

# Alpha Pi Phi Beta Chapter Sisterhood Code of Conduct

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## Introduction

Alpha Pi Phi Sorority is committed to creating and maintaining a welcoming environment which fosters mutual respect, integrity and professional conduct. In regards to this commitment, Alpha Pi Phi Beta Chapter has established this policy for all sisters relating to the issue of any behaviours that do not uphold our pillar of sisterhood. Alpha Pi Phi Beta Chapter Active sisters will not tolerate bullying or harassment within the organization and will make every reasonable effort to prevent and eliminate conduct which falls within the scope of this policy.

## Application and Scope

All Alpha Pi Phi Beta Chapter sisters are covered by this policy. This policy applies to all activities that take place within the organization. This includes, but is not limited to, chapter meetings, social events, philanthropy events, study sessions, community gatherings, social media and interpersonal communications.

## Sisters' Rights, Roles, and Responsibilities

- Conducting oneself in a manner which demonstrates professional conduct, mutual respect for others, and which honors diversity in Alpha Pi Phi
- Not engaging in non-sisterhood actions
- The ability to hold a private meeting with Risk Management and/or Vice President
- Participating fully and respectfully in any resolution or investigation process where they have been identified as having potentially relevant information
- To be informed of any changes or progressions if involved in the situation being discussed
- Reporting any non-sisterhood behaviours which they experience or observe in the organization to Risk Management, Vice President, and/or a member of the executive council
- To request to remain anonymous during any resolution or investigation process, with only Risk Management, Vice President and/or a member of the executive council knowing the identity of the sister
- Respecting the rights to personal dignity and confidentiality pertaining to this policy

## Executive Council Members' Roles and Responsibilities

- Has an obligation to prevent non-sisterhood behaviours and to take immediate action once it has been identified
- Allegations of non-sisterhood behaviours must be dealt with sensitively
- To respectfully understand if a sister requests anonymity
- To remain unbiased and supportive

## Procedure

If an Alpha Pi Phi Beta Chapter Active sister feels as though an action they have experience violates this code of conduct, they are to email Risk Management and CC Vice President. This email should include the entirety of the situation with all details involved. The sister bringing forth their experience may choose one of the following solutions:

- Request a mediation
- Request a meeting with Risk Management and/or Vice President for support or to discuss other alternatives
- Request a meeting with a member of the Executive Council

If a sister requests a judicial board hearing for an issue pertaining to this policy, the Risk Management chair and/or Vice President may suggest another option above if they feel it to be beneficial. It is important to recognize all parties involved, and allow the opportunity for all to state their case in a safe and non-judgmental environment as a judicial board may cause discomfort for the sister in question.

If the sister whom experienced the non-sisterhood behavior is not comfortable with a mediation, they may request for continued support from Risk Management, Vice President and/or the Executive Council. This support includes, but is not limited to:

- Community resources
- Check-ins

If a sister is uncomfortable with sharing their experience with the current Risk Management or Vice President, they are to converse with another member of the executive council. If this situation is needed to be discussed during an executive council meeting, the sisters present in the situation are to remain anonymous regardless.

