

# Fraternity and Sorority Affairs

## Sexual Violence Response and Accountability Guide

*This guide is meant to assist chapters in navigating incidents of behavior that do not fit within group expectations—including how to respond, determine outcomes, and productively move forward. By using this as a guiding foundation, groups will be able to take ownership for their membership expectations and accountability processes.*

### Group Norms and Expectations

Set behavioral expectations for members of the group and require members to agree to those expectations.

- Outline the process used when a complaint is filed.
- The group shall not investigate beyond talking to the alleged member.
- Victims should not be contacted unless they are the ones to initiate contact.

### Example Language:

“We expect members of the group to refrain from engaging in any behavior that aligns with definitions of sexual violence: stalking, sexual harassment, dating/domestic violence, and sexual misconduct. This requires our members to practice and recognize effective consent, be aware of incapacitation in sexual situations, and engage in healthy relationships.”

### Accountability Process

If a member is found responsible for violating the group membership expectations, the student group should take action to impact the status and participation of the member.



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### Victim Response

In cases where the victim reaches out to the chapter of the alleged, chapter leadership should be prepared to respond appropriately.

### Example Language:

“We thank the victim for coming forward with their concerns and we hope the victim will seek resources and support through their chapter and the university. We hope that the victim goes through the university processes to hold the alleged individual accountable. Our chapter takes sexual violence allegations seriously and we are using our chapter’s judicial process to address these concerns.”

- Explain actions the chapter is taking to remedy the situation and prevent future incidents.
- Add language from the national office about sexual violence to local chapter marketing pieces.
- Seek out further prevention efforts to ensure members are educated.

### External Response

In an event where the chapter is the target of allegations or protests, it is important for the group to be prepared to respond appropriately.

1. Notify national office and FSA office so they can assist with response.
2. Take an active stand against sexual violence and offer support for the victim.

### Additional Resources

#### Fraternity and Sorority Affairs

[gogreek@okstate.edu](mailto:gogreek@okstate.edu)  
[lcl.okstate.edu/gogreek/](http://lcl.okstate.edu/gogreek/)

#### 1 is 2 Many

[1is2many@okstate.edu](mailto:1is2many@okstate.edu)  
[1is2many.okstate.edu](http://1is2many.okstate.edu)

#### Student Support and Conduct

[student.support@okstate.edu](mailto:student.support@okstate.edu)  
[ssc.okstate.edu](http://ssc.okstate.edu)



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## Membership Accountability and Response Guide

### Group Norms and Expectations

1. Create expectations.
    - a. Set behavioral expectations for members of the group.
      - i. Consider using University expectations and policies to frame group expectations.
        1. Example language: “We expect members of the group to refrain from engaging in any behavior that aligns with definitions of sexual violence: stalking, sexual harassment, dating/domestic violence, and sexual misconduct. This requires our members to practice and recognize effective consent, be aware of incapacitation in sexual situations, and engage in healthy relationships.”
        2. For consistency, chapters may wish to utilize language that their national office or headquarters uses.
    - b. Consider requiring members to acknowledge and agree to expectations of membership prior to formally joining the group.
      - i. Example language: “As a member of \_\_\_\_\_, I agree to adhere to the membership expectations required of all active members. I understand that I am required to notify executive leadership members when a complaint has been filed against me for an allegation of sexual violence.”
    - c. If a member refuses to agree to the expectations or withdraws their approval, the student group may take action regarding the membership status of that student (e.g. suspension, removal, etc.).
    - d. If a member is found responsible for violating expectations, the group may hold that member accountable by initiating consequences (e.g., educational options, suspension, permanent removal, etc.).
  2. Effectively communicate expectations to all members of your group.
    - a. Communicate expectations throughout recruitment/intake of potential new members.
    - b. Remind students frequently of these expectations, throughout their time as a member.
    - c. Consider how your group wants to externally communicate and promote expectations.
      - i. Examples: Statement on social media/website, education for chapter members, etc.
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### Accountability Process

3. Develop and maintain a plan for accountability, including guidelines for violations of expectations.
  - a. If a member is found responsible for violating the student group membership expectations, the student group should take action to impact the membership status and participation of the member.
    - i. Groups may also put interim measures in place during this process that temporarily impact membership status or abilities—groups should use processes that are already in place to determine what these should be.
  - b. Identify which specific group members or executive officers should be involved in the accountability process.

- i. Who is responsible for receiving the complaint?
  - ii. Beyond the recipient of the complaint, who should be notified of the complaint?
  - iii. Will national headquarters or group advisors be notified?
  - iv. Who is responsible for following up with the person who submitted the complaint?
  - v. Who is responsible for determining the outcome of the complaint?
  - vi. Who is the person responsible for communicating the status of the complaint and accountability process with the member, the University, or any external stakeholders?
- c. Explain and understand the group process for evaluating the complaint and determining outcomes.
- i. Outline the process used when a complaint is filed, including how information will be collected about the complaint and how the outcome will be determined.
  - ii. If a member is accused of behavior that would violate member expectations, the student group may go forward with determining an outcome under its organizational processes.
    - 1. Group leaders should provide support resources and options for formally reporting to the university.
    - 2. The group shall not conduct additional investigation into the incident beyond talking to the alleged member (ONLY if they are a member of the group).
    - 3. Individuals impacted by the behavior (victims) should not be contacted unless they are the one to initiate contact.
    - 4. If a group determines there is not enough information about the allegations to make a decision, the group should immediately stop the internal process and report the incident and information to the appropriate University office for further investigation.
  - iii. Groups should identify how a report is handled if the person responsible for addressing the complaints is involved as a witness, victim, or alleged individual in the incident.
  - iv. Throughout the process, groups may only speak to the alleged individual (if that alleged individual is a member of their group). Groups should not engage with the victim and may not investigate the victim's experience.

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## Victim Response

- 4. Foster a culture of support and care for victims of sexual violence.
  - a. In cases where the victim reaches out to the chapter of the alleged, chapter leadership should be prepared to respond appropriately.
    - i. Appropriate response to the victim includes:
      - 1. Show support and empathy for the victim.
      - 2. Provide campus and community resources and guide the victim through decisions about options moving forward.
      - 3. Encourage the victim to report to Student Support & Conduct and engage in the conduct process—this is a way to hold the alleged individual accountable.

- a. Victims are not able to get justice through chapter processes. Encourage victims to participate in the Student Conduct process for accountability.
4. Do not investigate the experience of the victim. It is your job to support them, not investigate the incident and determine an outcome.
- ii. Example language for a statement to the victim or the victim's chapter:
  1. "We thank the victim for coming forward with their concerns and we hope the victim will seek resources and support through their chapter and the university. We hope that the victim goes through the university processes to hold the alleged individual accountable. Our chapter takes sexual violence allegations seriously and we are using our chapter's judicial process to address these concerns."

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## External Response

5. Be prepared to respond to wide-spread allegations against the chapter.
  - a. In an event where the chapter is the target of allegations or protests, it is important for the group to be prepared to respond appropriately.
    - i. Groups should notify their Headquarters and the Fraternity and Sorority Affairs office at Oklahoma State University about any public allegations so that they may assist in responding.
    - ii. Groups should take an active stand against sexual violence and offer support for the victim. Groups can state their hope that the victim proceeds with the conduct process for accountability to take place.
  - b. Consider ways to externally promote that sexual violence prevention is a priority for your group.
    - i. Explain actions that the group has taken or is actively taking to prevent sexual violence within their organization.
    - ii. Add language from the national office or headquarters about sexual violence to the local chapter's social media or website.
    - iii. Seek out further prevention efforts through the university or external sources to ensure members of the chapter are educated and equipped to prevent sexual violence.