



UBC SORORITIES CLUB BYLAWS REVIEW FINDINGS

MARCH 2022

This document outlines the identified inconsistencies and violations of the AMS (Alma Mater Society of UBC Vancouver) Operations Committee Policy Manual in the Club Bylaws submitted by the AMS Club “Sororities of UBC” to the AMS Office of the VP Administration via the Club Renewal Form on March 27, 2021.

This review was conducted by the AMS Office of the VP Administration for the AMS Operations Committee. The Vice President Administration has been recused from this process due to a conflict of interest in accordance with AMS Code Sec. II, Article 1.3.

Supporting Documentation

[University of British Columbia Sororities \(UBCS\) Constitution Bylaws \(approved Oct. 2020\)](#)

(hereafter referred to as “UBCS Constitution” or “UBCS Bylaws”)

[National Panhellenic Conference Manual of Information \(26th Edition 2022\)](#)

(hereafter referred to as “NPC Manual of Information”)

[AMS Operations Committee Policy Manual \(March 2021\)](#)

(hereafter referred to as “AMS OCPM”)

[AMS Bylaws \(amended October 2020\)](#)

(hereafter referred to as “AMS Bylaws”)

Contents

Page 1: Supporting documentation, contents of this document, and background information

Page 2-3: Relevant sections of policy from the AMS OCPM and AMS Bylaws

Page 4-5: Violations of the AMS OCPM identified in the UBCS Constitution and UBCS Bylaws

Page 6-7: Violations of the AMS OCPM identified in the NPC Manual of Information

Background

The AMS Office of the VP Administration has been tasked with reviewing the Club Bylaws of UBC Sororities to identify any inconsistencies between the UBCS Constitution and UBCS Bylaws, and the AMS Operations Committee Policy Manual (OCPM). The primary goal of this document is to outline and reference the identified inconsistencies with the relevant sections of AMS policy.

This is a follow-up action item from a [“Club Membership Rules Update”](#) dated February 5, 2020, where the AMS Club “Sororities of UBC” was found in violation of AMS policies.

Any questions pertaining to this document may be directed to the Associate VP Administration at avpadmin@ams.ubc.ca, or the Clubs Administrator at clubsadmin@ams.ubc.ca.

Whereas the AMS OCPM states:

In section 4.3a

“AMS Clubs shall cease to be an AMS subsidiary by a resolution of the Operations Committee”

In section 4.3b

“The Operations Committee may deconstitute a club on the basis of any of the following:

- (i.) violation of the Operations Committee Policy Manual, AMS Code of Procedures, AMS Bylaws, or AMS Internal Policies;
- (vii.) suspicion of interference from an external organization”

In section 4.5a

“AMS Club bylaws, including name changes and membership fee changes, must adhere to the Operations Committee Policy Manual, AMS Code of Procedures, AMS Bylaws, or AMS Internal Policies”

In section 4.6a

“Membership in all AMS Clubs shall be open to all Active AMS Members, as defined in Bylaw 2.1, except;

- (i.) in Program Clubs, where membership may be limited to students registered in the relevant academic program.”

In section 4.6b

“Clubs must allow Active AMS Members to purchase a membership at any time.”

In section 4.6c

“In all cases, AMS Clubs may not refuse membership or ability to apply/audition to an individual based on sex, sexual identity, gender identity or expression, racialization, age, family status, marital status, religion, faith, ability, disability, national or ethnic origin, Indigeneity, immigration status, socio-economic status, class, language, political affiliation, social affiliation, other personal characteristics, or any other similar factor.”

In section 4.6n

“AMS Clubs are prohibited from removing members from their membership.”

In section 4.6o

“The Operations Committee may remove a member from an AMS Club(s) upon a resolution of the Committee.”

In section 4.7e

“All Active Members of an AMS Club shall be eligible for executive positions.”

In section 4.8h

“All bylaw amendments, including club name and membership fee changes, must be passed by two-thirds ($\frac{2}{3}$) majority at a General Meeting where quorum is met.”

In section 4.13f

“No AMS Club may be controlled financially or operationally by an external organization.”

In section 4.16a

“All formal complaints and conflicts shall be handled by the Office of the Vice President Administration, AMS Ombudsperson, and the Operations Committee.”

In section 4.16d

“AMS Clubs shall not conduct investigations on any matter.”

Whereas the AMS Bylaws states:

In Bylaw 2.1a

“Active members shall be those persons who are not in default of payment of the fees of the Society, as determined in accordance with Bylaw 14, and who:

- (i.) are enrolled in a degree or diploma program administered by UBC Vancouver or an Affiliated Institution; or
- (ii.) are registered in a Credit Course; or
- (iii.) were registered in a Credit Course on the last day of November of the current Academic Year.”

The following violations of the AMS OCPM (*italicized in red text*) were identified in the UBCS Constitution:

In Article II(5.) below, determined to be in violation of *AMS OCPM section 4.13f and numerous additional sections outlined on Page 6 and 7 of this document*

“Act in accordance with the National Panhellenic Conference (“NPC”) Unanimous Agreements and policies.”

AMS OCPM section 4.13f

“No AMS Club may be controlled financially or operationally by an external organization.”

In Article III(3.) below, determined to be in violation of *AMS OCPM section 4.13f*

“Duty of compliance. All members, without regard to membership class, shall comply with all NPC Unanimous Agreements and be subject to the constitution, bylaws, code of ethics and any additional rules this Panhellenic Association may adopt unless otherwise prescribed in these bylaws.”

AMS OCPM section 4.13f

“No AMS Club may be controlled financially or operationally by an external organization.”

In Article X(1.) below, determined to be in violation of *AMS OCPM section 4.13f*

“All members of the Association shall act in accordance with fundamental Panhellenic policies established by NPC in the Unanimous Agreements.”

AMS OCPM section 4.13f

“No AMS Club may be controlled financially or operationally by an external organization.”

In Article X(2.) below, determined to be in violation of *AMS OCPM section 4.13f*

“All Association rules and policies shall be in harmony with those currently established by NPC.”

AMS OCPM section 4.13f

“No AMS Club may be controlled financially or operationally by an external organization.”

In Article X(3.) below, determined to be in violation of *AMS OCPM section 4.13f*

“Any rules adopted by this Panhellenic Association in conflict with the NPC Unanimous Agreements shall be void.”

AMS OCPM section 4.13f

“No AMS Club may be controlled financially or operationally by an external organization.”

In Article XI(1.) below, determined to be in violation of *AMS OCPM section 4.16a, section 4.16d*

“Violation of any regulation(s) of this Constitution or its related Bylaws, of Membership Recruitment Rules, of the Association’s Code of Ethics, of rules concerning matters other than recruitment or of the NPC Unanimous Agreements shall be adjudicated through the NPC Judicial Procedure as presented in the NPC Manual of Information.”

AMS OCPM section 4.16a

“All formal complaints and conflicts shall be handled by the Office of the Vice President Administration, AMS Ombudsperson, and the Operations Committee.”

AMS OCPM section 4.16d

“AMS Clubs shall not conduct investigations on any matter.”

The following violations of the AMS OCPM (*italicized in red text*) were identified in the UBCS Bylaws:

In Article II(1.) (b.) below, determined to be in violation of *AMS OCPM section 4.7e*

“Any applicant who is not enrolled in on-campus courses requiring regular attendance at the UBC Vancouver campus (ex. co-op terms, online courses, etc.) must reside in the Metro Vancouver area during the officer term and be available to attend on-campus events and activities as required.”

AMS OCPM section 4.7e

“All Active Members of an AMS Club shall be eligible for executive positions.”

Furthermore as indicated in UBCS Bylaws Article II(5.), UBC Sororities is required to act in accordance with the policies in the NPC Manual of Information. The following violations of the AMS OCPM (*italicized in red text*) were identified in the NPC Manual of Information:

In Page 31 (Unanimous Agreements) below, determined to be in violation of *AMS OCPM section 4.5a, section 4.8h*

“Each College Panhellenic (or Inter-Sorority Council or equivalent organization) and Alumnae Panhellenic must incorporate the NPC Unanimous Agreements into its procedures and operating methods (bylaws, standing rules, membership recruitment rules and other governing documents). Language that contradicts a Unanimous Agreement must be removed immediately; no vote is necessary.”

AMS OCPM section 4.5a

“AMS Club bylaws, including name changes and membership fee changes, must adhere to the Operations Committee Policy Manual, AMS Code of Procedures, AMS Bylaws, or AMS Internal Policies”

AMS OCPM section 4.8h

“All bylaw amendments, including club name and membership fee changes, must be passed by two-thirds ($\frac{2}{3}$) majority at a General Meeting where quorum is met.”

In Unanimous Agreement VII(2.)(B.) below, determined to be in violation of *AMS OCPM section 4.16d*

“Should the informal discussions be unsuccessful, the judicial process will be set in motion by the filing of a violation report form for an alleged infraction. An infraction can only be filed against a chapter and not against any individuals. Violations must be reported in the following manner on the College Panhellenic Violation Report available on the NPC website or from the College Panhellenic”

AMS OCPM section 4.16d

“AMS Clubs shall not conduct investigations on any matter.”

In Unanimous Agreement X below, determined to be in violation of *AMS OCPM section 4.6a, section 4.6b*

“NPC member organizations exist as women-only private social organizations. We believe that the right to enforce such membership restrictions is rooted in the freedom of association protected by the First Amendment of the U.S. Constitution. The U.S. Congress has recognized that right by providing in Title IX of the Education Amendments of 1972 that the membership practices of social fraternities and sororities are excepted from the prohibition contained in Title IX against discrimination on the basis of sex in participation in educational programs or related activities (20 USC 1681) and in exempting “bona fide private membership clubs” from the general prohibition against sex discrimination in employment practice (26 USC 501(c)). To further protect the right to maintain our membership policies, NPC reaffirms its long-held beliefs and policies in the form of a Unanimous Agreement.

1. The women’s sororities of the National Panhellenic Conference have the right to confine their membership to women and shall defend their right to exist as single-sex organizations.
2. Auxiliaries.

Each College Panhellenic shall denounce the participation of undergraduate Panhellenic women in auxiliary groups to men’s fraternities.

3. Men's recruitment.

Each College Panhellenic shall denounce the participation of Panhellenic women in men's fraternity events when or where the primary purpose is recruitment"

AMS OCPM section 4.6a

"Membership in all AMS Clubs shall be open to all Active AMS Members, as defined in Bylaw 2.1, except;

(i.) in Program Clubs, where membership may be limited to students registered in the relevant academic program."

AMS OCPM section 4.6b

"Clubs must allow Active AMS Members to purchase a membership at any time."

On Page 113 (Quota) below, determined to be in violation of *AMS OCPM section 4.6b*

"Chapters are eligible to pledge up to quota either through the primary recruitment period or in COB. Once a chapter has pledged to quota and is at or above campus total, it may not fill spaces until its membership size drops below campus total."

AMS OCPM section 4.6b

"Clubs must allow Active AMS Members to purchase a membership at any time."

On Page 106 (Recruitment Policies, Rules and Guidelines) below, determined to be in violation of *AMS OCPM section 4.6a, section 4.6c*

"Each College Panhellenic Association shall prohibit the participation of men in membership recruitment and Bid Day activities."

AMS OCPM section 4.6a

"Membership in all AMS Clubs shall be open to all Active AMS Members, as defined in Bylaw 2.1, except;

(i.) in Program Clubs, where membership may be limited to students registered in the relevant academic program."

AMS OCPM section 4.6c

"In all cases, AMS Clubs may not refuse membership or ability to apply/audition to an individual based on [...] gender identity or expression [...]."

End of document.