All other Vice Presidents shall not be less than thirty (30) years of age and members in good standing. All Vice Presidents will serve in such executive capacities that are assigned.

3. Other Officers

The other officers of the International Governing Board shall be members in good standing and not less than thirty (30) years of age.

h. Steering Committee

The International Governing Board shall have the power to create a Steering Committee consisting of the International President, the First Vice President, and at least three (3), but no more than seven (7), other members of the International Governing Board, upon the call of the International President who shall be its coordinator. Its powers shall be delegated by the International Governing Board, and it shall be responsible to the International Governing Board.

i. Duties of Elected Officers

The duties of the elected officers of the International Governing Board shall be as follows:

1. International President

The International President shall preside over the International Governing Board. She shall call special meetings of the International Governing Board or of the various chapters. She shall edit for publication all International Governing Board minutes and approve all published materials. She shall, by and with the advice of a majority of the International Governing Board, appoint temporary replacements for all vacancies that may occur on the International Governing Board. She shall, by and with the advice of the International Governing Board, appoint proxies for such officers of the International Governing Board who temporarily cannot fulfill their duties.

2. Vice-President

The First Vice President shall discharge and perform the office of the International President in case of removal, death, resignation, or inability of the International President to execute her powers and duties. The number of Vice Presidents and their responsibilities will be decided by the International President and the International Governing Board prior to the first meeting of the Nominating Team.

3. Finance Officer

The Finance Officer shall be responsible for all account records of the Sorority and for submitting them for the inspection of a Certified Public Accountant designated by the International President on the 30th day of June of every calendar year. She shall read her report at the International Convention. With the Executive Director, she shall examine the monthly and final Director of Finance reports of financial statements of all the chapters of DELTA PHI EPSILON SORORITY and dispatch same to the Finance Team.

4. Administrative Officer

The Administrative Officer shall take minutes of all International Governing Board meetings and all meetings of the Grand Chapter at International Convention. She shall be responsible for all social correspondence pertaining to the International Governing Board and the Sorority as a whole.

5. Operations Officer

The Operations Officers shall coordinate all activities of the international volunteers and shall report those activities to the International Governing Board on a regular basis.

6. Governance Officer

The Governance Officer oversees all issues related to interpretation and review of chapter constitution and by-laws, Delta Phi Epsilon Sorority International Constitution and International By-Laws, and other parliamentary issues as they relate to the Sorority. She shall oversee any appeals brought before the International Governing Board.

j. Duties of Appointed Officers

1. National Panhellenic Delegate – appointed by International President

The National Panhellenic Conference Delegate shall represent Delta Phi Epsilon at all meetings where the Sorority requires such official representation. Whenever necessary, the alternate delegates should accompany her.

2. Permanent Advisory Board

Membership shall be by majority vote of the International Governing Board and conferred upon a former Executive Council or International Governing Board officer whose contribution to the Sorority in the past and for the future may be deemed of special value.

SECTION 3. Executive Director

a. Duties

The Executive Director shall manage and administer the operation of the International Headquarters of the Sorority under the direction of the International Governing Board. She shall assist the Finance Officer and Director of Finance in keeping accounts of the finances of the Sorority and preparing such financial reports as may be required by the Finance Officer. She shall be responsible for the preparation and issuance of such publications, at such intervals, as the International Governing Board may direct. She shall make such reports as may be required by the International Governing Board. She shall have the authority to hire any and all employees as necessary to discharge the duties of the International Headquarters.

b. Contract

The Executive Director shall be employed under an at-will agreement, the terms of which shall be determined by the International Governing Board.

SECTION 4. Area Administration

The provinces and districts of the Sorority shall be determined in accordance with the geographic location of the collegiate chapters, whenever possible.

**ARTICLE V
FORMATION, CHARTER AND ORGANIZATION OF COLLEGIATE CHAPTERS**

SECTION 1. Charter

a. Petition for Charter

Collegiate chapters may be established at senior colleges or universities upon the mutual consent of the proper authority of said institution and the International Governing Board. The petitioners shall submit a letter of intent furnishing information as requested from the International Governing Board. The petition shall be accompanied by such letters of recommendation from officials of the college or university as may be required by the International Governing Board.

b. Colony/Interest Group

1. An "interest group" of Delta Phi Epsilon is a group of petitioners who have not been approved for affiliation but wish to become affiliated with Delta Phi Epsilon Sorority. The interest group shall be given a limited, non-exclusive right to use the name of the Sorority for limited purposes as may be defined from time to time by the International Governing Board. The International Governing Board shall have the right to revoke interest group status at any time.

2. A "colony" of Delta Phi Epsilon is a group of petitioners who have been approved by the International Governing Board for affiliation with Delta Phi Epsilon who must fulfill all of the requirements for chartering as may be defined from time to time by the International Governing Board. The International Governing Board shall have the right to revoke colony status at any time.

c. Inspection by International Governing Board

The petitioning group shall be inspected by a member of the International Governing Board or their designee. A petitioning group, approved for affiliation with the Sorority, must complete a prescribed Colony Program as designated from time to time by the International Governing Board.

d. Installation and Charter

The petitioning group shall be installed and granted a charter in the form prescribed by the International Governing Board, after the final approval of its petition and the prescribed colony period as designated by the International Governing Board. Alumnae of the petitioning group shall be inducted as alumna members of the Sorority only with the group at its installation, except that any such alumnae not then and there inducted may be initiated as alumna members of the Sorority upon the consent of the International Governing Board and at such time and place as it may designate.

SECTION 2. Membership

a. Composition of Chapter

An active collegiate chapter shall be composed of such members of the Sorority as defined in the collegiate constitution and as the rules and regulations adopted by the collegiate chapter may provide. A form of collegiate constitution is annexed hereto, made a part of these International By-Laws, and shall be adopted substantially by the collegiate chapter.

b. Requirements for New Members

1. Each collegiate chapter shall submit to the International Governing Board, within forty-eight (48) hours after the New Member Pledge Ritual, a New Member Information Sheet for each new member, said sheet becoming official information for the candidate for sisterhood, and the New Member Fee, which is non-refundable.
2. Candidates for membership shall have conformed to all requirements of new membership as outlined in the collegiate constitution, and the International By-Laws herein.
3. A candidate's new member period may be extended beyond six weeks by special consideration of the International Governing Board upon the request of the Chapter President, as long as such extension is not contrary to college or Panhellenic rulings.

c. Requirements for Initiation

1. Each chapter shall submit to the International Governing Board a written request for "Permission to Install" each candidate. Each request shall be accompanied by the candidate's Initiation Fee, which is non-refundable.
2. The International Governing Board, after receiving such information, shall list her name on a communication that is sent to the collegiate chapter, containing for each candidate a grant of permission to initiate, or setting forth the particular membership requirement which remains to be met.

d. Raiment of the Sorority

Each member shall be entitled to wear the official recognition badge upon her Initiation. The cost of the badge shall be noted on the official year's International Fee Schedule.

SECTION 3. International Constitution and International By-Laws

Each chapter, alumnae association, housing corporation, or any group bearing the name of, or comprised solely of members of DELTA PHI EPSILON, must adopt such constitution and by-laws as shall not be in conflict with any of the provisions of the International Constitution and International By-Laws of this Sorority or any of the rules,

regulations, or legislation of the International Governing Board or of the university or college at which it may be located. All collegiate chapter constitution and by-laws must be in compliance with the Model Constitution and By-Laws as approved from time to time by the International Governing Board. All collegiate chapter, housing corporation, or alumnae association constitution and by-laws must be approved by the International Governance Officer.

SECTION 4. Fees, Dues, Taxes, and Assessments

a. Responsibility of the Chapter

1. New Member Fee

Each collegiate chapter shall pay to the DELTA PHI EPSILON Finance Officer the New Member Fee. The chapter shall furnish for each candidate an official purple triangle recognition pin and new member manual.

2. Initiation Fee

The prescribed Initiation Fee for each collegiate member is payable to the DELTA PHI EPSILON International Treasury, and shall include a sisterhood badge and a membership certificate.

3. Per Capita Fee

The annual Per Capita Fee for each active collegiate member shall be payable to the DELTA PHI EPSILON Finance Officer as billed.

4. International Convention Funding

A portion of the expenses of International Conventions and Leadership Conferences shall be funded by the International Treasury as provided in the annual budget and through fees as described in the International Constitution.

5. Activity Fee

The chapter Activity Fee is a flexible assessment levied upon all chapters to assist in the funding of educational and leadership programs prescribed by the International Governing Board.

6. Standards of Excellence

All chapters shall maintain the Standards of Excellence as determined by the International Governing Board.

SECTION 5. Officers

a. Qualifications

All candidates for Leadership Team office in any collegiate chapter shall be members in good standing of the Sorority and shall maintain a 2.5 cumulative grade point average on a 4.0-point scale.

b. Election and Duties

The election and duties of the officers of the collegiate chapters shall be as fixed by statute in the collegiate constitution.

SECTION 6. Chapter Property

a. Real and Personal Property

All property, whether real, personal, or mixed, of any collegiate chapter may be acquired and owned only in the name of a non-stock and not-for-profit membership corporation of which all collegiate and alumna members of the chapter, in good standing, shall automatically be members except, however, that with respect to the acquisition of personal property, the International Governing Board may grant exemptions from the foregoing requirements.

Further, upon the formation by or in affiliation with the Sorority, of a non-stock, not-for-profit Local Housing Corporation, all property, whether real, personal, or mixed, of, or acquired and held for the use or benefit of any collegiate chapter, may be acquired and owned only in the name of such Local Housing Corporation, and all such property previously acquired by or for the use or benefit of any collegiate chapter, shall, at the option of the International Governing Board, be transferred to such corporation immediately upon its formation, or made available for the use and benefit of the chapter, in exchange for no consideration other than the assumption of any outstanding indebtedness secured by such property. The National Development Corporation of Delta Phi Epsilon Sorority, Inc., shall be responsible for overseeing all sorority properties, whether owned by the Sorority or Local Housing Corporations.

b. Charter, Articles, or Certificate of Incorporation

The Charter, Articles, or Certificate of Incorporation of each such corporation shall contain or be amended to contain the following provisions, or provisions to the same effect, the blank references to the collegiate chapter being properly filled in:

1. Provisions

"The purpose of this corporation shall be in all respects aligned and in no respect inconsistent with that of the Delta Phi Epsilon Sorority, and include the improvement of the members of the corporation in literary and scientific subjects and culture, and to that end, the corporation may receive and hold in trust, or otherwise, and may administer scholarships and other funds and property, and own and maintain a chapter house and other buildings. Upon the revocation of the charter of the _____ Chapter of DELTA PHI EPSILON Sorority, or, upon the dissolution of said chapter in any other manner, this corporation may proceed to dissolve, or may continue its existence and ownership of property and undertake or enter into such leases or other agreements relating to such property as are necessary in order to preserve such property and/or generate income to pay the corporation's debts or otherwise benefit the Sorority, until such time as a new chapter or colony of Delta Phi Epsilon is chartered at the university or college, which shall occur at the discretion of the International Governing Board. If no new chapter or colony is chartered within five (5) years, the corporation shall proceed to dissolve. Upon such dissolution, the net assets of the corporation shall become the property of the International Governing Board of the DELTA PHI EPSILON Sorority. The said International Governing Board may, in its discretion, retain such assets in their then existing form or convert them into cash or other property or proceeds in trust for the DELTA PHI EPSILON Sorority and shall pay the income thereof to the said Sorority."

2. Handling of Assets

The International Governing Board may, in its discretion, retain such assets in their own existing form or convert them into cash or other property. Should the chapter, which formed the dissolved corporation, be re-chartered within a period of five (5) years following the revocation of the prior charter, any such assets, cash or other property, shall be transferred to the new corporation formed by the re-chartered chapter. If it is not re-chartered within a five-year period, such assets, cash or other property, will be retained by the DELTA PHI EPSILON Sorority, Inc. for use by the Sorority as a whole.

3. Filing with National Development Corporation of Delta Phi Epsilon Sorority, Inc.

Each such corporation existing at the time of the adoption of these International By-Laws shall forthwith submit a copy of its Charter, Articles, or Certificate of Incorporation to the International Governing Board. Hereafter, all chapters intending to form such a corporation shall submit to the National Development Corporation of Delta Phi Epsilon Sorority, Inc., for approval before filing the same in their respective States, their proposed Charters, Articles, or Certificates of Incorporation.

4. Officers

The officers of the National Development Corporation of Delta Phi Epsilon Sorority, Inc. immediately after their election shall automatically become the officers of every such corporation, and a local agent or representative must be appointed therein. At all times, the National Development Corporation of Delta Phi Epsilon Sorority, Inc. officers must hold a sufficient number of offices in any such corporation necessary for control of the same.

**ARTICLE VI
PUBLICATIONS**

SECTION 1. TRIAD

TRIAD shall be the name of the official publication of the Sorority and shall be published under such regulations as the International Governing Board may from time to time provide.

SECTION 2. Other Publications

An Official New Member Manual shall be published for orientation and education of new members, and shall be revised at such time and in such manner as the International Governing Board may designate.

The International Governing Board shall, from time to time, publish such manuals, directories, newsletters, and bulletins as may be necessary for the orderly communication of information to the new members. All items shall be deemed official publications of Delta Phi Epsilon.

**ARTICLE VII
ALUMNAE ORGANIZATIONS**

SECTION 1. Organization and Membership

Any group of five (5) or more alumnae members may organize as a recognized alumnae association of this Sorority. Any group of ten (10) or more alumnae members of this sorority may submit to the International Governing Board a petition, accompanied by the fee determined by the International Governing Board, for a charter as an official and recognized chartered alumnae association of this Sorority with voting privileges at the International Convention. Alumnae association membership shall be limited to alumnae in good standing of Delta Phi Epsilon Sorority. This shall include alumna initiates. Alumnae associations are self-managing entities of the international organization.

SECTION 2. Dues

- a. Alumnae association dues/fees may include annual Per Capita Fees, Activity Fees, and International Convention Fees as determined by the International Governing Board.
- b. Alumnae associations applying for charter membership shall be required to pay a one-time Chartering Fee as determined by the International Governing Board.
- c. Each alumnae association shall have the power to impose an annual dues fee upon its members. This fee includes annual alumnae dues payable to the international organization and may be transmitted to the international organization on behalf of individual alumnae by the association.

SECTION 3. Good Standing

An alumnae association shall be considered in good standing by completing the following:

- a. Hold at least two meetings/events annually.
- b. Provide copies of meeting minutes to the International Headquarters.
- c. Pay all fees/dues in a current and timely manner.
- d. Send at least one official delegate to the International Convention.
- e. Adopt a constitution and by-laws for the association.

SECTION 4. Constitution and By-Laws

Each alumnae association must adopt such constitution and by-laws as shall not be in conflict with any of the provisions of the International Constitution, the International By-Laws, and general provisions of this Sorority or any of the legislation, rules, and regulations of the International Governing Board. Said constitution must first be

approved by the International Governing Board at said Board's sole discretion. Where applicable, alumnae associations shall uphold the Standards of Excellence as adopted by the International Governing Board.

SECTION 5. Officers

Each alumnae association shall elect a President and such other officers as the majority thereof deem necessary. Each association shall submit its minutes after each regular meeting to the International Headquarters and an audit of its books once each year to the International Governing Board.

**ARTICLE VIII
INTERNATIONAL PHILANTHROPIES**

SECTION 1. International Philanthropies

Philanthropic organizations supported by the Sorority will be determined by Grand Chapter.

SECTION 2. The Delta Phi Epsilon Educational Foundation, Inc.

The predecessor to the modern day Foundation was established by the Grand Chapter at the Sorority's Golden Anniversary Convention in Detroit in 1966. Tax deductible, it is provided to invest its funds to earn income with which to grant scholarships to members in good standing or their children, as stated in the constitution and by-laws of that corporation, and to provide funds for the education of the members of Delta Phi Epsilon Sorority.

**ARTICLE IX
DISCIPLINE**

SECTION 1. Authority

The International Governing Board is empowered to initiate and complete disciplinary proceedings and impose punishment and/or sanctions against members, alumnae, and chapters, with respect to all charged violations of the following offenses. The International Governing Board may allow the chapter Standards Board to adjudicate on its behalf. The International Governing Board may hear appeals to decisions made at the chapter level.

SECTION 2. Offenses

a. Violation of Laws or Rules

It shall be an offense to violate the International Constitution or International By-Laws of the Sorority; rules, regulations, or legislation of the International Governing Board; by-laws of chapters, membership building corporations, parents' clubs, or alumnae associations; rules of the colleges or universities at which chapters are located; or the law of the land.

b. Violation of Oath or Duty

It shall be an offense to violate the oath of the Initiation, ritual any oath or duty of office in the Sorority, or any regularly constituted body thereof. All members are expected to meet and/or exceed the Expectations of Membership document as published from time to time by the International Governing Board. Failure to meet the expectations is considered a violation of the oath of membership.

c. Improper Conduct

It shall be an offense for a member or new member, a collegiate chapter, a parent club, or an alumnae association to conduct herself or itself in a manner that is unfraternal, unsororal, scandalous, or prejudicial to the good name or the best interests of the Sorority. All members who fail to abide by Sorority rules and policies will be subject to sanction, including but not limited to possible membership revocation.

d. Financial Delinquency

It shall be an offense for a member or new member, a collegiate chapter, a parent club, or an alumnae association to be delinquent in financial obligations to the Sorority, the collegiate chapter, or any recognized Sorority body or organization. Financial delinquency by an individual may result in loss of

privileges and/or membership revocation. Financial delinquency by a chapter may result in revocation of charter.

SECTION 3. Procedure as to a Local Chapter Standards Board Hearing

The local chapter Standards Board is empowered to, and shall in the first instance in each case, have the responsibility to initiate and complete disciplinary proceedings and impose punishment and/or sanctions with respect to all charged violations of the aforesaid offenses. In addition, the local chapter Standards Board may be used for positive recognition.

a. Standards Board Guidelines

All chapters shall follow the Standards Board Guidelines as adopted from time to time by the International Governing Board of Delta Phi Epsilon Sorority. These guidelines shall outline the process the chapter shall follow when conducting a hearing.

b. Appeal Process

All appeals must be filed within 10 days notice of the action taken by the Standards Board, the Chapter Management Administrative Coordinator, or the Director of Chapter Management. Appeals to a local Standards Board hearing shall be made by the complainant to the Chapter Management Administrative Coordinator and/or the Director of Chapter Management. The Chapter Management Administrative Coordinator and Director of Chapter Management shall entertain the appeal after receiving all written documentation from the chapter. In the event the Chapter Management Administrative Coordinator and the Director of Chapter Management deny the appeal, the complainant may take her appeal to the International Governing Board, within 10 days of receipt of the decision by the Chapter Management Administrative Coordinator and/or Director of Chapter Management. Appeals must be made in writing and submitted to the appropriate party within the time frame or they will not be heard. Requests for appeal will be responded to within 10 days of receipt of the request.

c. Sanctions and Recommendations

1. Sanctions at the local chapter level for violation of policies/procedures may include denial of privileges or attendance at social functions, financial payment plans, fines, academic achievement plans, mandatory attendance at selected events, removal from office, restitution for loss or damages, or other sanctions as may be appropriate. The local chapter does not have the authority to remove a member from the organization, but may make that recommendation to the International Governing Board.
2. Recommendations for recognition may include certificates of achievement, recognition at a campus or chapter event, donation in honoree's name to the Delta Phi Epsilon Educational Foundation, or other positive recognition as may be decided by the Standards Board.

SECTION 4. Procedure Preliminary to an International Hearing

The International Governing Board is empowered to initiate and complete disciplinary proceedings and impose punishment and/or sanctions with respect to all charged violations of the aforesaid offenses.

a. As to Collegiate and Alumna Members

Except that the International Governing Board is empowered to initiate and complete disciplinary proceedings in all violations of the aforesaid offenses, disciplinary action against a collegiate member or alumna based upon the complaint of another member or alumna of the same or another collegiate chapter or alumnae association shall be instituted by the filing of a written and signed complaint with the Chapter Advisor or Chapter Operations Specialist, who shall determine whether or not the charge shall be entertained in her sole discretion. If either the Chapter Advisor or Chapter Operations Specialist decides that a complaint shall be entertained, she shall fix a date for a hearing, which need not coincide with the chapter meeting. The Chapter Advisor or Chapter Operations Specialist shall give the accused a written notice, by signature mail, of the date, time, and place of hearing, the charges filed against her, and notification of possible sanctions with notice to include but not be limited to possible revocation of membership. A copy of the charges shall be sent to the First Vice President or Executive Director. An

alumna member appointed by the International Governing Board may conduct the hearing in place of the Chapter Advisor or Chapter Operations Specialist.

b. As to Collegiate Chapters, Alumnae Associations, and Membership Building Corporations

Disciplinary action against a collegiate chapter, membership building corporation, or alumna association, may be instituted by any member or officer of the Sorority, only by filing a written and signed complaint with the First Vice President or the Executive Director who shall present the complaint at the next meeting of the International Governing Board. The International Governing Board shall determine whether or not it will entertain the charges; if it decides to do so, it shall secure evidence by means of a Hearing Commission to be appointed by it, and shall fix a date on which and a place where it shall adjudicate the charges, and shall notify the accused collegiate chapter, membership building corporation, alumna association, or parents' club the charges and such date, time, and place of such hearing.

c. As to International Governing Board Officer

1. Disciplinary action against an international officer shall be instituted by the filing of a written and signed complaint with the First Vice President or Executive Director, who shall immediately advise the International President and/or First Vice President. These two (2) officers shall determine whether the charges shall be entertained; in the event of their disagreement, it shall be entertained; if it is determined that the charges be entertained, they shall thereupon fix a date and place for a hearing; such date shall allow the accused at least ten (10) days notice. Except if the International President or First Vice President is the accused, the Executive Director shall advise the other International Governing Board Officers, in place of the accused. The First Vice President or the Executive Director shall give the accused notice, by registered mail of the charges filed against her, the person(s) making same, the date and place of filing the charges, and the date, time, and place of hearing.
2. Where the International President and the First Vice President determine that the charges shall be entertained, they shall, pending the outcome of the hearing, relieve the accused officer of her duties.

d. Hearing Commission

Through its powers to initiate and complete disciplinary proceedings for any offense listed in this Article, the International Governing Board may authorize the International President to delegate the authority to hear and adjudicate the aforesaid charges to a Hearing Commission made up of no less than three (3) alumna members.

SECTION 5. International Hearing

a. Necessity

A hearing shall be required for the imposing of any disciplinary penalty, except such fines and penalties in the by-laws of the collegiate chapter.

b. Quorum

A quorum of the body before which any hearing of a disciplinary matter shall be held shall be required for a valid hearing. The quorum of a Hearing Commission shall be two-thirds (2/3) of its members.

c. Minutes

The proper officer of the body shall prepare a complete and accurate set of minutes of the hearing in which she shall embody, in summary, the testimony of each witness. A copy of such minutes shall be sent to the Administrative Officer and another copy to the Executive Director.

d. Evidence

The presentation of evidence by the accused shall be in a manner determined by the Hearing Commission who shall indicate the need for a specific testimony ten (10) days before the hearing date.

The presiding officer may, within her discretion, exclude the proffered evidence as irrelevant but, in any case in which she so excludes evidence, the sister may appeal this Evidentiary to the International Governing Board.

e. Final Vote

A vote of at least 2/3 of the members present of the body holding the hearing, providing there are at least enough to constitute a quorum shall be required to adjudge any sister guilty of an offense.

SECTION 6. International Sanctions/Punishment

The International Governing Board or its duly appointed judicial commission may, upon determining any member or new member guilty of an offense, impose such sanctions as are in its sole judgment just and proper under the circumstances, including but not limited to probation, suspension, monetary fines, limitation of privileges and rights, termination of membership status and/or charter in the case of a chapter under investigation, and disaffiliation from the Sorority.

SECTION 7. Appeal from the International Hearing Commission

To the International Governing Board

The accused shall have ten (10) days after notification of verdict to submit a notice of appeal in writing to the International Governing Board. The International Governing Board, at its next meeting, shall hear the appeal and may vacate or suspend the sentence, lessen the punishment, or confirm the sentence of the lower hearing body. The sentence of the lower hearing body shall be confirmed unless two-thirds (2/3) of the International Governing Board members present and voting uphold other action.

**ARTICLE X
AMENDMENTS**

These International By-Laws may be amended by the manner prescribed for amending the International Constitution.

Revisions approved by Grand Chapter vote May 2009