

The Constitution of

# Epsilon Eta Environmental Honors Fraternity Alpha Chapter

A student organization at the University of North Carolina at Chapel Hill

## Article I: Name

This organization shall be known as “Epsilon Eta”, or “The Environmental Honors Society”, or “The University of North Carolina at Chapel Hill Alpha Chapter”, or “Epsilon Eta Alpha Chapter” and shall be abbreviated as “EH” or pronounced as “E-Eta” when context dictates. This organization shall hereafter be referred to as “Epsilon Eta”, or “Epsilon Eta Alpha Chapter”, or “the Organization.” The Epsilon Eta Honors Society Alpha Chapter will have a Board of Directors, which will be herein referred to collectively or individually as the “Executive Board”, or “Executive Board member(s)”.

## Article II: Mission

The mission of Epsilon Eta is to foster awareness of the intrinsic relationship between people and their environment through *academics*, the *community*, and *service*. Epsilon Eta seeks to create a networking environment that enables members to utilize the society as a means to enhance their actions as stewards of the environment. The Organization seeks to further stimulate the growth of resources for students pursuing environmental careers in the greater community at the University of North Carolina Chapel Hill.

## Article III: Membership

### Section 1: Eligibility.

Active membership shall be divided into three classes: regular, and alumni. Epsilon Eta is a non-discriminating organization that does not consider age, race, color, creed, sex, national origin, or sexual preference. Only currently enrolled UNC-CH students can be active, regular members with the right to vote or hold office. See Article VI, Section 1.

## *Section 2: Regular Members:*

1. Shall be enrolled as a full-time student at the respective university.
2. Shall have and maintain a 3.0 minimum cumulative GPA and be in good academic standing with the university.
  - a. If any member falls under a 3.0 GPA for any reason, the member is allotted one (1) buffer semester to return to a minimum 3.0 GPA. The member must also submit an explanation as to why the GPA declined and an outline as to how the member plans to return to the minimum GPA.
  - b. If the member does not return to the required GPA after the allotted buffer semester, the member in question will be asked to leave the Organization (see Article III, Section 3).
3. Shall pay the semesterly dues amount set forth by the current executive board.
  - a. Failure to pay the full dues amount before the deadline agreed upon between the VP of Finance and the executive board can result in immediate membership termination, probation, or a chapter violation.
  - b. If the set semester dues amount for regular members inflicts serious financial constraints towards any member, that member can meet personally with the VP of Finance to discuss the extenuating circumstances and negotiate an appropriate amount the member can pay.
  - c. All regular members who can afford the set amount should pay dues, but dues should never impose a barrier towards anyone looking to become a regular member of the society.
4. Only regular members may hold the constitutionally specified chapter offices, vote during chapter meetings, or represent the chapter.
5. Regular members are required to participate in two service projects per semester, either through the society or accredited events with the University.
  - a. If a member is unable to complete these service hours, their membership status will be terminated unless extenuating circumstances are communicated to the executive board.
6. Regular members are required to attend two career development events per semester.
  - a. One event must be a speaker series, but the other event can be a speaker series or a professional event (i.e career fair, career workshop)
  - b. If minimum attendance is not met during a semester, the member's membership status will be revoked unless extenuating circumstances are communicated to the executive board..
7. Members are required to attend 80% of all general body meetings.

- a. Attendance will be counted if a valid excuse for absence is submitted via excused absence form 24 hours prior to meetings.
8. Members must meet “point” minimums to attend events with limited capacity. Events with fewer limitations will enable those in the top percent of point holders to access early registration to ensure priority. These points will not be a factor in membership status.
  - a. One point will be earned for each general body meeting members attend. One point will be earned for every rush event CURRENT members attend. One point will be awarded for every career workshop members attend. Two points will be earned for every speaker series members attend. Three points will be earned for each service opportunity members attend (this will include events such as Cleantech Summit). Three points will be awarded when members attend deliberations or elections (three points per meeting time).
  - b. Members must reach a minimum of 10 points by semi-formal and 15 points for formal to attend. Extenuating circumstances must be communicated and approved by the executive board 48 hours prior to the event.
  - c. For camping and other less restrictive retreats, the top 50% of point holders will be given early access to sign-up forms to ensure priority is awarded to active members when reserving space.
  - d. For mountain house retreat and other more restrictive events, the top 30% of point holders will be given early access to sign-up forms to ensure priority is awarded to active members when reserving space.
  - e. Attendance point updates will be readily accessible to members upon request by the Executive Vice President.
  - f. Attendance point values will reset with the start of each semester.
9. Only existing regular members and the current executive board members have the privilege to vote in the upcoming executive board elections.
10. Attendance points must be requested within 24 hours of the event's conclusion.

#### *Section 4: Alumni Members.*

Alumni membership status will be granted to members who have successfully graduated as an Epsilon Eta member. This means they must hold full membership status upon graduation. Alumni members are strongly encouraged, but not required to provide an email to keep in contact and offer resources to the organization.

#### *Section 5: Inactive Membership*

Inactive members are to be declared at the beginning of each semester they wish to become inactive by filling out a form with a valid reason to change their member status. This must be done prior to the semester rush starting. They will have lessened dues that are up to the discretion of the officers currently holding positions and will only be able to attend events that are declared as open to all members. There are two types of inactive members as follows.

1. Hibernating

The member is on leave and is unable to attend any Epsilon Eta events. This can include study abroad, internship, health emergency, family emergency, gap semester, etc. This member has no attendance requirements. Hibernating members do NOT have to pay dues.

2. Torpor

The member has a busy semester and wishes to become partially inactive. They must attend 2 General Body Meetings and complete 1 service hour in order to remain a member. The member must pay 30 percent of dues in order to maintain status.

#### *Section 6: Membership Longevity.*

Regular and alumni members may wear the official insignia and shall remain members for life unless removed under the provisions of Section 8.

Mandatory attendance events are checked within a week of completion of the event. If a member receives three strikes, they will be removed. See Article III Section 7. Full attendance checks occur at the end of each semester. If members have not met the specified requirements outlined by the Board of Directors, their membership status will be terminated.

#### *Section 7: Probation and Removal from Membership.*

Any member found to neglect his or her responsibilities may be placed on probation by a plurality of the Executive board. Suppose a member on probation is found to further neglect his or her responsibilities or dishonorably represent the Organization. In that case, they may be removed from leadership or membership by a plurality of the Executive Board.

The order of disciplinary action will move chronologically as follows: A member will first be put on probation. Probation holds no additional action; it acts as a formal warning. An account of misconduct while on probation will escalate the status to suspension. Members on suspension will be banned from all social and networking events. If a member on suspension is guilty of an additional offense, they will be removed. Members who receive probation within two consecutive semesters will be put on suspension. Members who receive probation and suspension in two consecutive semesters or three accounts of probation in three consecutive semesters will be removed. All members on disciplinary status hold the right to a reevaluation by the executive board if requested.

If a member is suspected to have participated in misconduct, they will be tried by a Standards Board, which consists of the current Board of Directors. If the Standards Board is in 80% agreement that the member's actions were to (1) be harmful to the reputation of Epsilon Eta (2) jeopardize the mission of Epsilon Eta (3) violate the inalienable rights of another person, member, or otherwise and/or (4) violate UNC Chapel Hill university policies, Chapel Hill ordinances, North Carolina State Statute, or federal law, they may be stripped of membership, depending on the severity of the infraction. To remove a member or officer, adequate written notice to that person (7 days minimum) is required before officially removing them from the Organization.\*\* More minor repercussions such as probation may be implemented with a majority vote if the council is unable to come to an 80% agreement.

In the case that a member of the Board of Directors must be tried, the following code of conduct will be utilized to determine either an abuse of power or misrepresentation of the organization:

- a. Abuse of power is defined as actions that:
  - i. Utilizing one's position to gain unfair leverage within the organization
  - ii. Undermining members rights
  - iii. Misusing resources for personal reasons
  - iv. Negligence of duties assigned
- b. Misrepresentation of the organization is defined as actions that:
  - i. Misuse of power has escalated to affect the general body as a whole
  - ii. Alienating members and facilitating a hostile environment
  - iii. Anything previously outlined as grounds for general body membership removal

The member of the Board of Directors will be tried by the Standards Board. In this instance, the standards board will consist of everyone on the Board of Directors but the accused. To be found guilty, the Board of Directors must be in 80% agreement. If found guilty of abuse of power, the member in question will be removed from their role with any other consequences deemed necessary. If found guilty of misrepresentation of the

organization, the member will be removed from the organization permanently. See the beginning of this section.

Misconduct can be reported through an anonymous [report form](#). Any misconduct falling under [Title IX](#) cannot be reported anonymously as University policy requires incidents covered in Title IX be reported and tried by the EOC. If EOC trial and report is desired, Epsilon Eta executives will assist as requested. Privacy and comfort of the victim will always be prioritized. See Article VI for more details.

**\*\*Due process** must be allowed, as in the right to speak on one's behalf and the right to an appeal.

#### **Article IV: Recruitment.**

Members will be selected following a formal rush recruitment process including, where:

1. Acceptance will be determined by academics, demonstration of dedication or leadership in the UNC Chapel Hill environmental community, application strength, a minimum attendance via rush events, an observed potential in the Epsilon Eta society via rush events.
2. Following the rush process and a formal evaluation interview, which is required for all students attempting to join Epsilon Eta, all active members present at this event retain the right to participate in a brief deliberation on each potential new member. One-third of the current body must be present for voting to be valid.
3. This deliberation will be a discussion about answers given during the formal recruitment process, the written application, as well as general respectfulness, attentiveness, and effort shown during the recruitment process. Each potential new member will then be voted on by all present members.
4. Present members may vote on a scale from 1-5. 1 is Strongly Against allowing in, 5 is Strongly For allowing in, 3 is Neutral regarding allowing in.
5. The Executive Board will then tally these votes based on a proportion and decide where the cutoff proportion will be for admittance into Epsilon Eta. This cutoff is designed to prevent a set cap for admittance and select the most cohesive, talented, and diverse class of students. All members will be encouraged to contribute to the selection of new members, but the Executive Board will retain the right of final discretion in new membership selection.

#### **Article V: Officers, Elections, and Advisors**

##### *Section 1. Permanent Officers.*

The Executive Board of Epsilon Eta shall include:

The president, the executive vice president, the vice president of finance, the vice president of social, the vice president of membership, the vice president of communications and outreach, the vice president of internal development, the vice president of diversity & inclusion, and the vice president of community service.

All major officers of the organization must be full-time, registered students of the University of North Carolina at Chapel Hill with a minimum of a 3.0 cumulative GPA.

Chairs may be added under traditional VP roles (with the exception of the vice president of finance) when in need of additional assistance in completing their responsibilities.

Only the Executive Board can vote on official happenings within the Organization, with the President getting the tie-breaker decision when a vote amongst the Executive board is split evenly.

Secondary chair positions include, but are not limited to:

alumni chair, recruitment chair(s), community service chair, etc.

In the event of absence, death, resignation, disqualification or removal of one or both from office of the President, the remaining Executive board will hold an election to choose a new president(s). The new president(s) must be elected from the previous Executive board.

## *Section 2. Chief Responsibilities:*

### *1. The president shall:*

- a. Preside over all official events and all activities of the Organization.
- b. Act as the face of the Organization; represent the highest standard in all regards of what the Epsilon Eta Alpha Chapter mission stands for.
- c. Ultimately ensure all elected executive board members perform their respective duties.
- d. As needed, provide a tiebreaker vote if the Executive Board is split evenly.
- e. Lead the semesterly Executive Board bylaw amendment meeting, open up discussion or provide equal opportunities for ordinary active members to request amendments, and publicize suggested amendments made by the Executive Board.
- f. While the president is encouraged to delegate responsibility to others, the president is ultimately in charge of the society's vision, events, and establishing relationships with other campus groups, advisors, etc. and may choose to step in if any standard or process is insufficient to the needs of the Organization or any of its regular members or advisors.

- g. Manage finance accounts as a primary contact.
2. The executive vice president shall:
    - a. Preside over all official day-to-day operations and logistics of the Organization.
    - b. Ultimately ensure all elected chair positions perform their respective duties.
    - c. Maintains all official historical records of the Organization, including, without limitation: this constitution at its bylaws, attendance, semester member requirements, Executive Board meeting notes, rosters, and official correspondence with external entities.
    - d. As needed, assist the president with any (official) event logistics.
    - e. As needed, be a proxy when the president provides confirmation that they are physically unable to perform their duties.
  3. The vice president of membership shall:
    - a. Handle logistical tasks of rush
    - b. Oversee and assist with rush event planning
    - c. Oversee and assist with planning new member-oriented events throughout the semester
    - d. Meet with members to build relationships and gain member feedback on how Epsilon Eta can improve or deliver more events toward their interests
    - e. Ensure a positive and welcoming experience for not only new members but for any student who rushes Epsilon Eta
    - f. Meet with the D&I team to do a full review of previous semesters of rush.
  4. The vice president of finance shall:
    - a. Maintain accurate financial records.
    - b. Approve all expenditures from the Organization's financial account.
    - c. Collect and fulfill all financial debts, public and private, of the Organization from the Organization's financial account.
    - d. Provide to members a clear understanding of the various dues requirements to members: the set semester amount, the deadline, the consequences imposed on members should they fail to do so, and proper steps for members to submit payment to the official society account.
    - e. Meet with any and all members who have extenuating circumstances and expressed that the set semester regular members dues amount will impose financial strain. Negotiate a reduced amount appropriate the member is able to pay.
  5. The vice president of communications & outreach shall:



- a. When needed, reach out to the UNC environmental community or any larger UNC community on behalf of the fraternity.
  - b. Publicize any and all anticipated upcoming events, official happenings, and meeting agendas to regular members.
  - c. Manage all forms of marketing needed when requested.
  - d. Establish and maintain an active social media presence on various platforms.
6. The vice president of internal development shall:
- a. Provide academic activities, including but not limited to: career education panels, networking events, faculty speakers, alumni reunions.
  - b. Gathering and publicizing academic or professional materials and tools into databases for all active members to access.
  - c. Organizing and conducting professional development activities for all members of the fraternity. These activities may include: guest speakers, resume workshops, LinkedIn workshops, cover letter workshops, etc.
  - d. Provide, if interest exists, a room for study hours exclusively for members.
7. The vice president of social shall:
- a. Plan all non-academic, social events including but not limited to: retreats, official mixer functions, spring formal, parties, dinners, ride sharing.
  - b. Publicize any and all anticipated upcoming social events, informal happenings, and social agendas to regular members.
8. The vice president of diversity & inclusion shall:
- a. Hold the Organization accountable for creating and maintaining a diverse environment filled with a variety of experiences.
  - b. Promote the appropriate leadership advancement of regular members who identify as a minority.
  - c. Occasionally, poll members' overall satisfaction of the Organization to better foster a positive environment.
  - d. Coordinate with the vice president of finance; when appropriate, ensure every member is only paying what they can equitably afford and that no one is being held back from a lack of funds. Work collaboratively with the vice president of finance to ensure the need for dues scholarship is real and beneficial.
  - e. Coordinate with the Rush Committee; ensure rush activities appeal to all groups.

- f. If approached with a Standards Board issue, deliberate with the party of interest to decide what investigation action is necessary, and above all, maintain absolute confidentiality. See Article VI.
- 9. The vice president of community service shall:
  - a. Organize environment-oriented community service events and promote opportunities for independent service on campus.
  - b. Develop and sustain partnerships with local nonprofits in order to create service opportunities.
  - c. Track member attendance of Epsilon Eta and independent service events, process independent service reports, and update shared point tracking records.
- 10. If deemed necessary by 80% of the Board of Directors, any position can be transformed into a CO position at any point of the academic year. Co-Positions candidates will be chairs of the role in question. President and Executive Vice President will be ineligible for Co-Positions after they are elected into office. In the case of extenuating circumstances and either position needs additional support throughout the academic year, Co-Positions will be determined and assigned on a case-by-case basis.

### *Section 3. Elections.*

Elections for the Executive Board shall be held at the end of each spring. Positions for the Executive Board will last the duration of one year or two full semesters. Chair positions will last one semester. Newly elected executive board members shall take office immediately following the election. Newly elected chair positions will be subject to a training period until the commencement of the next semester. A member may hold the same office for two terms. Two people vying for the presidency may elect to run as a co-president position, which may run against a single or another set of co-president candidates. Any candidate running for president, or at least one candidate on a running team must have served a minimum of one semester as an officer. Candidates running for all Executive Board positions other than president must have completed at least one semester as a member.

Members who are in good standing, are up to date with their dues, and have one full semester as an active member after their semester of induction shall be able to run for an executive board position. Newly admitted members may not run for executive board positions the semester immediately following their induction. If for the entire duration since the induction semester, the member has gone into hibernation, into torpor, or is otherwise inactive in consecutive semesters since admittance, they may not run for any executive board elected positions. However, if this period of inactivity is nonconsecutive, and the member has previously been active for a full semester, excluding their induction

semester, they are eligible to run for executive board positions. Newly admitted members and inactive members may run for elected chair positions in the semester immediately following the conclusion of their inactivity or induction semester.

Elections will take up the duration of at least one meeting and may require additional meetings. All nominations for all positions, both executive board and chair positions, must be declared six days prior to the start of elections. Executive board elections, which happen once a year, will take place near the end of the spring semester. Chair elections take place twice every year, with spring chair elections happening concurrently with or following after executive board elections. The chair elections at the end of the fall may take place prior to the end of the semester, or take place during the last meeting of the semester. New officers do not start their respective positions immediately. In either case, and for both spring and fall elections, the current or previous officers will give guidance and help train the new executive board members and chairs for the next semester when they take office. It is important to note that The President, Executive Vice President, and Vice President of Finance are required to not only assist in training the new Board of Directors over the summer but will serve as adjustment chairs for the first month of the academic school year. This is to ensure support of the role and a smooth transition.

Officer candidates must be elected by a majority of the members in good standing present at elections provided that quorum is met. All members in good standing are eligible to vote for any candidacy. Members running for a position must declare their candidacy, or be nominated as a candidate by another member, prior to the election. There is a 2-position limit to the number of offices for which a regular member may declare candidacy. Elections shall proceed with votes being cast for positions in the following order: president(s), executive vice president, vice president of finance, vice president of internal development, vice president of communications and outreach, vice president of social, vice president of diversity and inclusion, and vice president of community service. Votes shall be cast by regular members for all elected positions. Active members set to graduate before the next school year where those elected will take office shall be permitted to vote.

In the case of a tie, a runoff shall be held between the tied candidates. Votes for a run-off shall be cast by regular members. If a member loses one vote, they can run for any position that has not premiered in the meeting yet. In the case of resignation, voting for a replacement officer must commence immediately at the next official meeting with the requirements for quorum met. See Article V, Section 1 for terms concerning the replacement and re-election of a president midterm.

#### *Section 4: Faculty Advisors*

The Executive Board has the power to reach out to a member of The University of North Carolina at Chapel Hill faculty to be an advisor if deemed necessary. The advisor must be a full-time faculty or staff member of UNC Chapel Hill, UNC Hospitals, or an affiliated department; an emeritus UNC-Chapel Hill faculty or staff member; a UNC-CH retiree with affiliate status; or a campus minister. The advisor does not have the right to vote. The faculty advisor, chosen on the basis of interest, shall serve as a consultant to the group. The organization shall use the advisor's experience and guidance, but students shall ultimately be responsible for all decision making, club meetings, and fraternity organizations.

## **Article VI: Chapter Violations.**

Regarding violations of the Epsilon Eta standards set forth by the UNC Chapel Hill Epsilon Eta Alpha Chapter, a Standards Board composed of the current Board of Directors will determine fair repercussions. See Article III Section 8 for more details. Some violations to the Chapter Standards may include, but are not limited to:

1. Inappropriate behavior / language / relationships that negatively reflect the Organization.
2. Disrespect / Damage of property of Epsilon Eta members or the University.
3. Sexual Abuse, Harrassment, or Assault.
4. Legal / Academic Allegations.
5. Fighting.
6. Hazing.

Possible consequences for violating Chapter Standards may include, without limitation:

1. Required to issue a public apology to the affected party.
2. Placed under probation for a period agreed upon by the Standards Board.
3. Removed from his/her office or position for the remainder of the term. See the end of Article III Section 7.
4. Required to pay repercussions for any possible damages.
5. Removal of one's membership status
6. Prohibited from attending Epsilon Eta events.
  - i. If the absence is substantial enough, they are subject to membership status changes mentioned in Article III, Sections 2 - 5

## **Article VII: University Policies**

*Section 1: UNC Chapel Hill Non - Discrimination Policy for Student Organizations.*

Epsilon Eta abides by UNC Chapel Hill Non - Discrimination Policy for Student Organizations, which states:

Membership and participation in the organization must be open to all students without regard to age, race, color, national origin, disability, religious status or historic religious affiliation, veteran status, sexual orientation, gender identity, or gender expression. Membership and participation in the organization must also be open without regard to gender, unless exempt under Title IX. Student organizations that select their members on the basis of commitment to a set of beliefs (e.g., religious or political beliefs) may limit membership and participation in the organization to students who, upon individual inquiry, affirm that they support the organization's goals and agree with its beliefs, so long as no student is excluded from membership or participation on the basis of his or her age, race, color, national origin, disability, religious status or historic religious affiliation, veteran status, sexual orientation, gender identity, gender expression, or, unless exempt under Title IX, gender.\*

**\*Single Gender Organization Statement:** Social fraternities and sororities are RSOs whose primary purpose is the personal development of their members, as distinguished from honorary, professional, departmental, and service fraternities. Some social fraternities and sororities are cultural- and/or community based. Social fraternities and sororities may select members according to subjective criteria consistent with the University's non-discrimination policies. Social fraternities and sororities are entitled to single-gender membership, provided they qualify under the provision of Section 86.14 of the regulations promulgated under Title IX of the U.S. Education Act of 1972, which require the organizations be exempt from taxation under section 501(a) of the Internal Revenue Code of 1954. To be recognized as a fraternal organization through Office of Fraternity & Sorority Life, the organization must meet the definition outlined by Title IX and be affiliated by at least one of the currently recognized councils.

## *Section 2. Anti-Hazing Policy*

The Environmental Honors Society at UNC adheres to the University's standards for hazing policy. As stated in the University of North Carolina Chapel Hill's Office of the Dean of Students:

The University of North Carolina at Chapel Hill is committed to fostering organizations that provide a positive and safe environment for new and existing members. To that end, UNC expressly prohibits hazing or any activity that puts a student's physical, emotional or psychological health and safety at risk. The Instrument of Student Judicial Governance defines hazing as action, "that causes or permits an individual, with or without consent, to engage in activities that subject that individual or others to risks of physical injury,

mental distress, or personal indignities of a highly offensive nature, in connection with recruitment, initiation, or continued membership in a society, fraternity or sorority, club, or similar organized group, whether or not recognized by the University.”

The UNC Epsilon Eta Alpha Chapter has a zero-tolerance stance on hazing. If a member exhibits actions that are considered hazing under the University’s definition, the member will be subject to an investigation by the Executive Vice President or Standards Board (see provisions of Article V and Article VI) of the Constitution, and may be stripped of their membership and dismissed from Epsilon Eta.

### **Article VIII: Amendments**

The constitution may be amended at any regular business meeting of the organization by a one-half vote of active membership in attendance. When the semester executive board bylaw update meeting is in session, amendments to this constitution may be proposed by an executive board member and must obtain a plurality vote of the executive board. At this semesterly meeting, an executive board member can propose an amendment on behalf of a member of the general body. Any added or subtracted executive board positions must be updated in this provision to reflect an obtainable vote.

### **Article IX: Dissolution**

Should the Epsilon Eta Alpha Chapter conclude to be an organization permanently, all of Epsilon Eta’s monetary assets will be given to The Council of Concerned Scientists and all physical assets be donated to the Haw River Assembly as filed with the IRS. Changes to these donors can be made with amending this clause of the Constitution. No additional filing with the IRS is required except for the written change herein.