

Member in Good Standing Policy

Alpha Delta Phi Society

Updated: October 2022

Adopted by Board: Nov. 14th, 2022

Pursuant to Article XI, Section 1 of the Society Constitution, the Board of Governors adopts this document as the Member in Good Standing Policy of the Alpha Delta Phi Society.

Definitions

All terms shall have the meaning as defined in the Society Constitution or Society Bylaws unless otherwise specified.

Accountable Person, Accountability Plan, Accountability Team, CARE Response Team, and Harmed Person shall have the meanings as defined in

[Equitable Justice Framework for Society-Level Harms](#) .

Member Safety Report shall mean a report that meets at least one of the following:

- A report that is received by a member of the Executive Committee from a Member that includes violations of bodily autonomy or threats of violence, or
- A report that is received by the CARE Response Team that includes harm that the Harmed Person deems requires time-sensitive action to meet their needs,
- A report that is received by the CARE Response Team that includes harm that was addressed by an Accountability Team but that the Accountable Person did not complete their Accountability Plan.

This report may be confidential. The Executive Committee or the CARE Response Team, whoever received the report, has full discretion on whether to take action.

Pre-Existing Member Safety Reports are defined as Member Safety Reports that the Society leadership is informally aware of and that the Executive Committee has decided to take action on. These include:

- Members who other Members feel uncomfortable around
- Members who have committed various forms of harm

Ineligible for Good Standing shall mean that a member meets one of the following:

- An Accountability Plan is currently in place for that member, or
- That member is the subject of a Member Safety Report.

There shall be three Standing Levels, which are Good Standing, Restricted Standing, and Prohibited Standing. They are defined below.

- *Good Standing:* A member in good standing is afforded all privileges, rights, and benefits of the Alpha Delta Phi Society and is allowed to attend any Society-sponsored or -hosted (virtual, in-person, or hybrid) event.
- *Restricted Standing:* A member in restricted standing is limited in exercising one or more privileges, rights, or benefits of the Alpha Delta Phi Society; may be temporarily removed from any elected, appointed, or volunteer office or position of power; may be ineligible from seeking an elected, appointed, or volunteer office or position of power; and may be disallowed from attending a Society-sponsored or -hosted (virtual, in-person, or hybrid) event.
- *Prohibited Standing:* A member in prohibited standing is prevented from exercising any privileges, rights, or benefits of the Alpha Delta Phi Society; is temporarily removed from any elected, appointed, or volunteer office or position of power; is ineligible from seeking an elected, appointed, or volunteer office or position of power; and is disallowed from attending a Society-sponsored or -hosted (virtual, in-person, or hybrid) event.

Nothing in this document shall prohibit Chapters or Graduate Organizations from setting additional requirements for members to remain in good standing (or any other levels of privileges access) with respect to Chapter- or Graduate Organization-level participation, respectively. Restricted or prohibited standing may involve restrictions on Chapter or Graduation Organization-level participation if deemed necessary by the Executive Committee or Accountability Team along with the Harmed Person/Group.

Policy

The purpose of this policy and standing levels is to confirm the ability of the CARE Response Team and the Executive Committee to enforce Accountability Plans and ensure member safety.

As of the date of adoption of this policy by the Board, all members shall be deemed in Good Standing unless they are Ineligible for Good Standing.

Immediately upon initiation to the Alpha Delta Phi Society, members shall be deemed in Good Standing unless they are Ineligible for Good Standing.

Members who are Ineligible for Good Standing and are actively involved as decided by the Executive Committee shall be notified of their standing. Members who are no longer actively involved but later become active by attempting to attend ADPS meetings, events, or activities or otherwise determined by the Executive Committee shall be immediately moved into Restricted or Prohibited Standing as determined by the Executive Committee and be informed of their standing. Additionally, if the Harmed Person wants to move forward with an Equitable Justice process with the support of the CARE Response Team, they may.

A member in Good Standing shall remain in Good Standing unless the conditions outlined in this policy are met.

A member in **Good Standing** shall become a member in Restricted Standing when one or more of the following occurs:

- The CARE Response Team or Executive Committee receive a report of harm naming the member as an Accountable Person, the report describes incidents of bodily harm, sexual violence, and/or threats to personal safety, and the CARE Response Team or Harmed Person decides to start an Accountability Process.
- The Accountability Team, Accountable Person, and Harmed Person execute a **Collaborative Accountability Plan** that includes a restriction of privileges, rights, or benefits of the Alpha Delta Phi Society, a prohibition or restriction on attending Society-sponsored or -hosted events, and/or a temporary removal from an elected, appointed, or volunteer office or position of power.
- The Accountability Team and Harmed Person execute an **Assigned Accountability Plan** that includes a restriction of privileges, rights, or benefits of the Alpha Delta Phi Society, a prohibition or restriction on attending Society-sponsored or -hosted events, and/or a temporary removal from an elected, appointed, or volunteer office or position of power.
- The Board of Governors passes a motion during a closed session by a two-thirds majority that includes a restriction of privileges, rights, or benefits of the Alpha Delta Phi Society, a prohibition or restriction on attending Society-sponsored or -hosted events, and/or a temporary removal from an elected, appointed, or volunteer office or position of power.
 - Nothing in this provision shall affect, modify, or limit the Board's authority in permanently removing an elected or appointed office or position of power.

A member in **Restricted Standing** shall become a member in Prohibited Standing when one or more the the following occurs:

- The member violates the restrictions specified by their Restricted Standing two or more times, as determined by the Executive Committee.
- The member has shown little to no effort in completing their Accountability Plan or has made little to no progress on their Accountability Plan within 45 days, as determined by the Accountability Team.
- The member has not completed their Accountability Plan by the date specified in the Accountability Plan, as determined by the Accountability Team.

The least restrictive limitations appropriate should be implemented as part of an Accountability Plan.

A member in **Prohibited Standing** shall become a member in Restricted Standing when all of the following occur wherein applicable:

- The member positively demonstrates adherence to the restrictions specified by their Restricted Standing for at least 14 consecutive days, as determined by the Executive Committee.

- The member demonstrates an active commitment to completing their Accountability Plan or has made substantial progress on their Accountability Plan, as determined by the Accountability Team.
- The member completes a past-due Accountability Plan within 90 days of the date specified in the Accountability Plan, as determined by the Accountability Team.

A member in **Restricted Standing** shall become a member in Good Standing when all of the following occur wherein applicable:

- The Board of Governors pass a motion in a closed session by two-thirds majority repealing the initial motion specifying a restriction of privileges, rights, or benefits of the Alpha Delta Phi Society, a prohibition or restriction on attending Society-sponsored or -hosted events, and/or a temporary removal from an elected, appointed, or volunteer office or position of power for the given member.
- The member completes a non-past due Accountability Plan, as determined by the Accountability Team.
- The member, who completed an Accountability Plan past the initial deadline and if requested by the Harmed Person, outlines why they were unable to meet the initial deadline and issues an apology to the Harmed Person for missing the deadline, or any other requirements the Accountability Team in collaboration with the Harmed Person establish as necessary for Good Standing.

For the purposes of Article IX, Section 7 of the Constitution, a member who is in Prohibited Standing for 90 or more consecutive days since they were notified of their standing shall be deemed to have brazenly violated their vows.¹

A member's standing shall only be known to the Executive Committee, and, as applicable, the CARE Response Team, Accountability Team, and other individuals holding leadership positions the Executive Committee finds necessary to inform to implement the relevant restrictions.

Accountability Teams shall notify the Executive Committee whenever they have made a determination that may affect a member's standing.

The Executive Committee or their designee shall be responsible for maintaining a list of member standing.

The Board may adopt or amend this policy by a 2/3rds vote of the present governors. The changes will take effect 30 days from the voted-on changes being promulgated to the full membership.

¹ Per the Constitution, the Board of Governors may expel a Member when they have brazenly violated their vows. This is not an automatic process and requires the Board to still follow the requirements outlined in the Constitution.