

**CONSTITUTION OF THE  
GAMMA CHAPTER OF  
KAPPA OMEGA ALPHA**

## **Preamble**

The purpose of this Fraternity shall be to acknowledge students in pursuit of their interests in the field of public policy on both a social and professional scale; to uphold the strength of fraternalism; to strengthen the ideals of Kappa Omega Alpha Co-ed Fraternity; to participate actively in the community and campus; and to ensure that each member develops into leaders within their field of policy interest.

## **Table of Contents**

Article I: Affiliations  
Article II: Membership  
Article III: Executive Board  
Article IV: Elections  
Article V: Committees  
Article VI: Compliance  
Article VII: Amendments  
Article VIII: Ratification

## **Non-Discrimination Clause**

Kappa Omega Alpha does not restrict membership or discriminate on the basis of race, color, creed, sex, gender identity or expression, sexual orientation, marital status, age, national origin, political affiliation, physical or mental disability, religion, protected veteran status, genetic information, personal appearance, or on the basis of rights secured by the First Amendment of the United States Constitution. (For definitions of “personal appearance” and “sexual orientation,” see the University of Maryland Non-Discrimination Policy and Procedures.)

## **We Abide by University Policies**

Kappa Omega Alpha understands and is committed to fulfilling its responsibilities of abiding by the policies of the University of Maryland, College Park.

## **Article I: Affiliations**

1.1 The Gamma chapter of Kappa Omega Alpha will maintain affiliation with the National chapter of Kappa Omega Alpha.

## **Article II: Membership**

2.1. Definitions

- 2.1.1. We, the people of Kappa Omega Alpha, establish this fraternity in order to create a professional public policy environment unique to the University of Maryland. Kappa Omega Alpha will henceforth be referred to as “the fraternity.”
- 2.1.2. The fraternity is founded on four pillars: networking, enthusiasm, service, and

transformation, which represent “NEST.” In conjunction with the four pillars, the fraternity is also founded upon three values: respect, integrity, and grit, which represent “RIG.”

- 2.1.3. The fraternity also recognizes the pillars of KOA National: knowledge, opportunity, and advocacy, which represent “KOA.”
- 2.1.4. Risk is defined as conduct unbecoming of this professional fraternity. If a member is deemed to have breached the Constitution or the fraternity’s Code of Conduct, the member of the fraternity will be sent to the Ethics Committee.

## 2.2. Recruitment

- 2.2.1. The Director of Recruitment must canvas, table, and post flyers across campus to garner interest before rush begins.
- 2.2.2. Once rush begins, the Director of Recruitment must host at least three recruiting events to reach out to potential members.
- 2.2.3. The Director of Recruitment will establish minimum attendance requirements for these events. These standards will be communicated to the rest of the Executive Board and potential recruits.
- 2.2.4. The Director of Recruitment will use listservs to send out recruitment material, expand social media presence, and make a recruitment video.
- 2.2.5. The Director of Recruitment will create a tabling spreadsheet where members can sign up and give out KOA promotional materials to potential new members.

## 2.3. Bid Process

- 2.3.1. The bid process will be conducted by the members of the Executive Board and the members of the Recruitment and Expansion Committee.
- 2.3.2. The extension of bids for membership to the fraternity will be determined based on the following criteria: attendance, resume of the potential member, and personal characteristics as they relate to the fraternity’s four pillars and three values.
- 2.3.3. After the process detailed above, the fraternity will participate in deliberation. The deliberation process will be conducted as described below:
  - 2.3.3.1 Following the conclusion of the final rush event, the President shall cover the rules and layout of Deliberation.
  - 2.3.3.2 The Director of Recruitment shall send out the form that will be used throughout the night, consisting of each potential new member’s (PNM) name, picture, a scale of rating, and an optional written response. Ensuing Executive Boards may modify the form contents and format. The Chapter will take 5-10 minutes of silence to reflect and write about their personal experiences with PNMs. This can be within the running form or another medium, per each individual’s preference. The form will not be submitted until the conclusion of deliberations.
  - 2.3.3.3 Based on the number of PNMs and the allotted size of each pledge class, the President or Director of Recruitment will announce how many cuts will be made by the end of Deliberation.
    - 2.3.3.3.1 This number must be reflected in the number of PNMs cut after

Deliberation, based on their score from the chapter. The Executive Board has final determination on any cuts made after Deliberation.

2.3.3.4 After this allotted time, the Director of Diversity, Equity, and Inclusion will read the Bias Statement to the Chapter, and the Chapter-wide forum will commence:

2.3.3.4.1. Each qualified PNM will be brought to discussion, and each contributing member will have no more than 30 seconds to add to each discussion. The President and Director of Recruitment will moderate the discussion. Only input of significance should be shared with the general forum, free of character attacks, weightless comments, or unnecessary repetition.

2.3.3.4.2. Each member who speaks must also write their specific points within their form.

2.3.3.4.3. All members should update their preferences continuously throughout the forum based on the input shared. All form entries shall be considered by the Executive Board, regardless of oral commentary.

2.3.3.4.4. Further, an anonymous commentary form shall be available during the forum for comments that members do not wish to be attached to their name. The anonymous form will be moderated by members of the Ethics Committee and/or the Vice President.

2.3.3.5 Information shared at Deliberation, no matter the connotation, shall not be shared outside of the forum.

2.3.3.6 After deliberating on all PNMs, all members must submit their forms to be counted for attendance. The Executive Board will remain in the room after so that individual members may share any additional information.

2.3.3.7 The Executive Board will host interviews after rush and deliberation have concluded. The process should be followed in this order; however, the exact timeline is up to the discretion of the President and Director of Recruitment. When the Executive Board makes final decisions about the finalized pledge class, they shall consider the thoughts, opinions, and information shared by the Chapter as a whole. Ultimately, the Executive Board makes the final decisions.

2.3.4. After the process detailed above, the Executive Board will determine who will be extended an interview and then notify them. The Executive Board must also set a date for the interviews. If a potential new member is unavailable that day, they may do an online interview or reschedule for a convenient date.

2.3.5. Following interviews for potential new members, the Executive Board again evaluates potential new members on the criteria listed above and their performance during the interview.

2.3.6. The Executive Board will then decide which potential new members will be offered a bid. This decision will be made by consensus or by majority vote if consensus cannot be reached. The Executive Board will then extend bids to the selected potential new members.

- 2.3.7. Potential new members who receive a bid may do one of the following:
- 2.3.7.1. Accept their bid. They will enter the pledging process.
  - 2.3.7.2. Reject their bid. They will still have the option to rush again next semester.
  - 2.3.7.3. Some potential new members may be given the option to defer their bid by the Director of Recruitment. In this case, they will be able to join the pledging process the following semester automatically. Deferring is only an option once.

## 2.4. Pledge Process

- 2.4.1. The duration of the pledge process, number of meetings, and content of meetings will be determined by the Director of Pledge Education.
- 2.4.2. Pledges must learn the pillars and values of the fraternity. They will also be educated on the fraternity's ethics policies, history, and communication standards.
- 2.4.3. Excused absences for pledge meetings are given at the discretion of the Director of Pledge Education.
- 2.4.4. Pledges are welcome at other fraternity events at the discretion of the Executive Board, but are not required to attend.
- 2.4.5. The pledge class may vote on one or multiple people to represent them, with pledge leadership positions determined by the Director of Pledge Education and the Pledge Education Committee.
- 2.4.6. At the end of the pledge process, the Pledge Education Committee will review the status of pledges and determine if they have met the requirements to become initiated. While reviewing pledges, the committee may consider the pledge requirements in conjunction with the pillars and values outlined in Section 2.1.2. and 2.1.3. The Director of Pledge Education may request that the Executive Board provide input at this stage.
- 2.4.7. Pledges that have violated the fraternity's pillars or values or failed to satisfy pledge requirements will not be eligible for initiation.
- 2.4.8. If a pledge withdraws during the pledge process, they may be offered a deferral option by the Executive Board and Pledge Education Committee.
- 2.4.9. The initiation ceremony will be planned and executed by the Executive Board and Pledge Education Committee. It will follow a secret tradition handed down from past Executive Boards. Pledges who are initiated become members of the fraternity.

## 2.5. Points and Membership Status

- 2.5.1. Members of the fraternity are expected to meet point requirements each semester. The Executive Board will determine point categories and the number of points required for active membership each semester, as stated in Article IV of the fraternity's Bylaws. Point requirements will be announced at the first chapter meeting of each semester.
- 2.5.2. The Executive Board will determine what events qualify for each point category and when all point submissions are due. These standards will be clearly

communicated to members.

- 2.5.3. The Executive Board will determine point requirements for admittance to certain events.
- 2.5.4. There are four membership statuses:
  - 2.5.4.1. Active status. This member pays full dues and meets all point requirements.
    - 2.5.4.1.1. To get honor cords for graduation, a member must be active in the semester of graduation.
  - 2.5.4.2. Associate status. This member pays full dues but fails to meet all point requirements.
    - 2.5.4.2.1. A member can declare associate status at any time during a semester.
  - 2.5.4.3. Inactive status. This member does not pay dues or meet point requirements. They are not invited to fraternity events. To be inactive, a member must notify the Secretary and Treasurer of their intent before the dues deadline or by the process described in 2.5.5.
  - 2.5.4.4. Probationary status. This status is assigned to a member by the Ethics Committee or by the process described in 2.5.7. A member with this status is under review by the Ethics Committee. Their admittance to fraternity events may be restricted as determined by the Ethics Committee. Additional information may be found in 5.2.
- 2.5.5. Until the deadline to submit points, all non-probationary members who have paid dues are considered active, unless they have already declared associate status.
- 2.5.6. A member who pays dues intending to be active or associate has four weeks from the dues deadline to change their membership status to inactive. They must notify the Secretary and Treasurer of their intent and will receive a refund equaling 50% of their paid dues.
- 2.5.7. If a member finishes two consecutive semesters with either an associate or inactive membership status, they will be assigned probationary member status at the beginning of the next semester.
- 2.5.8. Newly initiated members are not expected to complete point requirements in the semester they are inducted. They are considered active for the rest of that semester.
- 2.5.9. A member may disaffiliate from the fraternity at any time. They must send a written statement to the Secretary and Treasurer of their intent to disaffiliate.

## 2.6. Undergraduate Status

- 2.6.1. Membership in the fraternity shall be open to undergraduate students. Graduate students may retain or renew membership only if they were initiated as undergraduates in the fraternity.
- 2.6.2. Graduate students who were initiated as undergraduates and graduate in good standing as active members retain alumni membership. However, they may also maintain active membership as a graduate student in the fraternity.

### **Article III: Executive Board**

#### 3.1. Executive Board Responsibilities

- 3.1.1. The Executive Board positions are President, Vice President, Secretary, Treasurer, Director of Professional Development, Director of Philanthropy and Service, Director of Recruitment, Director of Pledge Education, Director of Member Interaction, Director of Diversity, Equity, and Inclusion, Director of Fundraising, and National Liaison. Each member is elected and must work together to advise the fraternity in its operations.
- 3.1.2. All members of the Executive Board will be elected according to Article IV.
- 3.1.3. A faculty member of the University of Maryland will be selected to serve as the fraternity's advisor. The advisor will assist the Executive Board with the general functions of the fraternity.
- 3.1.4. Executive Board members are expected to serve as model members for the rest of the chapter. As such, they will complete all point requirements and achieve active membership status for each semester they serve on the board.
- 3.1.5. All board members will have the following responsibilities to ensure the fraternity works at full capacity:
  - 3.1.5.1. Bid review. All Executive Board members will conduct interviews for potential members. The Executive Board will also decide who will be offered a bid.
  - 3.1.5.2. Assist the Director of Pledge Education with reviewing pledges and initiation eligibility.
  - 3.1.5.3. Execute initiation traditions.
  - 3.1.5.4. Assist the Ethics Committee with its duties.
  - 3.1.5.5. Establish committees and appoint members to committees.
  - 3.1.5.6. Attend Executive Board meetings. The President has the sole authority to grant or deny requests for absence.
  - 3.1.5.7. Ensure the fraternity follows its pillars, values, and preamble of this Constitution.
  - 3.1.5.8. The Executive Board reserves the right to make any additional decisions needed for fraternity functions. Any further decisions can be made by a simple majority vote of the Executive Board and are subject to review by the advisor.

#### 3.2. Individual Executive Duties

- 3.2.1. The President has the following responsibilities:
  - 3.2.1.1. Act as the chief officer of the fraternity and all rituals.
  - 3.2.1.2. Serve as the official spokesperson for the fraternity.
  - 3.2.1.3. Schedule, lead, and set the agenda for Executive Board and chapter meetings.
  - 3.2.1.4. Oversee all committees and director positions.
  - 3.2.1.5. Assist the Elections Chair with conducting elections as necessary.
  - 3.2.1.6. Conduct Executive Board evaluations.

- 3.2.1.7. Chair the Ethics Committee.
- 3.2.1.8. Perform other duties as needed for the fraternity.
- 3.2.2. The Vice President has the following responsibilities:
  - 3.2.2.1. Execute all duties of the President if the President is unable to do so.
  - 3.2.2.2. Act as temporary President if the President cannot fulfill their duties due to resignation, impeachment, removal, ill health, or death until new elections can be held per Article IV.
  - 3.2.2.3. Oversee the fraternity's social media accounts and online outreach.
  - 3.2.2.4. Work with the Alumni Relations Chair and Office of the Historian to manage alumni communications and maintain all alumni records.
  - 3.2.2.5. Update and maintain the fraternity website.
  - 3.2.2.6. Work with the Office of the Historian to ensure all applicable events are recorded or photographed and document a written history of the fraternity.
  - 3.2.2.7. Chair the Branding and Communication Committee.
  - 3.2.2.8. Perform other duties as needed for the fraternity.
- 3.2.3. The Secretary has the following responsibilities:
  - 3.2.3.1. Record all minutes at meetings of the fraternity.
  - 3.2.3.2. Maintain the Constitution and enter amendments into the record.
  - 3.2.3.3. Manage the point system and membership statuses.
  - 3.2.3.4. Report disaffiliations and resignations to the Executive Board.
  - 3.2.3.5. Reserve rooms for meetings and other fraternity events.
  - 3.2.3.6. Record and manage points and members' point status.
  - 3.2.3.7. Communicate any point-related issues with members and the Executive Board.
  - 3.2.3.8. Maintain the fraternity calendar.
  - 3.2.3.9. Perform other duties as needed for the fraternity.
- 3.2.4. The Treasurer has the following responsibilities:
  - 3.2.4.1. Manage all funds of the fraternity.
  - 3.2.4.2. Record all financial transactions.
  - 3.2.4.3. Propose semesterly budgets.
  - 3.2.4.4. Distribute funds for necessary events.
  - 3.2.4.5. Accept fiduciary responsibility to the fraternity and its members.
  - 3.2.4.6. Collect dues from members and pledges.
  - 3.2.4.7. Reimburse all members, pledges, and other people for fraternity expenses in a timely manner as applicable.
  - 3.2.4.8. Manage the fraternity's TerpLink page and requirements to maintain the fraternity's status as a student organization.
  - 3.2.4.9. Perform other duties as needed for the fraternity.
- 3.2.5. The Director of Professional Development has the following responsibilities:
  - 3.2.5.1. Organize and execute professional events for members of the fraternity.
  - 3.2.5.2. Maintain and initiate good relationships with professional contacts of the fraternity.
  - 3.2.5.3. Maintain any professional development contracts of the fraternity.
  - 3.2.5.4. Offer professional development resources and services to members.

- 3.2.5.6. Chair the Professional Development Committee.
- 3.2.5.7. Perform other duties as needed for the fraternity.
- 3.2.6. The Director of Philanthropy and Service has the following responsibilities:
  - 3.2.6.1. Manage the fraternity's philanthropic efforts.
  - 3.2.6.2. Fundraise for philanthropic efforts.
  - 3.2.6.3. Organize and execute service events.
  - 3.2.6.4. Chair the Philanthropy and Service Committee.
  - 3.2.6.5. Perform other duties as needed for the fraternity.
- 3.2.7. The Director of Recruitment has the following responsibilities:
  - 3.2.7.1. Organize and execute recruitment events.
  - 3.2.7.2. Coordinate visibility efforts to increase recruitment.
  - 3.2.7.3. Chair the Recruitment and Expansion committee.
  - 3.2.7.4. Perform other duties as needed for the fraternity.
- 3.2.8. The Director of Pledge Education has the following responsibilities:
  - 3.2.8.1. Manage the pledge process and execute all relevant events.
  - 3.2.8.2. Develop content for pledge meetings.
  - 3.2.8.3. Oversee the election of pledges to pledge class leadership positions.
  - 3.2.8.4. Record pledge attendance.
  - 3.2.8.5. Coordinate the big-little program.
  - 3.2.8.6. Coordinate pledge-specific ceremonies, including bid night and initiation.
  - 3.2.8.7. Review the status of pledges and help determine eligibility for initiation.
  - 3.2.8.8. Chair the Pledge Education Committee.
  - 3.2.8.9. Perform other duties as needed for the fraternity.
- 3.2.9. The Director of Member Interaction has the following responsibilities:
  - 3.2.9.1. Develop the social network of the fraternity.
  - 3.2.9.2. Create opportunities for members to interact with other members, pledges, and potential recruits.
  - 3.2.9.3. Organize and execute social events.
  - 3.2.9.4. Help organize and execute special ceremonies as applicable.
  - 3.2.9.5. Help plan and execute activities for pledge and chapter meetings as applicable.
  - 3.2.9.6. Chair the Member Interaction Committee.
  - 3.2.9.7. Perform other duties as needed for the fraternity.
- 3.2.10. The Director of Diversity, Equity, and Inclusion has the following responsibilities:
  - 3.2.10.1. Manage the fraternity's diversity, equity, and inclusion efforts.
  - 3.2.10.2. Organize and execute diversity, equity, and inclusion events.
  - 3.2.10.3. Monitor the status of diversity, equity, and inclusion within the chapter.
  - 3.2.10.4. Promote diversity, equity, and inclusion during all fraternity activities as applicable, including recruitment, the pledge process, and elections.
  - 3.2.10.5. Chair the Diversity, Equity, and Inclusion Committee.
  - 3.2.10.6. Perform other duties as needed for the fraternity.
- 3.2.11. The Director of Fundraising has the following responsibilities:
  - 3.2.11.1. Facilitate fundraising goals and organize successful fundraising events.
  - 3.2.11.2. Oversee and coordinate fundraising strategies within the chapter.

- 3.2.11.3. Report all revenue generated at fundraising events to the Treasurer.
- 3.2.11.4. Identify potential donors.
- 3.2.11.5. Chair the Fundraising Committee.
- 3.2.11.6. Perform other duties as needed for the fraternity.
- 3.2.12. The National Liaison has the following responsibilities:
  - 3.2.12.1. Attend all KOA National meetings.
  - 3.2.12.2. Advocate for the interests of the fraternity at KOA National meetings.
  - 3.2.12.3. Disseminate information from KOA National to the fraternity's Executive Board and members.
  - 3.2.12.4. Perform other duties as needed for the fraternity.

### 3.3. Impeachment, Succession, and Vacancies

- 3.3.1. Impeachment claims will be based on an Executive Board member's failure to complete their assigned responsibilities or abide by the Code of Conduct.
- 3.3.2. Impeachment claims must be sent to the Ethics Committee for review. Additional information may be found in 4.2.
- 3.3.3. If the President resigns, is impeached, or is otherwise unable to fulfill their role, other Executive Board members will vacate their role and assume the role of President according to the following order of succession: Vice President, Secretary, Treasurer, Director of Professional Development, Director of Philanthropy and Service, Director of Recruitment, Director of Pledge Education, Director of Member Interaction, Director of Diversity, Equity, and Inclusion, Director of Fundraising, and National Liaison.
- 3.3.4. If any other Executive Board member resigns, is impeached, assumes the role of President, or is otherwise unable to fulfill their role, their seat will be considered vacant.
- 3.3.5. Vacant seats on the Executive Board will be filled according to the following procedure:
  - 3.3.5.1. The President will collect applications for the vacant position.
  - 3.3.5.2. The President will present a candidate to the Executive Board for a majority vote of approval. The President will continue to present candidates until one is approved.
  - 3.3.5.3. Any filled vacancy is subject to review by the advisor.
  - 3.3.5.4. Any non-probationary member of the fraternity is eligible to apply.
  - 3.3.5.5. Vacancies will be filled in a timely manner.

## **Article IV: Elections**

### 4.1. Elections Chair

- 4.1.1. Executive Board elections will be managed by a member of the Executive Board who is planning to graduate or disaffiliate following the current semester. If there are no Executive Board members who satisfy that condition, a non-candidate member from the Ethics Committee will be selected to manage elections. If no Executive Board or Ethics Committee members satisfy these conditions, the

advisor will manage elections. The person managing elections will be known as the Elections Chair.

4.1.2. The Elections Chair has the following responsibilities:

4.1.2.1. Develop the candidacy form and set due dates.

4.1.2.2. Prepare ballots for the election.

4.1.2.3. Chair the portion of the meeting in which voting takes place.

4.1.2.4. Determine any additional rules for elections as deemed necessary and approved by the advisor.

#### 4.2. Procedure

3.2.1. Executive Board elections will be completed in the order of succession of the Executive Board positions.

3.2.2. Any non-probationary member of the fraternity is eligible to declare candidacy.

3.2.3. Candidates must declare their intent to run by completing the candidacy form at least one week before elections.

3.2.4. Candidates must be planning and eligible to return to the University of Maryland for the entire succeeding academic year.

3.2.4.1. If a candidate knows they will not be on campus for the entire succeeding academic year (ie, study abroad), they must inform the members during their speech.

3.2.5. Elections will be conducted as follows:

3.2.6.1. The Elections Chair will decide the allotted speaking time for each candidate based on the time allowance and shall be set before the commencement of the elections.

3.2.6.2. After the candidate has finished speaking, there will be time for questions to be asked by any member of the chapter.

3.2.6.3. After all candidates for each Executive Board position have spoken, members will deliberate about all candidates for a position. The candidates will not be privy to these deliberations.

3.2.6.4. All active members of the chapter will vote via a secret ballot.

3.2.6.5. If there is one candidate for a position, members will choose between that candidate and a no-confidence option. If the candidate receives a majority of votes cast, they are elected. If there is a tie with the no-confidence option, a re-vote will occur.

3.2.6.6. If there are two candidates for a position, members will choose between those two candidates and a no-confidence option. If no candidate receives a majority of votes on the first ballot, there will be a re-vote. If no candidate receives a majority of votes on the re-vote, a second re-vote will be taken, but the standard of winning moves from majority approval to plurality approval. If a tie occurs at this point, a re-vote will be taken with the plurality approval standard.

3.2.6.7. If there are three or more candidates for a position, members will engage in a rank-choice voting system, with an option of "no confidence" to opt out. If a single candidate is ranked as the majority of members' first

preference (at least 50%), they are elected. If no candidate receives the majority of top preference votes, the candidate with the fewest top preference votes will be dropped from the election. That candidate's first votes will be distributed to the other candidates based on the voters' second choice. This process will repeat until a single candidate has gained majority support and is elected. This procedure shall be enacted immediately upon passage.

3.2.6.8. If a position cannot be filled for any reason during the designated election time, the Executive Board may decide to delay the election for that position until a candidate is found or appoint the position before the start of the next semester.

3.2.6.9. Candidates may not vote on the position for which they are running.

3.2.6.10. The Elections Chair and a non-candidate member from the Ethics Committee will be granted permission to help count votes.

## **Article V: Committees**

### **5.1. Establishment**

5.1.1. The Executive Board will establish committees on a semesterly basis by a simple majority vote and also determine the following:

5.1.1.1. Purpose and responsibilities for the committee.

5.1.1.2. Leadership for the committee. If an Executive Board member is not appointed to serve as chair, then the Executive Board will appoint a member as chair.

5.1.1.3. Membership for the committee.

5.1.1.4. Length of time the committee will remain active.

5.1.2. Committee functions are internal and are the responsibility of the committee chair.

5.1.3. If a committee is failing to meet its purposes and responsibilities, it will be subject to review by the Executive Board.

### **5.2. Ethics Committee**

5.2.1. The fraternity will have a permanent standing Committee on Ethics to evaluate ethical disputes regarding members of the fraternity. The Ethics Committee may not be dissolved.

5.2.2. The President will serve as chair of the Ethics Committee, and the committee will be composed of exactly four additional members not on the Executive Board. If the President is the subject of an investigation, the committee will be chaired by the next eligible Executive Board member in the line of succession for that investigation.

5.2.2.1. The Director of Diversity, Equity, and Inclusion will serve in a non-voting, advisory role on the Ethics Committee.

5.2.3. This Constitution and the Code of Conduct will guide the decisions of the Ethics Committee.

5.2.4. The Ethics Committee will take cases according to the following procedure:

- 5.2.4.1. Ethics violations, constitutional violations, and impeachment claims must be reported through email.
- 5.2.4.2. All potential new members, pledges, and members can send a report.
- 5.2.4.3. Executive Board members are expected to direct discovered potential ethics abuses to the committee.
- 5.2.4.4. The committee will review cases of probationary membership as assigned by 2.5.6.
- 5.2.5. Upon receiving a claim, the committee will determine whether it will review a case.
- 5.2.6. If a case is reviewed, resolutions and sanctions will be determined on a case-by-case basis.
  - 5.2.6.1. Decisions must be made by a  $\frac{2}{3}$  vote of the committee.
  - 5.2.6.2. The Ethics Committee may assign a membership status as a resolution or temporary sanction. Members assigned probationary status in this way or by 2.5.6 will continue to have their case reviewed until an alternative resolution or sanction is determined.
  - 5.2.6.3. If the Ethics Committee recommends expulsion or impeachment as a sanction, that decision must be presented at the next chapter meeting. That action must be approved by a  $\frac{2}{3}$  vote of active members present at that chapter meeting.
  - 5.2.6.4. The Ethics Committee may make other resolutions or sanctions as deemed appropriate by the committee. These decisions are subject to review by the advisor.
- 5.2.7. Extreme issues outside of the jurisdiction of the fraternity will be reported to the proper authorities, such as the University of Maryland or law enforcement.
- 5.2.8. All incidents and decisions will be relayed to the advisor and to the national headquarters or governing body of Kappa Omega Alpha.

## **Article VI: Compliance**

### 6.1. Non-Discrimination

- 6.1.1. No membership or lack thereof into this fraternity will be based on “race, color, sex, gender identity or expression, sexual orientation, marital status, age, national origin, political affiliation, physical or mental disability, religion, protected veteran status, genetic information, personal appearance, or any other legally protected class,” per University of Maryland policy.

### 6.2. Anti-Hazing

- 6.2.1. No member may directly or indirectly haze another member of this Fraternity or person in general with or without their consent. Hazing includes but is not limited to “any initiation or behavior that involves humiliation, harassment, or abuse,” per University of Maryland policy.

### 6.3. Abide by University Policies

5.3.1. Kappa Omega Alpha understands and is committed to fulfilling its responsibilities of abiding by the University of Maryland policies.

### **Article VII: Amendments**

#### 6.1. Proposal and Voting Procedures

- 6.1.1. Any member may propose an amendment to this Constitution during a chapter meeting.
- 6.1.2. All members present at that chapter meeting may take part in the discussion of the proposed amendment.
- 6.1.3. Only active members may vote on the proposed amendment.
- 6.1.4. The proposed amendment must pass by a  $\frac{2}{3}$  vote.
- 6.1.5. If a proposed amendment fails to pass, no amendment containing information of a similar nature can be proposed until one month has passed since the failed proposal

### **Article VIII: Ratification**

#### 7.1. Ratification Process

- 7.1.1. This Constitution must be proposed at a chapter meeting.
- 7.1.2. This Constitution must be ratified by a  $\frac{2}{3}$  vote of active members present at that chapter meeting.

**Constitution of the Gamma Chapter of Kappa Omega Alpha, as ratified and amended:**

May 3, 2018

May 2, 2019

February 20, 2020

March 5, 2020

February 4, 2021

May 6, 2021

April 14, 2022

April 20, 2023

September 11, 2025