

To the chapters of the Interfraternity Council,

The Panhellenic and IFC communities have had a long history of relations on this campus. Over the past few years, and even before that, we have seen instances that have caused a strain on this relationship and have put the members of our community in unsafe situations. We have seen time and time again the ill-education of members of the IFC community and the mistreatment of survivors as it pertains to sexual assault and harassment. The Panhellenic community has determined that in order to ensure the health and well-being of our members, as well as to mend our strained relationship with IFC, we must take a step back. We believe that this time of virtual learning is a great opportunity for chapters to restructure and reevaluate their policies, educational programs, and reflect on their chapter/council values. **After much deliberation, Panhellenic has decided that it is in our best interest to enter a period of disaffiliation/separation from IFC chapters, as both of our communities take this time to grow and develop internally.** As a whole, Panhellenic may decide to re-affiliate gradually with IFC chapters on an individual basis, if we see significant work being done to educate their members and create a safe environment for Panhellenic women.

The purpose behind this decision is two-fold. One, it gives chapters the ability to prioritize their sexual assault awareness and education, with the intent of eventually re-affiliating with Panhellenic in the future. Two, it allows our communities to focus on what we were originally founded for and to re-establish a relationship between Panhellenic and IFC that is not based solely on the consumption of alcohol.

What does this separation look like:

1. We do not do events with IFC and gradually work our way to reaffiliation
 - a. This will be done on an individual IFC chapter basis, and be decided by the Panhellenic community as a whole
 - b. Chapters can move back and forth between levels
 - c. There will be a quarter by quarter reassessment once we are back in person
2. Similar to how California has a tiered system for COVID, we would adopt a system for re-affiliation as a Panhellenic community.
 - a. **Complete separation**
 - i. No exchanges, formals, joint philanthropies, invitations to our philanthropies (on a chapter scale and Panhellenic events)
 - b. **Participating in philanthropies**
 - i. Chapters can move to this level during our virtual learning period
 - ii. This would be a Panhellenic wide decision to do this, one chapter could not just agree to have philanthropies with fraternities if there is not an agreement amongst the rest of the Panhellenic chapters.
 - c. **Conditional quarter**
 - i. Chapters can get to this point only after we are back in-person
 - ii. This would be a trial quarter so that chapters have an opportunity to show what they have changed and/or enacted

1. This is not just about alcohol events, these situations are happening all the time
- iii. No alcohol (i.e sober socials, joint brotherhood/sisterhood events)
- d. **Return to normalcy**
 - i. Full privileges for participating in philanthropies, exchanges (informal and formal), soliciting participation for big little surprises, formals, etc.

We acknowledge that Panhellenic as a community also has work to do in garnering a safer and more supportive environment. Below is a list of action items that we have already done or are planning to implement in the future in order to do so.

Action Items for the Panhellenic Community:

1. Panhellenic Mandated Executive Training for all Executive Boards
2. No lower than 90% attendance at SFL Sexual Assault Programming
 - a. This means paying attention and being respectful
3. Having CARE come educate our chapters on
 - a. Reaching out for support
 - b. What consent is and that women can also be offenders
 - c. How to support survivors
4. Panhellenic Executive board will have a position that is in direct contact with CARE
 - a. Each chapter will hopefully have a designated position in charge of educating the chapter, setting up meetings with CARE, and ensuring that if there was an allegation against someone it would be taken seriously
5. Prioritizing safety at all events i.e. having sober monitors at events with alcohol

In addition, we have listed potential action items that we would like to see from IFC chapters moving forward. This list is in no way exhaustive and we encourage chapters to also find their own ways to educate their members and have conversations surrounding sexual assault awareness.

Potential Action Items for IFC Chapters:

1. All steps taken in regard to Sexual Assault training and education should be reported to the IFC council
 - a. The IFC President will be sharing that progress with the Panhellenic President
2. Each chapter should have a designated position in charge of educating the chapter, setting up meetings with CARE, and ensuring that if there was an allegation against someone it would be taken seriously
3. Each chapter should have their own anonymous feedback survey in their bio and an advisor should have access to those responses
4. No lower than 90% attendance at SFL Sexual Assault Programming
 - a. This means paying attention and being respectful
5. IFC chapters should reach out to CARE about educational programming aside from the yearly SFL programming
 - a. How to support survivors and the different resources on campus

- b. How to handle confidentiality
- 6. IFC chapters should reach out to their Nationals and get their advisors involved in getting relevant education surrounding this topic
 - a. Make sure that chapters are willing to go to the school and their Nationals if/when needed
 - b. Get adequate training for those advisors/nationals involved
- 7. Chapter Exec officers should go through a training from CARE about about the process of reporting and how to handle a report when it comes in
 - a. This could be done from an IFC council perspective
 - b. Having programming that is geared specifically towards men
- 8. Review relevant bylaws and policies to ensure that there are risk management plans in place that make women feel safe and plans for how to follow through if a report is filed
 - a. How are these topics addressed in New Member Education?
 - i. What are the expectations that are being placed on New Members?
 - ii. If there are previous incidents, how are new members being notified of it?
 - b. What are the standards that are being used when recruiting new members?
 - i. For there to be a culture change, it starts with the individual members in your chapter and how the pledge process is handled
 - c. There needs to be a risk management plan that is followed and makes chapter events a safe place to be
 - i. Is there accountability when someone breaks those policies?
 - ii. Is there going to be consequences when a member is victim-blaming or harassing a survivor?
 - iii. We need chapters to also educate about harassment, in addition to rape culture and when to pick up signs

Our hope is that the IFC community will utilize this occasion to really take a look into their chapters internally and create a plan for how to proceed. Our goal is to come out of this experience having cultivated a safer community for both our women and men, and discover a new-found appreciation for the relationship between our communities.

Respectfully,

Alpha Chi Omega
 Alpha Delta Pi
 Alpha Phi
 Chi Omega
 Delta Delta Delta
 Delta Gamma
 Kappa Alpha Theta
 Kappa Kappa Gamma
 Pi Beta Phi
 Sigma Alpha Epsilon Pi
 Davis Collegiate Panhellenic Association

