

SUPREME CONSTITUTION OF THE ALPHA EPSILON PI FRATERNITY, INC.

Alpha Epsilon Pi was founded in 1913 to provide opportunities for the Jewish college man to experience the best possible educational and fraternity experience. Our mission is to develop, support, and act as leadership for the global Jewish community.

The goal of Alpha Epsilon Pi is to help each student to develop character, responsibility and a proper set of values through living together in brotherhood. Alpha Epsilon Pi prepares young men for their role in life as responsible citizens.

Alpha Epsilon Pi is a Jewish organization, whose purpose is not specifically religious, but rather social and cultural in nature. Brotherhood in Alpha Epsilon Pi is open to all who are willing to espouse its values and mission.

ARTICLE I Name

Section 1. The legal name of the Fraternity shall be the ALPHA EPSILON PI FRATERNITY, INC.

Section 2. The Fraternity also operates at times under the trade names, brand, and is known in the community as Alpha Epsilon Pi and AEPi. It may be referred to as such names herein.

Section 3. AEPi is a membership organization. Members are those Brothers as defined in Articles IV and V.

ARTICLE II Brothers

Section 1. There shall be three classes of Brother in AEPi:

- undergraduate Brother;
- alumni Brother; and,
- Brother by honorary initiation.

The definitions of each class shall be defined in the Bylaws of the Alpha Epsilon Pi Fraternity, Inc. ("Bylaws").

Section 2. No person who is an initiate of any fraternity recognized by the North American Interfraternity Conference or other similar social fraternal organizations shall be eligible to become a Brother of this Fraternity unless released by that organization or that organization ceases to exist.

Section 3. Initiation into Alpha Epsilon Pi confers Brother status subject to the payment of fees as set from time to time by the Executive Office and approved by the Supreme Board of Governors, and also subject to any obligation and duties in accordance with the Bylaws.

Section 4. The status of Brother may be conferred, suspended, or revoked in accordance with the Bylaws.

Article III Colonies and Chapters

Section 1. A colony is an unincorporated association and probationary group of undergraduate Brothers enrolled at institutions of higher education. A colony may be established, suspended or closed by the Executive Office with the advice and consent of the Supreme Board of Governors.

Section 2. A chapter is an unincorporated association and group of undergraduate Brothers enrolled at institutions of higher education that has received a charter from the Supreme Board of Governors. A chapter's charter may be suspended or revoked by the executive office or SBG in accordance with the bylaws.

Section 3. The relationship between Alpha Epsilon Pi Fraternity, Inc. and chapters and colonies groups shall be defined as follows:

Alpha Epsilon Pi Fraternity, Inc. is a non-profit corporation (IRC 501 (c)(7)). It is incorporated under the laws of the State of New York. Its headquarters are located in Indianapolis, Indiana.

Alpha Epsilon Pi Fraternity, Inc. provides administrative and office support as an educational and service resource for Brothers, chapters and colonies. Its services may include, but are not limited to: processing initiation requests, maintaining contact information of Brothers, identifying and promoting opportunities for Brothers to be involved in the community, encouraging community service and supporting philanthropic causes, advertising the Alpha Epsilon Pi brand, assisting with legal claims and insurance services, affording support in identifying potential new Brothers, fostering communications between affiliates and to Brothers, coordinating regional and international conventions, providing assistance in maintaining affiliates' relationships with universities, and preserving the ritual of Alpha Epsilon Pi.

Alpha Epsilon Pi Fraternity, Inc. provides education through regional and international conferences, written and electronic materials, promulgated guidance, and periodic consultant visits to Brothers, chapters and colonies. Consultants may provide advisory recommendations to Brothers, chapters and colonies. Alpha Epsilon Pi Fraternity, Inc. strives through these educational efforts to enhance life skills, leadership skills, and ethical traits for those who take advantage of these educational opportunities.

Alpha Epsilon Pi Fraternity, Inc. also serves as an educational resource and service organization for the benefit of alumni Brothers of Alpha Epsilon Pi, including for local alumni who volunteer their time on an independent basis to assist other Brothers, chapters and

colonies.

Alpha Epsilon Pi Fraternity, Inc. does not control and does not supervise the day-to-day activities of any Brothers, chapters and colonies. Each chapter and colony is a self-governing, financially self-sufficient unincorporated association and comprised of students of the institution at which they are enrolled or students based in a particular locale. These chapters and colonies are responsible for their own debts and obligations. Under the governing documents of Alpha Epsilon Pi Fraternity, Inc., each chapter or colony selects and initiates its own Brothers, elects its own officers, establishes its own bylaws, operates and determines its methods of operation, and otherwise governs its own affairs, subject only to those bylaws and operations being consistent with the Supreme Constitution, Bylaws, and any other policy of Alpha Epsilon Pi Fraternity, Inc. The autonomy of a chapter or colony in organizing, determining and conducting its own operations through a democracy is part of an educational process that adds to collegiate life and to the development and refining of life and leadership skills.

If a chapter or colony operations are not consistent with the governing documents of Alpha Epsilon Pi Fraternity, Inc., Alpha Epsilon Pi Fraternity, Inc. has the right to determine whether that chapter or colony will continue to be recognized by Alpha Epsilon Pi Fraternity, Inc. as an affiliate or whether its Brothers shall have any association with Alpha Epsilon Pi. In some situations, after an action by a chapter or colony has occurred that is inconsistent with the governing documents of Alpha Epsilon Pi Fraternity, Inc., a probationary status may be implemented by Alpha Epsilon Pi Fraternity, Inc. In probationary situations, the chapter or colony continues to be a self-governing, financially self-sufficient association of collegiate students. If the chapter or colony refuses to voluntarily accept the probationary status, AEPi has the authority to revoke the charter of that group. If an affiliate ceases to be recognized by Alpha Epsilon Pi Fraternity, Inc. as an entity associated with it, but that group of collegiate students nonetheless continues its operations, they do so without any affiliation to or authority from Alpha Epsilon Pi Fraternity, Inc. or Alpha Epsilon Pi.

No chapter or colony of Alpha Epsilon Pi, and no individual Brother thereof, is or has the authority to act as an agent of Alpha Epsilon Pi Fraternity, Inc. unless such representation is expressly stated in writing by Alpha Epsilon Pi Fraternity, Inc. with a precise description of any such relationship.

ARTICLE IV Supreme Council

Section 1. Voting allocations in Supreme Council

Subject to the conditions and limitations set forth herein, the Supreme Council shall be the legislative governing body of the Alpha Epsilon Pi Fraternity. It shall be composed of Members, whose qualifications and selection shall be as follows:

- One delegate from each chapter in good standing;

- Officers and members of the Supreme Board of Governors;
- Regional Governors;
- Past Supreme Masters; and
- Order of the Lion Recipients.

No one individual may cast more than one vote regardless of his qualification for multiple qualifications set forth above. Members must be physically present at Supreme Council to be eligible to vote and may not vote by proxy.

Section 2. Meetings of the Supreme Council

- The Supreme Council shall meet annually during the international convention at a time and place determined at its previous convention by the Supreme Board of Governors and Executive Office for ritual-related matters as well as to receive reports from the Supreme Board of Governors and staff. The Supreme Council shall conduct business from time to time as scheduled at a time and place determined at its previous meeting or as set by the Supreme Board of Governors.

- A special meeting of the Supreme Council may be called during the period between annual meetings by a two-thirds vote of the full membership of the Supreme Board of Governors.

Section 3. A quorum of the Supreme Council shall consist of a simple majority of the present voting power of the Fraternity, exclusive of Past Supreme Masters and recipients of the Order of the Lion.

ARTICLE V Supreme Board of Governors

Section 1. There shall be a Supreme Board of Governors consisting of the following eleven (11) positions: Supreme Master; Supreme Master-Elect; Supreme Scribe; Supreme Exchequer; Supreme Sentinel; five (5) Supreme Governors at-large; and the Immediate Past Supreme Master.

Section 2. The Supreme Board of Governors shall be elected and serve terms consistent with the Bylaws.

Section 3. The Supreme Board of Governors shall be empowered to:

- Conduct the business and affairs of the International Fraternity during periods between meetings of the Supreme Council;
- Act as the final authority for all cases involving an alleged breach of Alpha Epsilon Pi

Fraternity's oath, code of conduct, or any policies which may be promulgated from time to time pertaining to the health and safety of its Brothers, staff, and volunteers, and any violation of its rituals. The Supreme Board of Governors or its designee has the authority to confer the status of Brother upon, or suspend or expel, any Brother;

- Interpret the Constitution, the Bylaws, and Alpha Epsilon Pi Fraternity's rituals;
- Grant, suspend or revoke the charters of the chapters;
- Establish and appoint volunteer positions of the Fraternity;
- Hold meetings whenever necessary, upon the call of the Supreme Master or at the request of at least three (3) members of the Supreme Board of Governors;
- Fill any vacancy in its Board by a simple majority vote of the entire Board; provided, however;
 - If such vacancy is one created by the death, resignation, inability to serve, or removal of the Supreme Master, the Supreme Master-Elect shall become the Supreme Master;
 - If such vacancy is one created by the death, resignation, inability to serve, or removal of the Immediate Past Supreme Master, said vacancy shall be filled by the election of the Supreme Board of Governors of a Past Supreme Master;
 - If such vacancy occurs in any other position on the Board, whether it be a position held by an officer or member without designation, it shall be filled by an election of anyone qualified to be a member of the Supreme Board of Governor, but said person shall not hold a position of any designation.
- The Supreme Board of Governors shall be empowered to promulgate rules, regulations and directives within the provisions of this Constitution to give effect to its intents and purposes.
- Add and or remove Bylaws as needed in between meetings of the Supreme Council.
- With the exception of Supreme Board of Governors elections, the Supreme Board may, with a three-quarters ($\frac{3}{4}$) majority vote, overturn any decision by the Supreme Council.

ARTICLE VI Officers

Section 1. The officers of the Supreme Board of Governors shall consist of Supreme Master; Supreme Master-Elect; Supreme Scribe; Supreme Exchequer; Supreme Sentinel and the Immediate Past Supreme Master.

Section 2. Supreme Master

- No Supreme Master shall be eligible to serve more than two one-year terms. He shall become the Supreme Master at the conclusion of his tenure as the Supreme Master-Elect.
- He shall preside at all meetings of the Supreme Board of Governors and of the Supreme Council. He shall decide questions of order and have such other duties as are customarily delegated to a presiding officer under parliamentary procedure. He shall be responsible to assure that the oath of office is administered to the incoming members of the Supreme Board of Governors. He shall delegate to the other members of the Board the duties they are to perform and shall appoint all committees and Regional Governors, subject to the approval of the Supreme Board of Governors.
- He shall deliver to the Supreme Council at its annual meeting a report of his activities and the progress of the Fraternity during his administration and may make, therein, such recommendations, as he deems appropriate.
- At the conclusion of his tenure, he shall take the role of the Immediate Past Supreme Master. To the extent he is unable to serve in such role, the Supreme Board of Governors shall elect a Brother to serve in the position of the Immediate Past Supreme Master.

Section 3. Supreme Master-Elect

- The Supreme Master-Elect shall have been, at the time of his election as such, a member of the Supreme Board of Governors for at least five (5) years.
- In the temporary absence or temporary disability of the Supreme Master, the Supreme Master-Elect shall assume the duties of that office for such period.
- The Supreme Master-Elect shall become the Supreme Master at the conclusion of his tenure as Supreme Master-Elect.

Section 4. Supreme Scribe

- The Supreme Scribe shall have been, at the time of his election as such, a member of the Supreme Board of Governors for at least three (3) years.
- He shall cause to be prepared an accurate record of the proceedings of the Supreme Council and of the Supreme Board of Governors and shall perform such other duties as are customary to the office of Supreme Scribe, or as he may be directed to perform by the Supreme Master or by the Supreme Board of Governors.
- He shall deliver to the Supreme Council at its annual meeting a report of his activities and the progress of the Fraternity during his administration and may make, therein, such recommendations, as he deems appropriate.

Section 5. Supreme Exchequer

- The Supreme Exchequer shall have been, at the time of his election as such, a member of the Supreme Board of Governors for at least three (3) years.
- He shall deliver to the Supreme Council at its annual meeting a report of his activities and the progress of the Fraternity during his administration and may make, therein, such recommendations, as he deems appropriate.
- He shall serve as an ex officio member on the Finance Committee.
- He shall carry out any and all other duties as assigned to him by the Supreme Master or the Supreme Board of Governors.

Section 6. Supreme Sentinel

- The Supreme Sentinel shall have been, at the time of his election as such, a member of the Supreme Board of Governors for at least three (3) years.
- He shall maintain order at all meetings of the Supreme Council and at all meetings of the Supreme Board of Governors and shall be in charge of admission to all Brothers seeking to gain entrance to meetings of the Supreme Council and the Supreme Board of Governors.
- He shall deliver to the Supreme Council at its annual meeting a report of his activities and the progress of the Fraternity during his administration and may make, therein, such recommendations, as he deems appropriate.
- He shall carry out such other duties as may be assigned to him by the Supreme Master or the Supreme Board of Governors.

Section 7. Immediate Past Supreme Master

- He shall continue to serve as an officer on the Supreme Board of Governors to ensure successful succession and provide guidance and advice to the current Supreme Master.
- He shall serve as the chair of the Nominating Committee and the Past Supreme Masters Committee.
- He shall carry out such other duties as may be assigned to him by the Supreme Master.

Section 8. Each Supreme Governor at-large shall have been at the time of his election as such a Brother of the Fraternity for at least ten (10) years. He shall perform faithfully such

duties as may be, from time to time, assigned to him by the Supreme Master or by the Supreme Board of Governors.

ARTICLE VII Regional and Chapter Volunteers

Section 1. Regional Governors

- Each Regional Governor shall have been at the time of his appointment a Brother of the Fraternity for at least eight (8) years.
- He shall assist the Fraternity as a volunteer and provide guidance concerning a portfolio of chapters/colonies/subject matter(s) and/or fulfill such other responsibilities as assigned by the Supreme Master.
- His appointment shall be for an annual term and subject to re-appointment by the Supreme Master.

Section 2: Chapter Advisors

- Each Chapter Advisor shall have been at the time of his appointment a Brother of the Fraternity for at least six (6) years.
- He shall assist the Fraternity as a volunteer and provide guidance concerning one or more designated chapter(s) or colon(y/ies).
- His appointment shall be for an annual term and subject to re-appointment by the Supreme Master.

ARTICLE VIII Title to Tangible and Intangible Property

Section 1. Title to the Brotherhood pin, known as the badge, charters, as well as all ritual materials of the Alpha Epsilon Pi Fraternity shall remain at all times in the Alpha Epsilon Pi Fraternity.

Section 2. In the event that a chapter, colony, or individual Brother ceases to remain in good standing, withdraws their status of Brother, or its recognition by Alpha Epsilon Pi is terminated, all tangible property shall revert to the possession Fraternity.

Section 3. Nothing set forth in this Article shall be construed as an assumption by the Alpha Epsilon Pi Fraternity, Inc. of liabilities of the individual chapter or colony.

Section 4. Title to all intangible property, including but not limited to copyright, trademark, trade dress, and goodwill associated with AEPi, shall belong to the Fraternity. Such intangible property shall be licensed to each chapter and colony in good standing for use in

connection with proper Fraternity purposes, and is subject to revocation of such license by the Supreme Board of Governors in its sole discretion.

ARTICLE IX Committees

Section 1. There shall be committees of the Fraternity as further described and set forth in the Bylaws, which must at all times include, at a minimum, the following committees: Finance Committee, Governance Committee, Nominating Committee, Order of the Lion Committee, Past Supreme Masters Committee, and the Undergraduate Cabinet.

Section 2. The Supreme Master, with the advice and consent of the Supreme Board of Governors may also establish ad hoc committees.

ARTICLE X Executive Office Powers

Section 1. Executive Office Powers - The Chief Executive Officer, or his designee, upon consultation with the Supreme Master, shall be empowered to:

- Manage the day-to-day affairs of the Fraternity, and carry out the professional and administrative services necessary to operate the Fraternity.
- Suspend the charter of an undergraduate chapter for any infraction or violation of any law, statute, rule or regulation of any governmental entity, or any educational institution or policy of Alpha Epsilon Pi Inc; and
- Suspend the Brotherhood status of a Brother for conduct unbecoming a Brother, willful failure to comply with the Fraternity Oath, policies, pledges and obligations when due, or failure to comply with the rules and regulations of Alpha Epsilon Pi Inc, or any law, statute, rule or regulation of any governmental entity, or any educational institution.

ARTICLE XI Amendments

Section 1. This Constitution may be amended by a three-fourths ($\frac{3}{4}$) vote of the Supreme Council.

Section 2. Sections of this Constitution may be suspended by a three-fourths ($\frac{3}{4}$) vote of the Supreme Council.

Section 3. This Constitution may also be amended between meetings of the Supreme Council, by a two-thirds vote of the entire membership of the Supreme Board of Governors, with the approval of two-thirds of the chapters in good standing. Chapters failing to certify their decision within thirty (30) days of mailing shall be deemed to have approved.

Section 4. Proposed amendments to the Constitution must be submitted in writing to the

Supreme Board of Governors and the Governance Committee for review at least thirty (30) days prior to the convening of Supreme Council. In the event of an emergency or to the extent it deems appropriate, two-thirds ($\frac{2}{3}$) of the Supreme Board of Governors may shorten the time for submission of proposed amendments.

Bylaws of the Alpha Epsilon Pi Fraternity

Article I Brotherhood

Section 1. Definition of the Three (3) Categories of Brotherhood:

- Undergraduate Brothers of AEPi shall be enrolled in a college or university and seeking an undergraduate degree (BA, BS, AA, or any equivalent degree) who have been rightfully initiated into the Fraternity with its rituals.
- Alumni Brothers of AEPi shall be defined as Brothers who have been rightfully initiated into the Fraternity with its rituals and have graduated from his respective college or university or otherwise entered into the professional world.
- Brothers by honorary initiation of AEPi are individuals selected by the Supreme Board of Governors to receive Brotherhood status to the Fraternity even if they would not qualify as an undergraduate Brother. This decision shall be made with a simple majority vote of the Supreme Board of Governors.

Section 2. For purposes of eligibility for Brotherhood, any individual who self-identifies as male at the time of his induction and initiation and meets all other requirements of our Supreme Constitution may seek admission into the Brotherhood of the Fraternity.

Section 3. A Brother in Good Standing shall be defined as a Brother who is not currently on probation or suspension and who is not in financial arrears to his chapter/colony, the Fraternity, or any affiliated entity. A Brother who does not meet the qualifications above shall be considered not in Good Standing.

Section 4. There shall be no "Inactive" status of Brotherhood in the Fraternity. An undergraduate Brother may apply to the Executive Office for exemption to payment of financial obligations to Alpha Epsilon Pi Inc. with proper documentation on the basis of e.g. medical leave, military service, co-op, or study abroad.

Section 5. A Chapter or Colony in Good Standing shall be defined as a Chapter or Colony that is not currently on probation or suspension and is not in financial arrears to the Alpha Epsilon Pi Fraternity or any affiliated entity. A Chapter or Colony that does not meet the qualifications above shall be considered not in Good Standing.

Section 6. Each Brother shall be responsible for notifying the Executive Office of changes in

his address and contact information. Failure to provide an updated address may result in the Brother being rendered not in Good Standing.

Article II: Meetings of the Supreme Council

Section 1. The agenda of the Supreme Council shall include:

- Call to Order
- Presentation of Supreme Officers, Past Supreme Masters, Executive Vice President Emeriti, as well as any Order of the Lion Recipients and Centennial Founders not already included in the processional
- Roll Call of Chapters and Officers
- Appointments
- Reports of the Supreme Officers
- Report of the Finance Committee
- Report of the Undergraduate Cabinet
- Report of the Alpha Epsilon Pi Foundation
- Executive Office Report
- Report of the Nominations Committee
- Elections of the Supreme Board of Governors
- Service of Remembrance
- Report of the Governance Committee
- Old Business
- New Business
- Announcement of the new ritualpassword
- Report of the Order of the LionCommittee
- Discharge and Installation of the Supreme Board of Governors.
- Good and Welfare
- Adjournment

Section 2. The Supreme Master shall appoint a parliamentarian who shall oversee all official votes and interpret the Constitution and Bylaws when needed.

Section 3. All officer reports and matters for consideration during the New Business portion of the Supreme Council must be submitted to the Supreme Master or his designee at least thirty (30) days prior to the convening of Supreme Council. The Supreme Board of Governors by simple majority may shorten such timeframe concerning each submission.

Section 4. Except as otherwise set forth herein, Robert's Rules of Order shall govern Supreme Council Procedure.

Article III: Election of the Supreme Board of Governors

Section 1. The nominating committee shall create a slate of vetted alumni Brothers to serve as the Supreme Board of Governors for the upcoming two year term.

Section 2. No staff member of the Alpha Epsilon Pi Executive Office, Foundation, or Esponda Associates may be eligible to serve on the Supreme Board of Governors for four (4) years after the completion of his employment.

Section 3. Nominations shall open no later than one hundred and twenty (120) days prior to the convening of the Supreme Council, and shall remain open for a period of twenty (20) days.

Section 4. The nominating committee shall make available the slate to all Brothers no fewer than thirty (30) days prior to the convening of the Supreme Council.

Section 5. Any Brother may challenge a singular specific candidate for a seat on the Supreme Board of Governors by submitting a qualifying petition within thirty (30) days of the announcement of the slate. Such a challenge must be done in writing, and the challenger must notify the current Supreme Board of Governors and the chair of the nominating committee of his intention to run against the slate. His writing must be accompanied by the signature of no less than twenty-five (25) Brothers in good standing.

Section 6. Should no Brother announce his intention to run against a singular member of the slate, barring exceptional circumstances, the slate shall be considered unopposed in the election.

Section 7. In any contested election for a seat on the Supreme Board of Governors, the following election procedures shall apply:

- Each Brother shall be afforded an equal amount of time allotted by the Supreme Master to present his candidacy speech. During such time, the Brother may yield the floor to permit any other Brother in good standing to speak on his behalf.
- If a slated Brother is being challenged, the challenger shall speak first, and the slated Brother thereafter.
- If there are multiple Brothers running for the position, the order of speeches shall be determined by the Nominating Committee, with the slated Brother speaking last.
- Voting shall be performed by secret ballot.
- To be elected to the position of a Supreme Governor at-large a simple majority must be obtained.
- To be elected to the position of any officer (Supreme Master-Elect, SupremeScribe,

Supreme Exchequer, or Supreme Sentinel), any challenger to the slate must achieve a two-thirds ($\frac{2}{3}$) vote.

- In the event there are more than two candidates for any elected position and no candidate secures enough votes to be elected, the tellers shall have the discretion to drop the candidate or candidates receiving the fewest number of votes and hold another round of voting until a candidate earns enough votes for a winner to be declared.

Article IV: Policies of the Supreme Board of Governors

Section 1. All meetings of the Supreme Board of Governors shall be open to all Brothers in Good Standing unless the meeting is considered an Executive Session by the Supreme Master or a simple majority of the Supreme Board of Governors.

Section 2. Any business conducted in Executive Session shall be deemed confidential unless otherwise determined by vote in the Executive Session.

Section 3. Any members of the Supreme Board of Governors may be removed from his office for cause by a two-thirds ($\frac{2}{3}$) vote of the Supreme Board of Governors.

Section 4. The Supreme Master may appoint with the advice and consent of the Supreme Board of Governors any alumni Brother in Good Standing to serve as a Regional Governor or Chapter Advisor. Following such appointment, such volunteer may be removed by a simple majority vote of the Supreme Board of Governors.

Section 5. The Supreme Board of Governors may vote by simple majority to extend a charter to a colony where such colony has demonstrated a commitment to the ideals and values of the Alpha Epsilon Pi Fraternity and an ability to independently function on their respective campus and its community at the recommendation of the Executive Office.

Section 6. Each member of the Supreme Board of Governors shall give or get an annual amount of money for the benefit of the Fraternity or one of its affiliated entities in an amount that is set from time to time by the Supreme Board of Governors, so long as such amount is established prior to the member serving his annual term.

Section 7. For exoteric purposes, the officers of the Fraternity may be designated respectively: International President, International President-Elect, International Secretary, International Treasurer International Sergeant-at-Arms, and Past International President.

Article V: Committees

Section 1. Unless otherwise set forth herein, the Supreme Master, with the advice and consent of the Supreme Board of Governors, shall appoint a chairman and members of each committee.

Section 2. Standing Committees

- Alumni Volunteer Committee, which shall be appointed by the Supreme Board of Governors. The committee shall assist and provide guidance in matters governing alumni affairs in conjunction with the Alpha Epsilon Pi Foundation.

- Armed Forces & Veterans Committee, which shall be appointed by the Supreme Board of Governors. The committee shall maintain records of AEPi veterans and provide outreach to Brothers actively serving in arms.

- Standards Committee, which shall be appointed by the Supreme Board of Governors. The committee shall work with the Executive Office staff to set and evaluate Commitment to Excellence chapter standards metrics, and supervise the honoring of Brothers who embody the ideals of Alpha Epsilon Pi and deserve formal recognition.

- Finance Committee, which shall consist of seven (7) members to be elected in the manner hereinafter provided.
 - Each member of the Finance Committee shall be, at the time of his election, an alumnus of not less than ten (10) years.
 - The Supreme Exchequer shall be an ex officio member of the committee.
 - With the exception of the Supreme Exchequer, the remaining six (6) at-large members of the committee shall not be members of the Supreme Board of Governors at the time of his election or at any time during his service on the Finance Committee.
 - The six (6) at-large members shall be elected by the Supreme Board of Governors. The voting shall take place via secret ballot, and separately for each individual vacancy. There shall be no cumulative voting in any election.
 - At all times, four (4) of the at-large members must have served on the Supreme Board of Governors for at least six (6) years or hold the title of Past Supreme Master. The Supreme Board of Governors should give due consideration for all at-large members' education, experience and professional training in finance, accounting, banking, economics or other related areas, as well as each brother's service to the Fraternity.
 - The term of the at-large members of the Finance Committee shall be two (2) years. Any member of the Fiscal Control Board as of May 2018 shall be eligible to complete the remainder of his current term as a member of the Finance Committee, and shall be eligible for re-election to the Committee as prescribed above.
 - The Finance Committee shall elect its own Chairman, Vice Chairman and such other officers as it deems necessary. The Finance Committee may formulate its own rules of procedure governing the Committee's own proceedings.
 - The Finance Committee shall act as trustees and have the duties and powers enumerated as follows:
 - To supervise and provide guidance over all financial policies of the International Fraternity;

- To raise, receive, disburse and invest all endowment monies and assets of the International Fraternity;
 - To supervise all national fundraising projects or plans.
 - Prepare a proposed annual operating budget for the Fraternity in conjunction with the Executive Office and submit it to the Supreme Board of Governors for its approval.
 - In the execution of their duties, members of the Finance Committee shall not be liable for the solvency of any depository or for any error of judgment or any act of omission or commission, except only for gross negligence or for malfeasance in office.
 - Any member of the Finance Committee may be removed from office by the Supreme Board of Governors if the records of the Finance Committee disclose that such elected member has failed to attend at least two-thirds of the scheduled meetings of the Finance Committee held during the year next preceding the convention; provided, however, that proof be submitted to the Supreme Board of Governors, that such member was notified by the Chairman of the Finance Committee after each of his absences.
 - The committee shall meet no less than three (3) times per fraternal year with notice of such meeting at least thirty (30) days prior to the meeting.
- Governance Committee which shall consist of the five (5) Brothers selected by simple majority vote of the Supreme Board of Governors. This committee shall recommend and review proposed amendments, additions and changes to the Constitution and Bylaws of the Alpha Epsilon Pi Fraternity and all resolutions submitted before Supreme Council.
 - Health and Safety Committee, which shall be appointed by the Supreme Board of Governors, shall assist and advise the International Fraternity staff for purposes of reducing risk and assessing avenues for promoting the welfare of the Fraternity and its members.
 - Brotherhood Status Committee, which shall be appointed by the Supreme Board of Governors. The committee shall evaluate and make recommendations on charges for disciplinary action and reinstatement requests for individual Brothers, and evaluate candidates for honorary initiation into the Fraternity.
 - Nominating Committee which shall consist of seven (7) Brothers. The composition of the committee shall be the immediate Past Supreme Master, who shall serve as the Chair, the Supreme Master-elect, two (2) additional Past Supreme Masters selected by a simple majority vote of the Supreme Board of Governors, and three (3) Brothers who do not at the time of their selection serve on the Supreme Board of Governors who are selected by a simple majority vote of the Supreme Board of Governors.
 - No member of the Nominating Committee other than the Supreme Master-elect is eligible to be nominated to the slate.
 - No member of the Nominating Committee shall serve on the Nominating Committee for more than four (4) years in any consecutive seven (7) year

period.

- No Brother shall serve on the committee while employed by Alpha Epsilon Pi Fraternity or affiliated entities may serve on the Nominating Committee.

- The Nominating Committee shall select a new ritual password necessary for entrance into ritual meetings and will disseminate it annually at the Supreme Council.
- The Supreme Master and a member of the Undergraduate Cabinet shall serve as non-voting members of the committee.

- Order of the Lion Committee, which shall consist of the past five (5) recipients of the Order of the Lion Award, the Supreme Master, and the Chief Executive Officer of the Fraternity. The Committee shall nominate individuals to receive the award to the Supreme Board of Governor. The Order of the Lion shall be the highest award bestowed by Alpha Epsilon Pi, upon those Brothers who have served the Fraternity over a long span of years above and beyond the call of duty.

- Partner Agency Relations Committee, which shall be appointed by the Supreme Board of Governors. The committee shall vet all proposed partner organizations and prospective philanthropic beneficiaries prior to any formal declaration of partnership with the Fraternity.

- Past Supreme Masters Committee, which shall be composed of all Past Supreme Masters of the Fraternity. The committee shall preserve and maintain the traditions of the Fraternity, promote a historical perspective, and perform tasks assigned by the Supreme Board of Governors.

- Personnel Practices Committee, which shall be appointed by the Supreme Board of Governors. The committee shall be composed of at least three members, two of whom shall be members of the Supreme Board of Governors and one of whom shall be a Past Supreme Master who is a member of the Finance Committee. The committee shall negotiate all employment agreements, serve as the liaison to staff who have entered into employment agreements on employment-related matters, confirm salaries and bonuses of staff who have entered into employment agreements, and support the Chief Executive Officer in establishing human resource policies.

- Ritual Committee, which shall consist of the current Supreme Sentinel, two Past Supreme Masters, and any number of Brothers they wish to include. They shall perform all mock initiations and lead honorary initiations for the Fraternity and aid the Nominations Committee with the dissemination of the ritual password at Supreme Council.

- Scholarship Committee, which shall be appointed by the Supreme Board of Governors. The committee shall promote policies to benefit the scholastic endeavors and educational components to assist our undergraduate Brothers.

- Undergraduate Cabinet, whose composition shall be described below, and whose purpose is to provide input to the Supreme Board of Governors on issues from the undergraduate perspective and experience.
 - One member and one alternate member of the Undergraduate Cabinet shall be elected at each regional conclave. Candidates must be a fully initiated Brother of the Fraternity at the time of their election, be in good standing, and must not graduate prior to the completion of their term.
 - Within thirty (30) days of the conclusion of the last conclave of the academic year, the members of the committee will self-select three members to serve as co-chairman of the committee. The co-chairman shall be referred to as Undergraduate Supreme Governors.
 - The Undergraduate Supreme Governors or their designee(s) shall present a written or oral report concerning the activities of the undergraduate Brothers to the Supreme Board of Governors at each of their meetings and at the Supreme Council.
 - The Undergraduate Cabinet may be called upon by the Supreme Master or the Supreme Board of Governors to give input for the Fraternity on any matters which concern undergraduate Brothers.
 - No Brother shall be eligible to serve on the Undergraduate Cabinet more than one term while enrolled as an undergraduate Brother.
 - No chapter may have more than three (3) consecutive years in which an Undergraduate Supreme Governor is from such chapter.
 - The election procedures of the Undergraduate Cabinet shall be sent to all conclave attendees prior to the start of the conclave.
 - Vacancies of the Undergraduate Cabinet shall be filled first by appointment of the alternate, and should no alternate be remaining, then by a simple majority vote of the current members of the committee. Vacancies of any position as Undergraduate Supreme Governor shall be elected by the Undergraduate Cabinet.
 - Membership of the Undergraduate Cabinet may be suspended or revoked by simple majority vote of the Supreme Board of Governors or by a majority of the Undergraduate Cabinet.

Article VI: Judicial Procedures

Section 1. Filing of Charges

- Any Brother of the Fraternity may file charges against any other Brother of the Fraternity by completing a form established and made available by the Brotherhood Status Committee, and as approved by the Supreme Board of Governors.
- The range of charges is limited to conduct unbecoming a Brother, willful failure to comply with the Fraternity Oath, policies, failure to pay obligations when due or promised to be due, and failure to comply with any and all laws, rules and regulations of any educational institution or governmental entity.

- When completing the form, the Brother filing charges must include which of the specific charges he is filing against the other Brother, a statement explaining the charges and any documentation to support the charges, and a proposed sanction.

Section 2. Review by Brotherhood Status Committee

- The Brotherhood Status Committee shall review the completed form to see if it includes all of the required information. If it does not include the necessary information, the Brotherhood Status Committee may return it to the filer and ask him to include additional information. Upon receiving a fully completed form, the committee shall by majority vote take one of the following two actions:
 - Dismiss the charges, if the Brotherhood Status Committee finds that there is no credible way in which the facts alleged in the charges could rise to the level of an offense for which sanctions may be imposed under the Constitution. Such dismissal concludes the process and the matter becomes closed without any further action necessary. The Brotherhood Status Committee must notify the filer, and the Brother against whom the charges were filed, of this decision.
 - Refer the charges for further proceedings, if the Brotherhood Status Committee finds that there is a credible way in which the facts alleged in the charges could rise to the level of an offense for which sanctions may be imposed under the Constitution. The Brotherhood Status Committee must notify the filer and the Brother against whom the charges were filed of this decision.

Section 3. Correspondence with the Accused Brother

- If the Brotherhood Status Committee refers charges for further proceedings, it must notify the accused Brother of the charges by both email and certified mail using the addresses on record with the Fraternity and include the charging form and all of its accompanying supporting documentation.
- The notification must advise the accused Brother of his rights to:
 - Accept responsibility for the charges and the proposed sanctions.
 - Accept responsibility for the charges, but request a hearing or submit with a written statement proposing different sanctions.
 - Deny responsibility and request a hearing.
- The accused Brother has fourteen (14) days to notify the Chair of the Brotherhood Status Committee of his decision. Failure to timely notify the Brotherhood Status Committee of a decision shall be construed as accepting responsibility for the charges and accepting the proposed sanctions.

- If the accused Brother actually or constructively accepts responsibility for the charges and the proposed sanctions, the Brotherhood Status Committee shall refer the charges and

proposed sanctions to the Supreme Board of Governors who may adopt the proposed sanctions by a two-thirds (2/3) vote of its entire membership, which would represent the final adjudication on the matter. In the event the Supreme Board of Governors rejects the proposed sanctions, it may propose alternate sanctions to be considered by the accused Brother. If an agreement between the Supreme Board of Governors and the accused Brother cannot be reached, then the matter shall be referred for a disciplinary hearing.

- If the accused Brother refuses to accept responsibility for the charges and/or refuses to accept the proposed sanction(s), the Brotherhood Status Committee shall refer the charges for a disciplinary hearing.

Section 4. Disciplinary Hearing

- If the accused Brother requests a hearing to contest the charges, the Brotherhood Status Committee shall notify the Supreme Master, who shall empanel a hearing board of three Brothers of the Supreme Master's choosing. The members chosen to serve on the hearing board shall be Brothers who were not involved in the conduct that gave rise to the filing of the charges and shall pledge to the Supreme Master that they are able to serve as an impartial hearing board member. The Supreme Master shall also choose which of the members of the hearing board will serve as the Chairman. Members of the Supreme Board of Governors are ineligible to serve on a hearing board. Members of the hearing board shall have been Brothers of the Fraternity for no shorter than ten (10) years.
- The Chairman of the hearing board shall work with both the Brother who filed the charges and the accused Brother to set a time for the hearing where both Brothers are able to meaningfully participate. The hearing shall take place telephonically or through another technology platform that allows the hearing board and the participants to interact virtually unless the Chairman of the hearing board finds that there is good cause for the hearing to take place in person.
- Prior to the date of the hearing, the accused Brother shall have at least fourteen (14) days to respond to the charges in writing. This response may include any supporting documentation including sworn written statements from others.
- The hearing procedures shall be determined by the Chair of the hearing Board. Notwithstanding, at the hearing, the Brother who filed the charges shall have the opportunity to speak first and shall be afforded no less than thirty (30) minutes to present his case and to answer any questions from the hearing board. When he has concluded, the accused Brother shall be afforded equal time, but no less than thirty (30) minutes to refute

the charges and to answer any questions from the hearing board. The Chairman may extend extra time if necessary, although it must be extended equally to both parties. Neither party may call witnesses, cross-examine one another, or introduce new documents that they did not previously include in their supporting materials.

- Within fourteen (14) days following the conclusion of the hearing, the hearing board shall provide a written recommendation to the Supreme Board of Governors. The recommendation shall include the vote tally and whether or not the hearing board found the accused Brother to responsible for the charges; and if so, what discipline the hearing board recommends. The written recommendation shall also be sent to the accused Brother and the Brother who filed the charges. Either party may elect to submit a written statement to the Supreme Board of Governors in support of or against the recommendations of the hearing board within fourteen (14) days from the date of the recommendation.

Section 5. Adjudication by the Supreme Board of Governors

- No sooner than fourteen (14) days after receiving the recommendation from the hearing board, the Supreme Board of Governors shall meet to issue the final adjudication on the matter.
- The recommendation of the hearing board shall be adopted as the final adjudication of responsibility and separately a final adjudication of discipline, unless a two-thirds ($\frac{2}{3}$) vote of the Supreme Board of Governors determines otherwise. The vote of the Supreme Board of Governors shall be the final adjudication and is not otherwise subject to further consideration or appeal.
- The Supreme Master or his designee shall notify the filer and the accused Brother of the Supreme Board of Governors' final adjudication within seven (7) days of the Supreme Board of Governors' vote.

Article VII: Disciplinary Sanctions and Non-disciplinary Measures

Section 1. The appropriate level of discipline shall rest ultimately with the Supreme Board of Governors.

Section 2. Interim relief and suspension:

- Cease and Desist Letter – in his discretion, the CEO (or his designee) or the Supreme Board of Governors may issue a letter requiring a Brother or group of Brothers to cease and desist from all Fraternity activity. In such circumstance, the Cease and Desist Letter is not intended to be discipline, but rather to provide sufficient time to permit an initial investigation and determination of whether an interim suspension, charges, or other measure is appropriate.

- Interim Suspension – Interim suspension shall be the temporary suspension of any Brother pending a hearing and/or the imposition of final discipline. Interim suspension does not require or imply any finding of responsibility. Interim suspension shall remain in effect until such time that it is either lifted or until the Supreme Board of Governors imposes a final disciplinary sanction. Interim suspension maybe issued by the Supreme Board of Governors

and by the CEO or his designee. Although due process does not require a hearing prior to or during any interim suspension, a suspended Brother may submit a request and show cause as to why his interim discipline should be terminated or abated.

Section 3. A disciplinary sanction may be imposed upon a Brother upon a finding or acknowledgment that the Brother has engaged in conduct unbecoming of a Brother of the Alpha Epsilon Pi Fraternity or violation of its policies. Sanctions are neither criminal nor civil but rather *sui generis* and imposed under the authority of the Supreme Board of Governors. These sanctions are separate and apart from any penalty or action that could be taken through private civil action, state or federal criminal action, or any discipline sought by a university or collegiate institution.

Section 4. Description of sanctions and discipline:

- Expulsion - Expulsion terminates the individual's status as a Brother. Expulsion, while severe, shall be an appropriate discipline to protect the reputation of the Fraternity, to prevent further harm to the Alpha Epsilon Pi Fraternity from the actions of an offending Brother, and to ensure that the sanctity of Brotherhood is respected. Notwithstanding the intended permanency of expulsion, procedures may be provided by the Supreme Board of Governors to permit an expelled individual to re-apply in exceptional circumstances for re-initiation, provided that:
 - No application for re-initiation shall be considered for a period of less than seven (7) years from the effective date of expulsion;
 - The purpose of re-initiation is not to be used as attempt to rehear the underlying conduct;
 - The presumption should be against re-initiation;
 - In any request for re-initiation, the burden is on the expelled individual to demonstrate his rehabilitation and fitness for Brotherhood;
 - Any Brother who is re-initiated after previously expulsion shall not be eligible to later serve on the Supreme Board of Governors or as a Regional Governor;
 - No more than one application for re-admission shall be considered during any seven (7) year period.
- Suspension – Suspension is the removal of a Brother from being a Brother in Good Standing for a specified period of time. A suspension of six (6) months or less shall not require proof of rehabilitation, and the Brother will be reinstated at the natural expiration of

the period of his suspension. A suspension of greater than six (6) months shall require the suspended Brother to demonstrate rehabilitation and fitness to the Supreme Board of Governors in order to be fully reinstated as a Brother in Good Standing. To the extent no such demonstration is provided, the Brother shall remain indefinitely suspended; however, such indefinite suspension shall last no longer than seven (7) years from the effective date of the suspension. If the conduct is so egregious that a suspension of greater than seven (7) years is warranted, the sanction of expulsion should be imposed. Any Brother who has been suspended for greater than six (6) months shall not be thereafter eligible to serve on the Supreme Board of Governors.

- **Suspension Until Graduation** – In some instances involving Undergraduate Brothers (both for individuals and also including where a Chapter or Colony rather than an individual Brother's conduct requires discipline or sanction) the sanction of suspension until graduation may be entered. During such time, the Brother(s) will not be in Good Standing until each has graduated from his collegiate institution or has otherwise moved onto the professional world, at which time the Brother will become an Alumnus Brother and his rights will be restored to Brother in Good Standing. In instances where suspension until graduation is deemed appropriate, additional terms of probation during the suspension should be considered.

- **Reprimand Before the Supreme Council** – A Reprimand Before the Supreme Council is a form of public reprimand before the entire Brotherhood of Alpha Epsilon Pi. It is a form of discipline that declares the offending Brother's actions improper, but does not otherwise affect his Brotherhood status. A Brother who has previously received a Reprimand Before the Supreme Council is not eligible for such sanction more than once within any consecutive seven (7) year period. The purpose of such reprimand is to discipline the offending Brother and emphasize the concerns of the Supreme Board of Governors with all Brothers.

- **Probation** – Probation is a sanction that allows the Brother to continue to remain a Brother in Good Standing under specific conditions. Probation can be imposed alone or in conjunction with any other disciplinary measure; probation may also be imposed as a condition of readmission or reinstatement following a suspension. Conditions shall be any reasonable condition that is found to be appropriately tailored to address the offense or misconduct. A non-exhaustive exemplarily set of condition includes:
 - Quarterly or monthly reporting;
 - Supervision by a mentor;
 - Attendance at educational programs;
 - Restitution;
 - Restrictions on serving as a volunteer or in any official capacity;
 - Community Service; and,
 - A letter of sincere apology.

Probation may be terminated by the Supreme Board of Governors after the offending Brother has demonstrated compliance with all conditions of probation and after the Supreme Board of Governors is satisfied that the need for probation no longer exists. In the event a Brother is believed to have violated or failed to complete a term of his probation, a hearing is needed to determine whether a violation has occurred. To the extent any probation has been violated, the Supreme Board of Governors may extend the probation, impose additional conditions of probation, or enter a more severe sanction.

- Admonishment – An admonishment is the lowest form of discipline that declares the conduct of the Brother to be improper without effecting his Brotherhood status.

Admonishment

may be served through written correspondence to the Brother. A Brother who has previously received an admonishment is not eligible for such sanction more than once within any consecutive seven (7) year period.

- The Supreme Board of Governors shall have the right to require a Brother who has been found responsible to reimburse the Fraternity for any and all costs associated with any investigation or hearing as part of any sanction.
- As a matter of discipline, the Supreme Board of Governors shall have the right to restrict a Brother's ability to serve the Fraternity in any official capacity (e.g. as a director/officer, Regional Governor, Chapter Advisor).
- The above terms shall in no way limit Alpha Epsilon Pi Inc.'s ability to pursue criminal charges or to take civil action in a court of law.

Section 5. Factors to be Considered in Imposing Sanctions: In imposing any of the above sanctions, the Supreme Board of Governors should consider the following factors:

- The nature and severity of the offense;
- The offending Brother's mental state;
- The potential or actual injury or harm caused;
- Remorse and efforts of rehabilitation;
- Cooperation by the Brother; and.
- The existence of any other aggravating or mitigating factors.

Section 6. Letters of Concern and Letters of Advice - The Supreme Board of Governors may issue to any Brother a letter of concern or letter of advice, which is intended to be non-disciplinary, but rather to help guide the behavior of a Brother. A letter of advice or concern may be issued by the Supreme Board of Governors at any time, including in lieu of any hearing.

Article VII: Amendments to the Bylaws

Section 1. These Bylaws may be amended by a two-thirds ($\frac{2}{3}$) majority of the Supreme Council. These Bylaws may also be amended at any time between meetings of the Supreme Council, by a two-thirds ($\frac{2}{3}$) vote of the Supreme Board of Governors.

Section 2. Sections of these Bylaws may be suspended with a two-thirds ($\frac{2}{3}$) majority of the Supreme Board of Governors.

Section 3. Proposed amendments to the Bylaws for consideration by the Supreme Council must be submitted in writing to the Supreme Board of Governors and the Governance Committee for review at least thirty (30) days prior to the convening of Supreme Council. In the

event of an emergency or extent it deems appropriate, the Supreme Board of Governors may shorten this time requirement for submission of proposed amendments.