

Zeta Omega Eta Sorority

Constitution

2017 Edition

Mission: Zeta Omega Eta is a non-traditional sisterhood that aims to bring girls of all backgrounds, ethnicities, religions, and experiences together under the communal goal of creating a place of inclusiveness, equality, sisterhood, and support. We seek to reclaim and redefine what it means to be a feminist and to be a sorority sister. While building a community that Zetas can call “home” while attending this University, we hope to have fun and simultaneously further our feminist ideals.

Affiliations: Zeta Omega Eta at the University of Michigan is affiliated with the Grand Chapter of Zeta Omega Eta, founded at Trinity College in 2003.

Ratification: This constitution shall be formally revised by the executive board every 3 years. After any revision, the constitution must be formally approved by two-thirds of all active members for the changes to take effect.

Statement of Compliance: Zeta Omega Eta has read and agrees to fully comply with the University's policies. We understand that the organization's registration is contingent on acceptance of these policies.

Article 1: Name, Symbols, and Traditions

1. Name

- a. The name of the sisterhood shall be Zeta Omega Eta
- b. The official nickname shall be ZOE (pronounced --- ZO-ee)

2. Symbols

- a. The symbols used to represent the organization shall be the Greek letters for Zeta Omega Eta (ΖΩΗ). ZOE will also be permitted.
- b. Only active sisters, alumni, and sisters of lesser requirements may wear the Greek letters of Zeta Omega Eta.
- c. Potential new members (PNMS) may only wear the text “Zeta Omega Eta” once they have been “initiated” as sisters.

3. Traditions

- a. The official colors of the organization are lavender and white
- b. The open motto of the organization shall be

4. Values: Each sister shall uphold the following values. These beliefs shall be instilled in potential new members during the rush process and maintained by all sisters.

a. Zeta Omega Eta is a non-traditional, non-panhellenic sorority founded on the pillars of feminism, diversity, and sisterhood.

b. Zeta Omega Eta is committed to a policy of equal opportunity for all persons and does not discriminate on the basis of race, color, national origin, age, marital status, sex, sexual orientation, gender identity, gender expression, disability, religion, height, weight, or veteran status in its membership or activities unless permitted by university policy for gender specific organizations.

c. Zeta Omega Eta aims to redefine the image of a “sorority sister” through diversity, equity, and inclusion, and to project feminism in a positive light.

Article 2: Membership

1. Terminology

a. Potential new members shall be called PNM’s or Rushees.

i. PNM’s must never be referred to in any insulting or derogatory manner.

c. Individuals who have accepted a bid are referred to as “Pledges” until they are fully initiated on Bid Day.

b. From Bid Day onward, active members, alumni, and sisters of lesser requirements shall be called Sisters.

i. The title of “Sister” shall be revoked from any member who voluntarily leaves, or is expelled from the organization prior to, or following their graduation from the University of Michigan.

2. Eligibility

a. All persons who identify as a woman, and who have an active status at the University of Michigan.

i. those persons whose gender identity exists beyond the binary of male or female (genderless, non-binary, genderfluid, etc.) with the intent to join this sisterhood shall not be denied the opportunity to do so.

b. Zeta Omega Eta does not discriminate rushees on the basis of race, ethnicity, age, marital status, biological sex, sexual orientation, gender identity, gender expression, ability, citizenship, religion, size, or veteran status.

3. Recruitment

a. New membership shall be admitted through a recruitment process referred to as “Rush” which will be held once during Fall semester and once during Winter semester.

b. Rush shall be comprised of three parts:

i. A mass meeting

ii. Four rush events, two of which are mandatory

iii. A mandatory interview

c. PNM’s gain membership into the sisterhood on the basis of two criteria:

i. The PNM attends at least the required number of rush events.

ii. The PNM attends the interview, in which they display an intent to be an active member of the sorority, adhere to all guidelines relayed in this constitution, and practice their commitment to Zeta Omega Eta’s pillars of Feminism, Diversity, and Sisterhood.

d. Rushees who meet the aforementioned criteria shall be officially offered admission into the sorority, referred to as a "Bid."

i. If any active sister feels that a PNM is not fit to join this organization due to a difference of values from the Three Pillars of the Sorority, a lack of commitment to the organization, a failure to meet rush requirements, or a perception of danger, they shall be denied membership in the case of a two-thirds vote by the executive board.

c. Bids shall be sent to rushees via e-mail at the conclusion of the interview process. Upon receiving a bid, the PNM can elect to either accept, or deny the offer within 72 hours.

d. Upon acceptance of a bid, the individual shall be referred to as a "Pledge," and is required to attend Bid Day to gain full membership into the sorority.

i. The Bid Day attendance requirement may be waived if the Rushee informs the Recruitment chair of reasonable and conditional inability to attend when they accept their bid.

4. Requirements

a. Each sister is required to attend half of the Sisterhood Events held each semester.
b. Each sister may miss no more than one Chapter Meeting per semester.
c. Each sister must participate in at least one fundraising and one philanthropy event per semester.

d. Sisters who are absent from campus for a period spanning one semester or longer due to study-abroad, internships, or personal issues are not responsible for any requirements or dues.

e. Active sisters can request status of Sister of Lesser Requirements, where they are only required to pay half of their dues and only have to attend $\frac{1}{4}$ of the events for the semester, for no more than one semester during their active membership. This status will not be awarded if the semester's end is within one month of the request date, unless extreme circumstances arise.

f. Failure of a Sister to meet requirements for one semester will result in a formal meeting with the Executive Board, and the enactment of Probation status for the following Semester.

i. Failure of a sister on Probation to meet requirements for that semester (aka. Missing requirements for two consecutive semesters) shall result in a formal meeting with the board, and a two-thirds vote for expulsion from the organization, and retraction of all membership and affiliation.

ii. ZOE understands that extenuating circumstances do arise, and will take that into account on a case-by-case basis as long as the sister is communicating with the Executive Board.

g. Each Active sister must pay dues each semester on or before the deadline. (See *Article 5; Section 1.*)

h. Each sister must adhere to the rules and regulations relayed within this Constitution.

5. Status

a. Active sisters are those who consistently fulfill the Sisterhood requirements listed in Article 2; Section 4.

b. Alumni cannot be included in Active Sister groups online, but can have an alumni group for those members who have graduated.

d. Deactivation: Sisters may voluntarily leave the Sisterhood and deactivate their membership, but must formally contact the President or Vice President about doing so.

i. Failure to contact the President or Vice President about deactivation will result in the ongoing requirement to pay dues.

e. If a sister chooses to leave or is expelled from the organization, they lose all membership benefits and affiliations.

i. Former sisters cannot be reimbursed for dues.

ii. Former sisters cannot regain membership into the Sorority.

iii. Former sisters revoke the rights to all information and private ongoing within the Sorority.

f. Sister of Lesser Requirements

i. Definition and Application

1. Any sister who is unable to meet full requirements is eligible to petition for status in front of the Executive Board

2. Lesser Requirement status is only considered for girls due to lack of time, not monetary matters

3. The sister may not hold this status for more than 1 semester

4. The Executive Board will vote to grant Lesser status and must get a two-thirds vote to be successful

5. The sister will be required to pay half the dues

6. The sister must still attend Bid Day

7. The sister is only required to attend 2 out of 4 chapter meetings

8. The sister is only required to attend ¼ of events

g. Expulsion

i. Expulsion is involuntary removal of a sister from the sorority by the Executive Board.

ii. Potential causes for expulsion may include, but are not limited to: sisters who do not fulfill semester requirements, sisters who consistently do not pay dues, or sisters who do not uphold the values of Zeta Omega Eta. (*See Article 1; Section 4.*)

iii. If a sister consistently commits one or more of the actions stated above, they will be expelled from the Sorority upon a two-thirds vote by the Executive Board.

6. Absences and consequences

a. Excusable Absences: personal/family emergency, Doctor or Administration excused illness, religious holidays, scheduled exam time, scheduled class time, structured study groups.

b. Inexcusable Absences: vacation, personal study time, scheduled work not brought to the attention of the executive board within one week prior to event, etc.

c. Potential consequences of unexcused absences or failure to attend half of Sisterhood Events: Probation, Date Party expulsion, extra event attendance, formal Expulsion, fines.

Article 3: Chapter Operations

No one member of Zeta Omega Eta holds exhaustive power over the organization. Therefore, leadership of the sorority is divided into a number of Executive Board positions, each leading a different facet of the organization.

1. Positions

a. **President**

The President of Zeta Omega Eta will provide leadership and guidance to all aspects of the organization. They shall complete the following:

- i. Hold Executive Officers responsible for their duties as chair members
- ii. Ensure that deadlines are met and
- iii. Receive requests for Excusable absences, Deactivation, and status as a Sister of Lesser Requirements.

b. **Vice President**

The Vice President will work closely with the President to ensure day-to-day aspects of the organization are being executed.

- i. In the case of the President being absent or no longer being in the organization, for any reason, the Vice President will fill that position until the next elections are held

c. **Secretary/Treasurer**

The Secretary/Treasurer shall complete the following:

- i. Manage all monetary matters of the organization including fundraiser money, the Sorority's Venmo account, and the collection of Dues.
- ii. Document all spending and income of money for the Sorority
- iii. Reimburse sisters for all Sorority-related purchases including food, Sisterhood Event supplies, Bid Day decorations, and transportation costs.
- iv. Take notes at all Chair and Chapter Meetings
- v. Take attendance at all events
- vi. Compile information from each chair member into one weekly email, sent out to the Sorority every Sunday.

d. **Philanthropy Chair**

The Philanthropy Chair is responsible for connecting the sorority with charities, non-profits, and other organizations that promote the welfare of others through community service. They shall complete the following:

- i. Work closely with the Fundraising Chair to plan an event every 4-6 weeks minimum
- ii. Lead communication with local philanthropy organizations
- iii. Keep track of Sisters attendance at philanthropy events

e. **Fundraising Chair**

The Fundraising Chair is responsible for planning and executing fundraising events and activities for Sisters to participate in. They shall complete the following:

- i. Work closely with the Philanthropy Chair to plan events every four to six weeks
- ii. Will select dates for the events and keep track of attendance at these events.

f. **Sisterhood Chair**

The Sisterhood Chair is responsible for planning sisterhood events and tracking attendance at these events. She must

- i. Plan twelve sisterhood events each semester
- ii. Maintain a spreadsheet that tracks each Sister's attendance to these events
- iii. She must communicate with sisters who cannot make it to events and work with the Executive Board to make decisions regarding attendance penalties.

g. **Rush/Recruitment Chair**

The Rush/Recruitment chair will oversee all aspects of rush. They shall complete the following:

- i. Work closely with the sisterhood chair to plan rush events
- ii. Communicate with PNM's to provide updates and rush information
- iii. Coordinate communication between PNM's and chair members

h. **Social Media Chair**

The Social Media Chair will maintain the social media presence of Zeta Omega Eta using websites such as Facebook, Twitter, and Instagram. They shall complete the following:

- i. Create social media posts at least two to three times each week.
- ii. These posts must be in line with the values upheld by Zeta Omega Eta.
(See Article 1; Section 4.)

i. **Spirit Wear Chair**

The Spirit Wear Chair will be responsible for designing, ordering, distributing, and collecting payment for apparel such as shirts, sweaters, socks, stickers, etc. They shall complete the following:

- i. Create potential designs for spirit wear and hold a vote among sisters to determine the most popular designs.
- ii. Track interest among sisters in purchasing spirit wear. Prices of potential spirit wear items must be clear to Sisters before they commit to purchasing an item.
- iii. Order spirit wear items and distribute to those who purchased them.
- iv. Collect payment from each sister for the spirit wear they have purchased.

j. **Campus Events Chair**

The Campus Events Chair will encourage active and meaningful involvement in the local community. They shall complete the following:

- i. Seek out relevant events on campus that may interest Sisters and compose weekly emails to inform sisters of these events.
- ii. Maintain lists to track interest in attending these events.

k. **Health/Wellness Chair**

The Health/Wellness Chair will encourage the mental, physical, and social well being of Sisters. They shall complete the following:

- i. Work closely with the sisterhood chair to plan one event each month. These events will be intended to encourage relaxation, stress relief, self care, creativity, and other important aspects of wellness.

l. **Social Chair**

The Social Chair will be responsible for establishing and maintaining Zeta Omega Eta's relationships with other groups on campus. They shall complete the following:

- i. Identify organizations that share the ideals and values upheld by Zeta Omega Eta. (*See Article 1; Section 4.*) They shall present potential partner organizations to Sisters and hold a vote to determine whether or not to reach out to these organizations.
- ii. Mediate communication between Zeta Omega Eta and other organizations.

2. Elections

Elections for leadership positions in Zeta Omega Eta are held during the Fall Semester of each year. Any active Sister expressing interest in leading the organization may apply for an open position during this time.

- a. All active Sisters who have been in the organization for at least one semester are eligible to run for an officer position.
- b. No elected leader may remain in the same office for more than 2 years.
- c. All persons running for an officer position must submit a paragraph of interest and qualifications to the President before election day.
- d. Voting shall be conducted by secret ballot during the next Chapter meeting. President and Vice President shall count the ballots.
- e. Officer is selected by gaining a majority of votes.
 - i. In the event of a tie, the two individuals shall hold the position together as co-chairs.

3. Impeachment

- a. If an executive board (chair) member is consistently absent from Chair Meetings, an Executive Board meeting shall take place to address the issues and attempt to remedy the situation.
- b. If a chair member is consistently not fulfilling their duties, an Executive Board meeting shall take place to address the issues and attempt to remedy the situation.
- c. If the chair member fails to make improvements following these meetings meeting, they may be removed from their position following a two-thirds vote by the Executive Board.

Article 4: Assemblies

1. Chapter Meetings

- d. Chapter meetings shall be held on the first Sunday of every month of the school year.
 - e. Chapter meetings are mandatory except in the case of an Excused Absence.
2. Chair Meetings
- a. Chair Meetings are held on a weekly basis. Each Chair Member is expected to complete the following:
 - i. Attend each Chair meeting or communicate in advance if this cannot be done.
 - ii. Complete all weekly duties discussed during the previous Chair Meeting
 - b. Any voting issues may only be conducted during formal meetings.

Article 5: Finances

1. Membership Dues
- a. Each sister is required to pay dues of \$20 per semester. Dues shall cover the costs of all social, fundraising, and philanthropic events of the Sorority.
 - i. Dues must be paid to the Treasurer by 11:59pm on the first Friday of the semester.
 - ii. Failure to meet this deadline without contact with the Treasurer will result in a \$5 fine, due in addition to dues, by 11:59pm on the second Friday of the semester.
 - iii. Failure to meet the second deadline will result in a meeting with the Executive Board and possible probationary status.
 - iv. Sisters of Lesser are required to pay dues of \$10 for that semester.

Article 6: Amendments

1. Amendments
- a. Amendments to the constitution may be brought to attention of the Executive Board who will discuss the amendment. If it seems reasonable, the amendment will be proposed the group at chapter and voted on.
 - b. Amendments must be approved by $\frac{2}{3}$ of the chapter for ratification
 - c. New pledge class members will be required to collaboratively make one addition or change to the constitution following initiation. This is an opportunity for new members contribute to the infrastructure of the organization.