



Greek Life Reinstatement Policy

1. Introduction

The University of Maryland Eastern Shore (UMES) is dedicated to cultivating a secure, welcoming, and accountable campus atmosphere. As an integral aspect of this dedication, UMES acknowledges the positive contributions of Greek-letter organizations to the campus community. Nevertheless, in situations where Greek-letter organizations have faced suspension, it is crucial to ensure that the reinstatement process is comprehensive, transparent, and in accordance with the university's principles and expectations. The reinstatement process aims to recalibrate and harmonize the actions, attitudes, and conduct of the organization with UMES standards, thereby diminishing the likelihood of recurrence.

A fraternity or sorority that receives a sanction of suspension shall have the opportunity to seek reinstatement of that chapter to full recognition with all rights and responsibilities associated with such recognition. Petition consideration will be reviewed when six years have elapsed since the incident for all active students affiliated with the organization that resulted in the suspension, and upon fulfillment of all UMES and organizational requirements stipulated by the sanctions. Eligible chapters must petition the Vice President of Enrollment Management and Student Experience or designee for reinstatement following the terms of suspension. Reinstatement will be contingent upon the evaluation of written responses provided in the petition, with no provision for further appeals, and will be solely determined by the review committee.

Reinstatement Petitions must be submitted before the targeted return date and may take up to **three months** to review from the date submitted.

All approved reinstatements are for organizations to return at the beginning of a given Fall term **ONLY**.

Even where a chapter satisfies all requirements as outlined by the disciplinary sanctions, and submits the required Reinstatement Petition, the Vice President of Enrollment Management and Student Experience or designee retains the discretion to grant or deny the Petition.

2. Reinstatement Petition Contents

Greek-letter organizations seeking reinstatement at UMES must submit a formal, written petition to the Office of the Vice President of Enrollment Management and Student Experience. The Reinstatement Petition package should be transmitted via email to the Vice President of Enrollment Management and Student Experience or designee. The petition must include:

- A. A detailed report describing the reasons for the suspension.
- B. Provide documentation of actions taken, including a detailed explanation outlining the steps the organization has taken to address past issues and ensure that all violations have been resolved and are no longer part of the chapter's culture.
- C. Identify, in sequential implementation order, the corrective steps addressing the chapter's recruitment/intake effort (rush), new member education process, and the degree of adherence to national regulations and policies.
- D. Provide a detailed schedule that outlines the New Member Education plan after new members are initiated.
- E. State the name, responsibility, and contact information of the graduate chapter advisor, and the role alumni will play to ensure the chapter remains in good standing.
- F. State the name, responsibility, and contact information of the faculty or staff campus advisor who will work with the chapter on an academic/scholarship plan.
- G. All chapter advisors and faculty/staff advisors must participate in a mandatory certification training conducted by the university.
- H. Provide a projected Calendar of Events that includes interest meetings, national programs, leadership training, risk management training, community service, etc.
- I. A minimum of 100% of the members of the chapter must complete risk management and leadership training facilitated or organized by Greek Life staff by the end of the initiation semester. Topics covered will include hazing prevention, fostering a healthy chapter culture, and leadership development.
- J. If applicable, revise the chapter's by-laws and/or amend the chapter's constitution to ensure violations will not be repeated.

- K. Statement affirming an alcohol and anti-hazing policy for the chapter that is consistent with the University's policies and the Student Code of Conduct. OR Signed copy of UMES' Alcohol and Anti-hazing policy.
- L. Letter on official letterhead from the organization's national office detailing their status as a chapter and expressing support of chapter reinstatement.
- M. Proof of acquired insurance for incidentals that covers projected intake of reinstatement line and the remainder of the academic year.
- N. The Student Experience Office may establish additional requirements for recognition beyond the standard requirements for recognition, may establish policies and procedures to guide and define the working relationship, and may require approval of the fraternity or sorority constitution as a condition of recognition.

3. Review Committee

The Vice President of Enrollment Management and Student Experience will convene a review committee comprising representatives from Student Conduct and Community Standards, Campus Safety, AVP EMSE, and Conduct Hearing Board.

The reinstatement process is tailored to the unique violations of each organization. The organization's letter requesting reinstatement should explicitly outline the specific violations. Depending on these violations, the process is entirely customized to the organization's status.

Chapters seeking reinstatement will initially return under disciplinary probation, with designated checkpoints to progress toward regaining good standing. Conversely, newly chartered organizations will be established with clear guidelines to facilitate a smooth transition into becoming a fully recognized organization in good standing.

4. Evaluation Criteria

Initial review of the petition from the committee will be evaluated based on the following criteria:

- A. Acknowledgment of past issues and acceptance of responsibility.
- B. Concrete actions taken by the chapter to address past concerns, including educational programs, policy changes, and leadership training.
- C. Explanation of the chapter's recruitment, intake, and new member education plans.

- D. Calendar of Proposed Events including but not limited to the person responsible, location of proposed event, time, objective, and outcome.
- E. Action Plans that demonstrate alignment with UMES' standards of conduct and values.
- F. Details of how the graduate chapter will foster, promote, and support the undergraduate chapter in adhering to the plans outlined in the reinstatement petition.
- G. The extent to which all petition sections are addressed and required documents are submitted.

5. Conditional Reinstatement

Upon approval of the reinstatement petition, the chapter will be granted Conditional Reinstatement status and will serve a one-year probation period following new member intake. This will include specific action items and ongoing monitoring by the university.

During the semester following their reinstatement, the Greek-letter organization is permitted to conduct informational meetings, facilitate national programs, and participate in community service initiatives. At these informational meetings, the organization must disclose their probationary status, explain the circumstances that led to this status, and outline the steps they have taken to address the issues that resulted in their suspension. All events must be reviewed, registered, and approved by the Greek Life Coordinator and the Associate Vice President/Dean of Students.

Starting in the second semester after reinstatement, and when the university is conducting intake, the Greek-letter organization may apply through the formal Greek Life process to express interest in participating in intake. The organization must provide the University with a detailed membership intake schedule and specify which individuals from the Graduate Chapter will be present at **all** events (President, Chair of Intake, Projected Advisor, etc.).

Example	Fall 2024	Chapter is reinstated
	Spring 2025	Chapter can host meetings, facilitate national programs, etc.
	Fall 2025	Chapter can express interest in participating in the intake

During the probationary period, the Greek-letter organization must ensure completion of the following:

- A. Maintain a minimum chapter Grade Point Average of 2.70 or higher at all times.
- B. Submit semester progress reports to the Greek Life Coordinator detailing their efforts and achievements in implementing the New Member Education plan.
- C. Implement a year-to-year leadership transition plan that involves new and continuing members in the chapter's leadership structure.

- D. Each new member must complete a total of 25 hours of community service by the conclusion of their first full term (immediately following initiation) in that organization. These hours will be tracked by the Greek Life Coordinator and the Graduate Chapter Advisor.
- E. Promote and engage with UMES and the community by participating in and assisting with various events sponsored by the Office of Student Experience.
- F. Ensure compliance with Greek Life expectations.
- G. Advisors of the organization, both graduate chapter and on-campus, must attend regularly scheduled meetings with the Associate Vice President/Dean of Students.

6. Final Evaluation

At the conclusion of the probationary period, the review committee will conduct a final evaluation to determine if the Greek-letter organization sustained adherence to the action plan and met all the reinstatement criteria. If so, the organization will be granted full reinstatement with all privileges restored.

7. Full Reinstatement

If the organization demonstrates sustained adherence to the action plan and meets the reinstatement criteria, they will be granted full reinstatement with all privileges restored.

** UMES will continue to support Greek - organizations in their efforts for continuous improvement through ongoing collaboration, resources, and guidance. **

Approved: August 27, 2024

Reinstatement Checklist

Use this checklist to ensure that all required documents are submitted. Any missing documents will result in an incomplete Reinstatement Packet.

- A. Suspension Reasons
- B. Actions taken by the organization to address suspension reasons
- C. Actions taken by the organization to ensure that all violations and/or sanctions were addressed
- D. The sequential order of actions implemented to revise the recruitment and membership intake process
- E. The sequential order of actions implemented to revise the New Member Education process
- F. The sequential order of actions implemented to ensure that the organization will adhere to the regulations and policies required by the National Headquarters
- G. Detailed schedule that outlines the New Member Education plan after new members are initiated
- H. Contact information for the graduate chapter advisor (name, email, cell phone number, chapter position title)
- I. Specific duties the graduate chapter advisor will perform to ensure the chapter remains in good standing
- J. Contact information for the on-campus advisor (name, email, cell phone number, UMES position title)
- K. Specific duties the on-campus advisor will perform to ensure the chapter creates and implements an academic/scholarship program
- L. Calendar of Events that include interest meetings, national programs, leadership training, risk management training, and community service initiatives
- M. Chapter Constitution and Bylaws
- N. Signed copy of UMES' Alcohol and Anti-hazing policy
- O. Letter on official letterhead from the organization's national office detailing their status as a Chapter and expressed support of chapter reinstatement.
- P. Proof of insurance (e.g., insurance certificate) (If Applicable)