

The Constitution and Bylaws  
of the  
Omega Psi Phi Fraternity, Incorporated



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## **Constitution of the Omega Psi Phi Fraternity, Incorporated**

### **PREAMBLE**

We, the members of the Omega Psi Phi Fraternity, Inc., believing that men of similar ideals of fellowship should bind themselves together in order to form a more perfect union among college men; to promote the principles of manhood, scholarship, perseverance, and uplift; to further brotherly love and fraternal spirit within the organization; and to protect the sanctity of the home and the chastity of woman, do enact and establish this Constitution and accompanying Bylaws for the governance of its members.

### **Article I**

#### **Name and Symbol**

**Section 1** – The name of the organization shall be OMEGA PSI PHI FRATERNITY, INCORPORATED.

**Section 2** – The symbol of the Fraternity shall be the Greek letters **ΩΨΦ** (Omega Psi Phi).

### **Article II**

#### **Purpose**

The purpose of the Fraternity shall be to bring about a union of college men of similar high ideals of scholarship and manhood in order to:

- (a) Stimulate the attainment of ideals and ambitions of its members;
- (b) Disseminate and inculcate those ideals among those with whom its member come in contact;
- (c) Cooperate with the schools where its chapters may be located in fostering these ideals;
- (d) Occupy a progressive, helpful and constructive place in the civic and political life, domestically, and internationally;
- (e) Prepare its members for greater usefulness in causes of humanity, freedom, and dignity of the individual; and,
- (f) Aid down-trodden humanity in its effort to achieve higher social, economic, and intellectual status.

### **Article III**

#### **Organization**

The members of the Fraternity shall be organized into Chapters, Districts, and such other subdivisions as may from time to time be established by the Grand Conclave.

## **Article IV**

### **Officers of the Fraternity**

The officers of the Fraternity shall be Grand Basileus, First Vice Grand Basileus, Second vice Grand Basileus, Grand Keeper of Records and Seal, Grand Keeper of Finance, Grand Counselor, and Grand Chaplain.

## **Article V**

### **Governing Bodies**

**Section 1** – The supreme governing body of the Fraternity shall be the Grand Conclave. The Grand Conclave shall adopt and maintain Bylaws and Policies and take such other actions as are necessary for the welfare of the Fraternity.

**Section 2** – The Supreme Council shall act in the place of the Grand Conclave whenever the Grand Conclave is not assembled. Between Grand Conclaves, the Supreme Council shall be responsible to the Grand Conclave for executing its policies, decisions, and mandates; enacting necessary policies between Grand Conclaves; and, conducting the day-to-day affairs of the Fraternity.

## **Article VI**

### **The GRAND CONCLAVE**

**Section 1** – the Grand Conclave shall comprise the Founders, Supreme Council, delegates from the respective Chapters, and past Grand Basilei.

**Section 2** – The Grand Conclave shall assemble regularly, but not less than biennially, at such times and places as may be decided by the Supreme Council.

**Section 3** – Official representation from one-third (1/3) of the financial Chapters in the Fraternity shall be a requisite to convene the Grand Conclave. One more than one-third (1/3) of the Chapters present shall constitute a quorum.

**Section 4** – Other registered members of the Fraternity shall be admitted to the sessions of the Grand Conclave, have voice therein, and serve on committees; however, they shall not be permitted to vote.

**Section 5** – Voting Eligibility

- (a) Members of the Supreme Council shall be entitled to one vote each at the Grand Conclave, and may not vote or act as a delegate of any Chapter.
- (b) Past Grand Basilei shall be entitled to one vote each at the Grand Conclave, and may not vote or act as a Delegate of any Chapter.
- (c) Each financial Chapter shall be entitled to send two (2) delegates, each of whom shall be entitled to one (1) vote. When only one (1) delegate is sent, he shall have two (2) votes if the Chapter he represents is beyond a five hundred (500) land miles or more radius from the site of the Grand Conclave. Each financial Chapter shall be entitled to an additional delegate with one (1) vote each for every ten (10) financial members above twenty (20).

## **Article VII**

### **Composition of the Supreme Council**

**Section 1-** The Supreme Council of the Fraternity shall consist of the following members:

- (a) Grand Basileus
- (b) First Vice Grand Basileus
- (c) Second Vice Grand Basileus
- (d) Grand Keeper of Records and Seal
- (e) Grand Keeper of Finance
- (f) Grand Counselor
- (g) Grand Marshal
- (h) Grand Chaplain
- (i) District Representatives
- (j) Three (3) Undergraduate Representatives
- (k) Immediate Past Grand Basileus

**Section 2** – All members of the Supreme Council shall be members in good standing with the Fraternity at all levels.

## **Article VIII**

### **District and Chapter Officers**

**Section 1** – The following shall be the officers of the Districts of the Fraternity:

- (a) District Representative
- (b) First Vice District Representative
- (c) Second Vice District Representative
- (d) District Keeper of Records and Seal
- (e) District Keeper of Finance
- (f) District Counselor
- (g) District Director of Public Relations
- (h) District Chaplain
- (i) District Marshal
- (j) Immediate Past District Representative

**Section 2** - The following shall be the officers of the Chapters of the Fraternity:

- (a) Basileus
- (b) Vice Basileus
- (c) Keeper of Records and Seal
- (d) Keeper of Finance
- (e) Chapter Reporter
- (f) Chaplain
- (g) Keeper of Peace

**Section 3** – The Districts and Chapters may elect or appoint such additional officers as are necessary and conduct respective affairs.

**Article IX**

**Amendments to the CONSTITUTION**

This Constitution may be amended only upon a three-fourths (3/4) vote of the Grand Conclave, subject to veto by one-third (1/3) of the Chapters in good standing.

## **Bylaws of the Omega Psi Phi Fraternity, Inc.**

### **Chapter I**

#### Overview of Fraternal Operations

### **Article I**

#### **Entities of the Fraternity**

**Section 1** – The Grand Conclave shall be the supreme governing body of the Fraternity.

- (a) The Grand Conclave shall comprise the Founders, Supreme Council, delegates from the respective Chapters, and past Grand Basilei.
- (b) The Grand Conclave shall assemble regularly, but not less than biennially, and at such times and places as may be decided by the Supreme Council.
- (c) The Grand Conclave shall hear and act upon the reports of the Officers of the Fraternity, Committees, District Representatives, and special panels or commissions established by the Fraternity.
- (d) The Grand Conclave shall pass such actions as it deems fitting and proper for the enhancement, perpetuation, and general welfare of the Fraternity.
- (e) The Grand Conclave shall elect the officers of the Fraternity and representatives to the Supreme Council as provided for in the Constitution and Bylaws. Any member in good standing with the Fraternity, except those holding International or Honorary membership, is eligible for election to office, provided he meets any specialized requirements for a particular office as provided for in the Constitution and Bylaws.
- (f) The Grand Conclave has the authority to levy International dues, fees, and assessments on the members of the Fraternity.
- (g) The Grand Conclave shall hold a banquet in honor and memory of the Founders of the Fraternity: Frank Coleman, Oscar J. Cooper, Ernest E. Just, and Edgar A. Love.
- (h) The Grand Conclave shall have the sole authority to approve candidates for Honorary Membership in the Fraternity.

**Section 2** – The Supreme Council shall be the managing directors for the general operation of the Fraternity consistent with the provisions of the Constitution and Bylaws.

- (a) The Supreme Council shall consist of the Grand Basileus, First Vice Grand Basileus, Second Vice Grand Basileus, Grand Keeper of Records and Seal, Grand Keeper of Finance, Grand Counselor, three (3) Undergraduate Representatives, Grand Chaplain, Grand Marshal, Immediate Past Grand Basileus, and the duly elected District Representatives.
- (b) The Supreme Council shall meet at regularly scheduled intervals and take such action as is appropriate to carry out the directions and decisions of the Grand Conclave and conduct the business of the Fraternity.
- (c) The Supreme Council shall have the authority to employ an Executive Director and staff, as provided for in the approved budget of the Fraternity, to perform the administrative support and general operational tasks of the Fraternity.
- (d) The Supreme Council shall give advice and consent on the appointment of the Editor to the Oracle by the Grand Basileus. Additionally, the Grand Basileus, with the advice and consent of the Supreme Council, may appoint an Editorial Board to the Oracle as he deems appropriate.

- (e) The Supreme Council shall investigate petitions for new Chapters and Districts and: (1) take action to approve or reject petitions for new Chapters; (2) determine the name and jurisdiction of each new Chapter it approves for establishment; (3) refer, with a recommendation to approve or reject, to the Grand Conclave all petitions for new Districts within the Fraternity, and (4) recommend the jurisdiction for any new District that is referred to the Grand Conclave for approval.
- (f) The Supreme Council shall act upon all matters referred to it by the District Representatives, District Meetings, Grand Officers, Undergraduate Representatives to the Supreme Council, and Chapters which petition for redress from the actions of a District Representative. Such referrals shall be to resolve questions of policy interpretation, jurisdiction of entities, applicability of Constitution and Bylaws provisions, and proposed expulsion of a member or revocation of a Chapter charter.
- (g) The Supreme Council is authorized to approve or reject all purchases of real property to be acquired in the name of the Fraternity, consistent with the approved budget and directives of the Grand Conclave.
- (h) The Supreme Council is authorized to sell real property held in the name of the Fraternity, consistent with the directives of the Grand Conclave.
- (i) The Supreme Council shall direct the publication of the Oracle and such other publications and manuals as are deemed appropriate for the welfare of the Fraternity.
- (j) The Supreme Council shall take such actions as are appropriate for the efficient operation of the Fraternity as long as such actions are not inconsistent with, nor prohibited by the approved actions of the Grand Conclave or the Constitution and Bylaws.
- (k) The Supreme Council shall make timely distribution of policies of the Fraternity as approved by the Grand Conclave, as well as program directives and operational guidelines established by the Supreme Council, in a Policies and Procedures Manual for use by the Districts and Chapters in regulating and conducting the business of the Fraternity.

**Section 3** – The Districts of the Fraternity shall be the governing bodies for the Chapters that exist in their respective jurisdictions as determined by the Grand Conclave.

- (a) A District shall meet annually to conduct the business of the District and elect officers provided for in the Fraternity's Constitution and Bylaws, as well as those created by the respective District Bylaws. Any member in good standing, except an Honorary Member, of any active Chapter in the District shall be eligible for election to the offices of the District, provided he meets any specialized requirements for specified positions as outlined in the Fraternity's Constitution and Bylaws and the respective District Bylaws.
- (b) A District shall monitor and report the condition and activity of all Chapters in its jurisdiction.
- (c) A District shall take such action as is appropriate to carry out, through the Chapters, the policies, procedures, and program directives of the Fraternity.
- (d) A District shall take such action, upon the recommendation of the District Keeper of Finance, to invest or liquidate funds of the District.
- (e) A District, through the District Representative, shall manage the Intake of new members into the Fraternity in accordance with the policies and directives of the Fraternity.

**Section 4** – The Chapters of the Fraternity shall be the governing bodies for the local assemblies of the members of the Fraternity. Chapters may only exist at either an approved degree granting college/university or is a defined geographic area determined by the Supreme Council.

- (a) Undergraduate Chapters shall be located at accredited institutions of higher learning and shall comprise members enrolled in those institutions pursuing baccalaureate degrees.
- (b) Graduate Chapters shall be comprised principally of members not pursuing courses in institutions of higher learning and may include college members, as well as those members initiated as undergraduates who lack a baccalaureate degree and who are not pursuing such a degree at an accredited college or university.

- (c) All Chapters and all members shall be organized into Districts for the purpose of administration. Said Districts shall be determined by the Grand Conclave and shall be the intermediary governing body between the Supreme Council and Chapters.
- (d) A Chapter shall meet at regularly determined intervals to conduct the business of the Chapter in carrying out the programs and directives of the Fraternity.
- (e) A Chapter shall elect officers either annually or biennially as provided for in the Constitution and Bylaws of the Fraternity and the Chapter Bylaws. Any member in good standing in the Chapter, except an Honorary Member, is eligible for election to office, provided he meets any specialized requirements for specific positions as called for in the Fraternity's Constitution and Bylaws and the Chapter Bylaws.
- (f) A Chapter shall monitor and report on the welfare of the Chapter to the District
- (g) A Chapter shall manage all funds collected by it in a manner that prevents waste, fraud, and abuse of resources.
- (h) A Chapter shall recommend to the District those individuals in their respective jurisdictions, identified by the Chapter, as being well qualified for membership in the Fraternity.
- (i) A Chapter shall receive as a member any Brother who chooses to affiliate with it and who is entitled to affiliate based on his eligibility.
- (j) A Chapter with fewer than five (5) members in good standing at all levels of the Fraternity shall be inactive. A District Representative may temporarily waive this provision pending action by the Supreme Council.

**Section 5** – The Brothers are the duly authorized membership of the Fraternity for whom the Fraternity and the organizational entities exist to support and nurture in friendship and brotherly love.

- (a) A Brother may only be a member of an active Undergraduate Chapter at a college/university if he is pursuing a baccalaureate degree at that college/university.
- (b) A Brother may be a member of an active Graduate Chapter if he is no longer pursuing a baccalaureate degree at a college/university; is attending a college/university that does not have a Chapter; has completed a baccalaureate degree; or, is pursuing a post-graduate degree.
- (c) An Honorary Member shall be approved for membership and inducted by the Grand Conclave. He shall be entitled to affiliate with any Chapter with which he is eligible to affiliate, but shall be ineligible for elected or appointed office in the Fraternity.
- (d) A Brother shall be an International Member if he has paid International dues, fees, and assessments and has chosen not to affiliate with any Chapter or District. An International Brother is not eligible for any elective office and has no vote at the Chapter, District, or International level.
- (e) A Brother may affiliate with any Chapter for which his status qualifies him.
- (f) A Brother shall not be limited in his membership rights and privileges without being afforded due process with respect to allegations made against him. Prior to any expulsion or suspension, a Brother shall be afforded written notice of the allegations against him sent to his last known address by certified mail, return receipt and a hearing pursuant to the Fraternity's Member Code of Conduct and Disciplinary Policy. The Supreme Council shall have the exclusive authority to expel any Brother from the Fraternity. If any member of the Supreme Council has initiated or approved the charges against the Brother, that member shall be precluded from voting for any reason in regards to the Supreme Council's decision as to expulsion.
- (g) A Brother shall be in good standing in the Fraternity by paying International, District, and Chapter dues and assessments for the given fiscal year; provided, however, duplicate International and District dues and assessments shall not be imposed by virtue his desire to affiliate with more than one chapter. An International Brother shall be in good standing with the Fraternity by paying International dues and assessments but in accordance with (d) above, shall not be eligible to vote at or hold office on an International, district, or chapter level.

**Section 6 – *The Oracle*** shall be the official publication of the Fraternity.

- (a) The Oracle shall be distributed to all financial members of the Fraternity in a hard-copy, printed format, and posted electronically on the official website.
- (b) The Oracle can only be distributed electronically to a member, in lieu of a hard-copy, printed format, if the member has provided a signed consent authorizing electronic delivery.
- (c) The Oracle must be published every March, May, September, and December.
- (d) Each year one issue of the Oracle shall be dedicated to Undergraduate Achievement.
- (e) The Oracle shall only be published by the "Editor to the Oracle," who shall receive a stipend per completed issue; and the stipend amount shall be determined by the Supreme Council.

## **Article II**

### **District and Chapter Bylaws**

The Districts and Chapters shall have the right to adopt Bylaws for the regulation of their affairs so long as such Bylaws are not inconsistent with, nor prohibited by, the Constitution and Bylaws of the Fraternity.

## **Article III**

### **Organization and Establishment of Chapters**

**Section 1** – At least eight (8) members of the Fraternity shall be required to organize and establish a Chapter.

**Section 2** – If a Chapter already exists in a geographic location, no charter shall be issued for a subsequent Chapter in the same geographic location, except on the petition of at least twenty-five (25) members in good standing who would be members of the proposed Chapter.

## **Article IV**

### **Eligibility for Membership**

Eligibility for membership in the Omega Psi Phi Fraternity, Inc. shall be restricted to men who meet the following criteria:

- (a) Initiation into the Fraternity through an Undergraduate Chapter requires at a minimum that the candidate have:
  - (1) Completed 30 credit hours and one year at the college or university where the chapter is chartered;
  - (2) A grade point average of not less than 1.5 on a 3.0 scale, 2.5 on a 4.0 scale, or 3.5 on a 5.0 scale;
  - (3) Certifiable status as a registered full-time student working toward a baccalaureate degree; and,
  - (4) Completed such other requirements as may be imposed by the respective degree granting college/university at which the Chapter is located.
- (b) Initiation into a Graduate Chapter requires at a minimum that the candidate:
  - (1) meet all of the requirements for initiation as an undergraduate as listed in (a) (1-3) above and seeking initiation into a graduate chapter because there is no active undergraduate chapter at the college or university where he is enrolled, or
  - (2) have at least a baccalaureate degree from an accredited college or university recognized by the Fraternity

- (c) Induction as an Honorary Member requires that that candidate shall have:
  - (1) Exhibited extraordinary accomplishments in his personal and/or professional life;
  - (2) Been recommended for membership by a majority vote of the Supreme Council; and,
  - (3) Been approved for membership by the Grand Conclave.

Creation or sanctioning of other forms of membership shall be reserved solely for the Grand Conclave.

## **Article V**

### **Organizational Directives**

**Section 1** – Constitution and Bylaws Changes: All Constitution and Bylaws changes approved by the Grand Conclave shall be issued in a Revision by November 1 following the Grand Conclave and it shall be the responsibility of the Constitution and Bylaws Committee to implement.

**Section 2**- Policy and Procedures (non-administrative): All changes to committee functions or policy and procedures shall be issued as updated procedures by December 31 following the Grand Conclave and it shall be the responsibility of the First Vice Grand Basileus to assign accountability to affected committees (standing or ad hoc) to implement the changes if the approved action does not identify implementation accountability.

**Section 3** – Administrative Procedures: All changes to administrative procedures shall be issued as updated procedures by December 31 following the Grand Conclave and implemented by the International Executive Director with support from any affected Grand Officer or committee of related jurisdiction/impact unless implementation accountability was otherwise identified in the approved recommendation.

**Section 4**- Relationship Status of Chapters and Districts:

- (a) Chapters shall be described as follows in Chapter Bylaws and any other legal documentation-  
 “ \_\_\_\_\_ Chapter, an unincorporated association of the Omega Psi Phi Fraternity, Inc.”
- (b) Districts shall be described as follows in District Bylaws and any other legal documentation-  
 “ \_\_\_\_\_ District, of the Omega Psi Phi Fraternity, Inc.”

**Section 5** – Approving and Signing Contracts by Chapters and Districts

- (a) Chapters shall enter into contracts as “ \_\_\_\_\_ Chapter, an unincorporated association of the Omega Psi Phi Fraternity, Inc.”
- (b) Districts shall enter into contracts as “ \_\_\_\_\_ District of the Omega Psi Phi Fraternity, Inc.”
- (c) Contracts for a chapter may be signed by the Basileus of the chapter only after the review and concurrence of the Chapter Counselor, or an attorney selected by the District Counselor, and the verification by the Chapter Keeper of Finance that sufficient funds are available or a cost-benefit or other financial analysis has been prepared and approved by the Chapter leadership that relates to the proposed contract.

**Section 6** - Parliamentary Authority: The rules contained in the current edition of Robert’s Rules of Order Newly Revised shall govern meetings of the Fraternity in all cases to which they are applicable and in which they are not inconsistent with these Bylaws and any special rules of order the Fraternity may adopt for a specific meeting.

## **Article VI**

### **Eligibility for Voting at Grand Conclaves**

Brothers shall be entitled to vote at the Grand Conclave as prescribed below:

- (a) Each member of the Supreme Council shall be entitled to one (1) vote: however, no member of the Supreme Council shall be permitted to vote as a delegate of a Chapter.
- (b) Each financial Chapter, in good standing with the Fraternity, shall be entitled to send two (2) delegates, each of whom shall be entitled to one (1) vote. When only one (1) delegate is sent, he shall have two (2) votes if the Chapter he represents is beyond a five hundred (500) land miles or more radius from the site of the Grand Conclave. Each financial Chapter shall be entitled to an additional delegate with one (1) vote for each for every ten (10) financial members above twenty (20). These delegates may vote only as a delegate of one (1) Chapter.
- (c) Past Grand Basilei shall be entitled to one (1) vote each at the Grand Conclave and may not vote or act as a delegate of any Chapter.

## **Article VII**

### **Revenue and Expenditures**

**Section 1-** The Fraternity shall operate on a fiscal year beginning November 1 and ending October 31.

**Section 2 –** All financial officers of the Fraternity must be bonded to the maximum amount of the average of revenues of the three most recent years.

**Section 3 –** All Districts and Chapter shall operate on the same fiscal year as the Fraternity.

**Section 4 –** The proposed budget for the next Grand Conclave period must be disseminated to the Chapters of the Fraternity at least thirty (30) days prior to the Grand Conclave

**Section 5 –** The report of the Grand Keeper of Finance along with the reports of the Budget, Audit, and Fiscal Management Committees must be disseminated to the Chapters of the Fraternity at least thirty (30) days prior to the Grand Conclave.

**Section 6 –** The budget of the Fraternity shall provide for a reasonable budget for the expenses of the Grand Officers.

**Section 7 –** No budget of the Fraternity shall provide for more than 25% of the Fraternity's revenue for administrative costs.

## **Chapter II**

### International Officers & Staff

#### **Article I**

##### **Eligibility for Office and Terms of Office**

**Section 1** – The offices of Grand Basileus, First Vice Grand Basileus, Second Vice Grand Basileus, Grand Keeper of Records and Seal, Grand Keeper of Finance, Grand Counselor, and Three (3) Undergraduate Representatives to the Supreme Council shall be elected at each Grand Conclave, and may not succeed themselves in their respective office after service of two (2) successive full terms.

**Section 2** – The office of the Grand Chaplain shall be appointed by the Grand Basileus, with the advice and consent of the Supreme Council, before the conclusion of each Grand Conclave or as soon thereafter as practicable.

**Section 3** – The District Representatives shall be elected for a term of one year at their respective Annual District Meetings. If no such meeting and election are held as required, the Grand Basileus may appoint a District Representative to serve part or all of the unexpired term.

**Section 4** – The Grand Marshal shall be elected by the Chapter or Chapters entertaining the Grand Conclave from among its, or their membership, provided that if said election is not prior to adjournment of the preceding Grand Conclave, the Grand Marshal may be appointed by the Grand Basileus and subject to the approval of the Supreme Council.

**Section 5** – Any Graduate Brother seeking an elected International office must have completed a Bachelor's degree from an accredited college or university.

#### **Article II**

##### **Duties**

**Section 1 – Grand Basileus.** The Grand Basileus shall be the Chief Executive of the Fraternity, Presiding Officer of the Grand Conclave, and Chairman of the Supreme Council. It shall be the duty of the Grand Basileus to:

- (a) Order the disbursement of the funds of the Fraternity as directed by the Grand Conclave and to sign checks whenever necessary;
- (b) Require periodic written reports from each of the elected Grand Officers and the Grand Marshal, giving an account of their respective works for the preceding quarter and his plans and/or program for the ensuing quarter. A digest of these reports, with such comments as the Grand Basileus deems expedient, shall be forwarded to each Grand Officer;
- (c) Ensure all policies approved by the Grand Conclave and Supreme Council are upheld and enforced, with emphasis on the Fraternity's non-hazing policy;
- (d) Provide information to the Districts through the District Representatives;
- (e) Require from each District Representative, at least semiannually, a report of his work which shall include statements of the activities of each Chapter in his District;
- (f) Request such additional reports and information from the Grand Officers and District Representatives as he deems necessary to function effectively;
- (g) Set and implement administrative procedures for the efficient operation of the Fraternity, subject to the ratification of the Supreme Council;

- (h) Provide annual reports and information regarding the state of the Fraternity for dissemination to the Brothers;
- (i) Call, by and with the consent of two-thirds (2/3) of the active Chapters of the Fraternity, an extraordinary session of the Grand Conclave, when the urgency of circumstances demands such action. Should the circumstances warrant, and the Grand Basileus does not issue the call, the Grand Conclave may be called into extraordinary session by three-fourths (3/4) of the active Chapters of the Fraternity.
- (j) Render a full report of his administration and make such recommendations on the opening day of the Grand Conclave as he shall deem necessary for the good of the Fraternity. These recommendations shall be disposed of by the Grand Conclave before the election of officers for the succeeding term;
- (k) Recommend appointments for the Office of Grand Chaplain to the Supreme Council;
- (l) Appoint a Grand Keeper of Peace at the opening of each Grand Conclave, whose term of office shall expire at the close of the Grand Conclave at which he was appointed.
- (m) Appoint other such officers as provided for in the Constitution and Bylaws; and,
- (n) Name Committees and appoint Chairmen, Vice Chairmen, and members of the committees.

**Section 2 – First Vice Grand Basileus.** The First Vice Grand Basileus shall be the second in order of leadership of the Fraternity and shall:

- (a) Perform such duties as are assigned to him by the Grand Basileus and the Supreme Council;
- (b) Exercise coordinating supervision over the activities of all standing committees, see that these committees are functioning, and provide the Supreme Council with a periodic report of the progress and work being performed by the several committees; and,
- (c) Convene during each Grand Conclave at least one joint meeting of all committee chairmen for the purpose of coordination and clarification of the activities which each committee is pursuing.

**Section 3 – Second Vice Grand Basileus.** The Second Vice Grand Basileus, who must be an undergraduate at the time of his election, shall be the third in order of leadership of the Fraternity and shall:

- (a) Have general supervision over the Undergraduate Chapters and help direct their activities;
- (b) Perform such other duties as are assigned to him by the Grand Basileus or the Supreme Council;
- (c) Monitor and report the state of Undergraduate Chapters on a regular basis and provide such recommendations as are appropriate for corrective actions and enhancement activities of the undergraduate members;
- (d) Chair the Undergraduate Council, comprised of the undergraduate members of the Supreme Council and each Second Vice District Representative; and,
- (e) Serve as an ex-officio member of all standing committees to provide advice and counsel regarding undergraduate issues and concerns.

**Section 4- Grand Keeper of Records and Seal.** It shall be the duty of the Grand Keeper of Records and Seal to:

- (a) Have general supervision of the administrative offices of the Fraternity;
- (b) Keep strict record of proceedings of the Grand Conclave and to send a report of the same to each Grand Officer and to all the Chapters within ninety (90) days after the close of the Grand Conclave and to file a copy of the report with the official records of the Fraternity;
- (c) Give a report during the first Plenary Session of the Grand Conclave which expressly states all matters referred by the preceding Grand Conclave to the Supreme Council, or to any Standing or Special Committee;

- (d) Keep an accurate history of the Fraternity covering the period of his term of office and, upon leaving office, to file the document with the permanent records of the Fraternity;
- (e) Send the family of a deceased member an appropriate letter of condolence in the name of the Fraternity immediately upon receipt of notice of the death of the member;
- (f) Publish in the next issue of the Oracle an appropriate testimonial to a deceased member after notice of the death of the member;
- (g) Create and maintain such system of records and documentation as might be required to ensure the efficient operation of the Fraternity;
- (h) Perform other secretarial duties of the Supreme Council at the direction of the Grand Basileus;
- (i) Keep strict record of the proceedings of the Supreme Council meetings and to send a report of same to each Grand Officer within ninety (90) days after the close of the Supreme Council Meeting and to file a copy of the report with the official records of the Fraternity;
- (j) Act as an ex-officio member of the Reclamation and Retention Committee and perform related duties in connection therewith;
- (k) Maintain custody of all paraphernalia and property of the Fraternity and render an annual statement concerning same; and,
- (l) Sign orders from the Grand Basileus to the Grand Keeper of Finance for the disbursement of funds of the Fraternity, to keep a record of the expenditures authorized by the Fraternity and to act as an alternate signatory when necessary.

**Section 5 – Grand Keeper of Finance.** The Grand Keeper of Finance shall be the Chief Financial Officer of the Fraternity. It shall be the duty of the Grand Keeper of Finance to:

- (a) Receive and account for all funds of the Fraternity;
- (b) Provide regular, accurate reports of the financial status of the Fraternity to the Brothers;
- (c) Ensure that surety bonds are secured covering all necessary Grand Officers and staff; and,
- (d) Disburse the funds of the Fraternity on order from the Grand Basileus countersigned by the Grand Keeper of Records and Seal.

**Section 6 – Grand Counselor.** The Grand Counselor shall be an attorney duly licensed to practice law. He shall be the Chief Legal Officer of the Fraternity. He shall be provided with a reasonable budget and allowed compensation for extraordinary service rendered, and approved by the Supreme Council. He shall perform the following duties:

- (a) Give counsel and advice to the Supreme Council and the Grand Conclave on all legal matters;
- (b) Review for legal sufficiency all contracts, bonds, employment agreements or other such instruments which bind or create financial commitments for the Fraternity;
- (c) Appoint an assistant, preferably an Omega Man, to handle a particular case or assignment upon a showing of expediency and with the approval of the Supreme Council;
- (d) Represent the Fraternity in all matters pertaining to loans and financing; and,
- (e) Hire or approve of the hiring of all attorneys who shall represent the Fraternity or any Grand Officer in the execution of his duties. He must approve the payment for any services rendered by any attorney who will be paid with the funds of the Fraternity.

**Section 7 – Undergraduate Representatives.** The Undergraduate Representatives, who must be undergraduates at the time of their election, shall report to the Second Vice Grand Basileus.

- (a) The Undergraduate Representatives shall assist the Second Vice Grand Basileus with the general supervision of the Undergraduate Chapters and shall help direct their activities. They shall also perform such other duties as are assigned to them by the Grand Basileus and the Supreme Council.
- (b) Each Undergraduate Representative shall be responsible for maintaining contact and keeping up to date with the activities of one-third (1/3) of the undergraduate population (divided by Districts) of the Fraternity. The final decision on the division of Districts shall be made by the Second Vice District Representative.
- (c) At least semiannually, each Undergraduate Representative shall report to the Grand Basileus, the Second Vice Grand Basileus and the Supreme Council regarding the progress of their assigned Districts and the undergraduate Brothers therein.

### **Article III**

#### **Appointed Officers**

**Section 1 – Grand Chaplain.** The Grand Chaplain shall be the spiritual advisor of the Fraternity and shall:

- (a) Provide inspirational advice and guidance to the Supreme Council and the Grand Conclave;
- (b) Provide direction and cause the annual commemoration of the passing of Brothers;
- (c) Provide guidance and assistance to the Districts and Chapters as necessary.

**Section 2 – Grand Marshal.** It shall be the duty of the Grand Marshal to:

- (a) Make all local arrangements for hosting a Grand Conclave, in conjunction with the grand Basileus, Executive Director, and the Grand Counselor, subject to approval of the Supreme Council; and,
- (b) Submit a final written report to the Supreme Council at the next regularly scheduled meeting following the close of the Grand Conclave. That report shall be comprehensive and shall be a complement to the Executive Director's report.

**Section 3- Grand Keeper of Peace.** It shall be the duty of the Grand Keeper of Peace to maintain order in all meetings of the Grand Conclave. His term of office shall expire at the close of the Grand Conclave at which he was appointed.

### **Article IV**

#### **Staff**

**Section 1 – Executive Director.** The Executive Director shall:

- (a) Make a report to the Grand Conclave on the operation of his office. Said report shall be inclusive of, but not limited to, the number of employees, the capacity in which they are employed, and the total cost of operating his office;
- (b) Make a report to the Grand Conclave inclusive of, but not limited to, the total number of Chapters, the total number of Chapters in good standing, the total number of Brothers and the total number of Brothers in good standing;

- (c) Place a copy of the report he is required to make to the Grand Conclave in the registration packet of each registrant of the Grand Conclave;
- (d) Provide a quarterly report to the Supreme Council containing information outlined in Section (a), (b), and additional the Supreme Council may require;
- (e) Produce, publish, and file; quarterly, fiscal year end, and calendar year end reports detailing Membership demographics;
- (f) Submit a written report detailing all pertinent aspects of the Grand Conclave, supplementing the report of the Grand Marshal, to all Chapters and the Supreme Council no later than the first regular meeting of the Supreme Council after departing the host city of said Grand Conclave; and,
- (g) Perform such duties as may be assigned to him by the Grand Basileus and the Supreme Council.

**Section 2 - Assistant Executive Director.** The Assistant Executive Director shall perform such duties as are assigned by the Executive Director and the Supreme Council. His salary shall be budgeted by the Grand Conclave and set by the Supreme Council.

**Section 3 – Editor of *The Oracle*.** It shall be the duty of the Editor of the Oracle to:

- (a) Edit, publish, and distribute ***The Oracle*** at least quarterly each year to members in good standing, and to other persons and institutions approved by the Supreme Council;
- (b) Employ such staff members as are necessary to conduct his office, within the limits of the budget;
- (c) Include a list of all Chapters, together with the Basileus and Keeper of Records and Seal and the mailing address, in each issue of ***The Oracle***; and,
- (d) Work cooperatively with the Editorial Board in ensuring that ***The Oracle*** is a quality publication.

## **Article V**

### **Bonds**

Surety bonds shall be purchased for appropriate Grand Officers and staff.

## **Article VI**

### **Succession and Removal of Officers**

**Section 1 –** In the event of the death or disability, the succession to the Grand Basileus shall be: First Vice Grand Basileus, Second Vice Grand Basileus, Grand Counselor, Grand Keeper of Records and Seal, and Grand Keeper of Finance. The remaining members of the Supreme Council shall meet to elect a chief executive officer until the next Grand Conclave, if none of the above is available to serve.

**Section 2 -** In case of the disability of other officers to properly perform their respective duties, the Grand Basileus, by and with the consent of the Supreme Council, or the Basileus of a Chapter, as the case may be, shall appoint a successor.

**Section 3 –** Grand Officers may be removed from office for cause.

## **Article VII**

### **Removal of Appointed Personnel**

In the event that any member of a commission or authority, or any person appointed by the Grand Basileus to perform services for the Fraternity shall become incapacitated, or should resign before expiration of his term of office, or if he fails to perform his duties in a manner satisfactory to the Fraternity, the Grand Basileus, by and with the consent of the Supreme Council, shall appoint a successor for such disabled or resigning member for the unexpired term of said member. In the case of disability, the Supreme Council shall determine when the disability begins and ends.

### **Chapter III**

#### **Districts**

#### **Article I**

#### **District Officers and Their Duties**

**Section 1- District Representatives.** It shall be the duty of each District Representative to:

- (a) Order disbursement of funds as directed by the District;
- (b) Supervise the various Chapters of the Fraternity within his jurisdiction;
- (c) Approve candidates for initiation;
- (d) Supervise in person or by proxy all initiations within his District and promptly report all actions with reference to initiations to the Grand Keeper of Records and Seal;
- (e) Require from each Chapter a quarterly report of its operations which shall contain-
  - (1) A concise statement of the constructive work being done by the Chapter in the school life, or in the case of a Graduate Chapter, in the civic life of the community;
  - (2) A program of the future plans of the Chapter and suggestions for the constructive development of the Fraternity; and,
  - (3) A brief statement of the personal achievements of the individual members of the Chapter. He shall report same to the Grand Basileus;
- (f) Call an annual meeting of all Chapters in his District;
- (g) Ensure that each Chapter is regularly visited by him or his designee and that the books and activities of the Chapter are examined and evaluated; and,
- (h) Suspend any Chapter located in his District or to declare any initiation held in his District void. He must report any such action to the Grand Basileus and Grand Keeper of Records and Seal for the approval of the former and information of the latter.

**Section 2 – First Vice District Representative.** The First Vice District Representative shall be the second in order of leadership of the District and shall:

- (a) Perform such duties as may be assigned to him by the District Representative;
- (b) Supervise the work and activities of all standing committees and provide the District Representative with a periodic report of the progress and work being performed by the several committees; and,
- (c) Cause the committees to develop and issue goals and objective for each year as a guide to the Chapter for their local operations.

**Section 3 – Second Vice District Representative.** The Second Vice District Representative, who must be an undergraduate at the time of his election, shall be the third in order of leadership of the District and shall:

- (a) Have general supervision over the undergraduate Chapters in the District;
- (b) Perform other such duties as are assigned to him by the District Representative;
- (c) Monitor and report the state of undergraduate members of the District on a regular basis and such recommendations as are appropriate for corrective actions or enhancement activities of the undergraduate Brothers; and,
- (d) Serve as an ex-officio member of all standing committees of the District to provide advice and counsel regarding the undergraduate issues and concerns.

**Section 4 – District Keeper of Records and Seal.** The District Keeper of Records and Seal is the administrative officer of the District and shall:

- (a) Keep strict records of the proceedings of the District meeting and send a copy to each District Officer and to all Chapter of the District and archive a file copy;
- (b) To cause the creation of and maintain such systems of records and documentation as might be required for efficient operation of the District;
- (c) To review and countersign all requests for disbursement of funds of the District and refer them to the District Representative for dispensation; and,
- (d) To ensure that all required training developed and implemented by the Fraternity is conducted in the District.

**Section 5 – District Keeper of Finance.** The District Keeper of Finance shall be the financial officer of the District and shall:

- (a) Receive and account for all funds of the District;
- (b) Take control of and maintain all financial records and instruments of the District;
- (c) Disburse the funds of the District on order from the District Representative, countersigned by the District Keeper of Records and Seal; and,
- (d) Provide regular, accurate reports of the financial status of the District.

**Section 6 – District Chaplain.** The District Chaplain shall be the spiritual advisor of the District and shall:

- (a) Provide inspirational advice and guidance to the District; and,
- (b) Provide assistance to Chapters for annual commemoration of the passing of Brothers in the District.

**Section 7 – District Counselor.** The District Counselor shall be an attorney duly licensed to practice law within the boundaries of his District and shall perform the following duties:

- (a) Give counsel to the District on all legal matters; and,
- (b) Assure that the District is represented in appropriate legal matters and work closely with the Grand Counselor.

**Section 8 – District Director of Public Relations.** It shall be the duty of the District Director or Public Relations to:

- (a) Periodically edit and publish pertinent information about the District; and,
- (b) Submit articles from his District to the Editor of ***The Oracle*** for publication.

**Section 9 – District Marshal.** It shall be the duty of the District Marshal to:

- (a) Make all local arrangements for holding a District meeting in conjunction with the District Representative; and,
- (b) Submit a final written report to the District following the close of the meeting.

## **Article II**

### **Other Officers or Personnel**

**Section 1 – District Keeper of Peace.** Each District shall elect or appoint a District Keeper of Peace. It shall be the duty of the District Keeper of Peace to maintain order at all meetings of the District.

**Section 2 – Other.** The Districts may elect or appoint such other officers or personnel as are necessary for the management and conduct of their respective affairs.

## **Chapter IV**

### **Chapters**

#### **Article I**

##### **Chapter Officers and Their Duties**

**Section 1 – Basileus.** The Basileus shall be the Chief Executive of the Chapter and shall preside at all meetings. It shall be the duty of the Basileus to:

- (a) Order disbursements of funds as the Chapter may provide;
- (b) Submit quarterly, through the Keeper of Records and Seal, to the District Representative, a report of the Chapter, and,
- (c) Enforce the Fraternity's non-hazing policy.

**Section 2 – Vice Basileus.** The Vice Basileus shall be the assistant to the Basileus. He shall preside over meetings of the Chapter in absence of the Basileus. He shall exercise coordinating supervision over the activities of all standing committees, shall see that these committees are functioning, and perform such other duties as provided by the Chapter Bylaws.

**Section 3 – Keeper of Records and Seal.** It shall be the duty of the Keeper of Records and Seal to:

- (a) Keep a strict record of the official proceedings of the Chapter and the Chapter Charter;
- (b) Carry on the correspondence of the Chapter;
- (c) Receive all funds of the Chapter, keep a record of same, and deliver said funds to the Keeper of Finance immediately on their collection;
- (d) Sign and record all written orders from the Basileus for disbursement of Chapter funds to forward same to the Keeper of Finance;
- (e) Use a standard form to collect the personal history of each member of his Chapter and furnish the Grand Keeper of Records and Seal with a duplicate copy of such history, with additions and changes;
- (f) Furnish the Grand Keeper of Records and Seal and the District Keeper of Records and Seal such data concerning the Chapter as the Grand Keeper of Records and Seal might consider necessary to keep the history of the Fraternity complete;
- (g) Upon the death of any member of the Fraternity, it shall be the duty of the Keeper of Records and Seal to officially inform the Grand Keeper of Records and Seal and the District Keeper of Records and Seal of such death and to forward to him a biography of the deceased member;
- (h) Carry on such publicity as the Chapter might direct, provided that such publicity shall be local in its nature; and,
- (i) Countersign all membership cards.

**Section 4 – Keeper of Finance.** It shall be the duty of the Keeper of Finance to:

- (a) Receive from the Keeper of Records and Seal and account for all funds payable to the Chapter;
- (b) Disburse funds of the Chapter only upon written order of the Basileus, countersigned by the Keeper of Records and Seal; and,
- (c) Keep a business-like record of all funds received and disbursed, and to submit such record together with all original orders for and receipts for disbursements at such time as the Chapter may direct.

**Section 5 – Chaplain.** It shall be the duty of the Chaplain to be the spiritual advisor and to conduct the religious services of the Chapter.

**Section 6 – Keeper of Peace.** It shall be the duty of the Keeper of Peace to maintain order in all meetings of the Chapter.

**Section 7 – Chapter Reporter.** The duties of the Chapter Reporter shall be to:

- (a) Submit all articles from his Chapter to the Editor of *The Oracle* and the District Director of Public Relations for publication;
- (b) Submit to editors of local newspapers all Chapter news for publication; and,
- (c) Carry on such publicity as the Chapter might direct, provided such publicity shall be local in its nature.

**Section 8 – Other.** The Chapters may elect or appoint such other officers or personnel as are necessary for the management and conduct of their respective affairs.

## **Chapter V**

### **Organization Committees**

#### **Article I**

#### **Undergraduate Council**

**Section 1** – The Undergraduate Council shall consist of the Second Vice Grand Basileus, the three (3) Undergraduate Representatives to the Supreme Council, all Second Vice District Representatives, and all registered Undergraduate Brothers at the Grand Conclave.

**Section 2-** The Second Vice Grand Basileus shall preside over all sessions of the Undergraduate Council, and if he is unavailable, he shall designate a member of the Undergraduate Council to preside in his absence.

**Section 3** – It shall be the duty of the Undergraduate Council to evaluate the programs and activities of the Undergraduate Chapters, develop uniform procedures for the conduct of Undergraduate activities and disseminate this information to all Undergraduate Chapters. The Council shall work through and with the respective District Representatives to ensure the implementation of said procedures. The Council shall perform such other duties as assigned by the Supreme Council.

#### **Article II**

Reserved

#### **Article III**

#### **The Scholarship Commission**

**Section 1 – Personnel:** The Scholarship Commission shall consist of seven (7) members and two (2) ex-officio members, the same being the Grand Basileus and the Second Vice Grand Basileus. Said Commission shall be appointed by the Grand Basileus with approval of the Supreme Council.

**Section 2 – Authority:** the Scholarship Commission shall handle all matters pertaining to Fraternity scholarship awards to its members. It is empowered to:

- (a) Prepare detailed regulations, policies, and announcements for the placing of awards which, prior to publication and activation, shall be made available to the Supreme Council for review;
- (b) Coordinate and supervise the presentation of scholarships in the name of Omega Psi Phi Fraternity, Inc.;
- (c) Transmit the names of candidates selected for fellowships and scholarships to the Supreme Council with the recommendation that they be recipients of designated awards; and,
- (d) Make available to all Chapters, information on scholarship aid, eligibility criteria, selection, and deadlines to various institutions of higher learning.

## Article IV

### Standing Committees

**Section 1 – Authorization:** The Fraternity and each of the several Districts shall establish and maintain the following standing committees: **Community and Civic Affairs; History and Archives; Membership; Public Relations; Rules; Social Action; Ways and Means; Grand Tribunal; Human Resources; and, Violence Prevention.** The **Grand Tribunal and Human Resource** committees shall function at the International level only. When deemed necessary, subcommittees shall be established. Each retiring committee chairman is charged with the duty to turn over immediately all committee documents to his successor.

**Section 2 – Regulations:** The International Committees and Chairmen thereof shall be appointed by the Grand Basileus with the consent of the Supreme Council.

- (a) The District Representative shall appoint the District Committees and Chairmen with the approval and consent of the District Council
- (b) Standing Committees shall be composed of not less than five (5) members, one of whom shall be an undergraduate.

**Section 3 – Duties of Standing Committees:** The duties of the Standing Committees are as follows:

- (a) **Community and Civic Affairs** – The Community and Civic Affairs Committee shall elect an Omega Man of the Year and a Citizen of the Year, prepare a high school achievement activity, and set up an International Achievement Week Program in which all Chapters should participate during a specifically designated period. Suggested guidelines shall be provided by this Committee for local Chapters. It shall select the Undergraduate and Graduate Chapters of the Year to be recognized at the Grand Conclave. The Committee shall organize and develop the Talent Hunt Demonstration at the District and Chapter level for execution and presentation at the Grand Conclave.
- (b) **History and Archives** – The History and Archives Committee shall call upon, inquire of, offer assistance to, and encourage Brothers and their survivors to donate to the Fraternity, for preservation and display, such artifacts and memorabilia as they, in their generosity, may wish the Fraternity to have and keep. The Committee shall convey, at every possible opportunity, the love, thanks, and respect of the Grand Basileus, the Supreme Council, and Brothers to these loyal distinguished Brothers and their families whenever contacted. Wherever feasible, artifacts and memorabilia, when collected, shall be carefully preserved, and, if necessary, restored and they shall be displayed as the Committee so directs. The Committee shall research and make known the identity, life, practices, accomplishments, and worldly contributions of persons of African descent. They shall recommend such action as to give proper recognition to individuals.
- (c) **Membership** – The Membership Committee shall be responsible for drafting, monitoring, and providing such recommendations as are appropriate to ensure that the process and guidelines for the initiation of new members into the Fraternity are efficient, effective, and adhered to by all members and Chapters. The Committee shall develop and implement an effective program to reclaim and retain members of the Fraternity. All District Reclamation and Retention Chairmen shall be members of this Committee.
- (d) **Public Relations** – It shall be the duty of the Public Relations Committee to publicize the activities of the Fraternity, internationally and locally, in all fields of human endeavors.

- (e) **Rules** – The Rules Committee shall submit recommendations to the Grand Conclave. During the interim of Grand Conclaves, the Committee shall keep records up to date on these recommendations based as mandates, and shall advise the Grand Basileus and the Supreme Council on their status. It shall receive from the Executive Director, review and recommend to the Grand Conclave, all proposed amendments to the Constitution and Bylaws of the Fraternity that are submitted in accordance with the Constitution and Bylaws and that it determines are in the best interest of the Fraternity. In addition, the Committee shall, in consultation with the Executive Director and/or such staff as the Director may assign, identify and upon such determination, certify members of the Fraternity who are eligible for voting at the Grand Conclaves.
- (f) **Social Action** – The Social Action Committee, before entering upon its duties, shall prepare and submit to the Supreme Council for approval a program embracing social issues, including those of International scope, and the manner proposed in dealing with said issues. The Supreme Council, in acting upon said program, shall set forth the Policy of the Fraternity with respect to said international issues for the guidance of the Committee, and a proper budget shall be provided for the operation of the program.
- (g) **Ways and Means** – In consultation with the Grand Keeper of Finance, the Ways and Means Committee shall be responsible for constructing the proposed budgets for the Fraternity as specified in these Bylaws, and after giving due consideration to the financial needs of each committee, said financial needs being necessary to implement the charges and duties of the several committees, shall make budgetary allocations and collaborate with the Grand Keeper of Finance. The Committee shall investigate and recommend such business opportunities and practices as would improve the fiscal and financial status of the Fraternity and its members.
- (h) **GRAND TRIBUNAL**

Authority – There shall be an International Grand Tribunal. The Grand Tribunal shall have exclusive jurisdiction to hear and adjudicate timely appeals of disciplinary decisions of expulsions or indefinite suspension, and shall entertain timely petitions of reinstatement following expulsion as outlined below:

- (a) In considering an appeal of a disciplinary decision of expulsion or indefinite suspension, the Grand Tribunal's review is limited to (1) determining whether the petitioner was afforded a fair hearing at the District level; and (2) determining whether the discipline imposed is commensurate with the allegations.
- (b) Decisions of the Grand Tribunal are final and may only be modified or overturned by the Grand Conclave or the Supreme Council.

The Grand Tribunal shall consist of a Chairman and eight (8) additional members. The Chairman of the Grand Tribunal shall be appointed by and serve at the discretion of the Grand Basileus, but his term shall not exceed six (6) consecutive years. The Chairman shall have the authority to appoint members in good standing to serve on the Tribunal, and shall make best efforts to appoint members from the various districts. Each member shall serve at the discretion of the Tribunal Chairman.

- (i) **Human Resources** – 1. The Human resource Committee is responsible for maintaining subject matter expertise related to all aspects of human resource policy and administration to include personnel practices, employee relations, position classification and management, compensation, personnel evaluation, Equal Employment Opportunity (EEO), and dispute resolution and the HR Committee is responsible for creating, updating, or proposing appropriate policies on these matters for approval by the Supreme Council and administration by International Executive Director for all human resource matters related to the employees and service contractors of the Omega Psi Phi Fraternity, Inc. The Committee shall conduct compliance reviews of the International Headquarters Office (IHQ) and provide a report of same to the Supreme Council, with corrective actions noted, as deemed appropriate. The Committee shall conduct salary and compensation surveys every even numbered year and propose salary and benefit adjustments, as warranted, submit a budget request, for approval by the Grand Conclave, commensurate to the recommend salary and benefit recommendations.
2. The Chairman of the HR Committee shall serve a six (6) year term upon appointment of the Grand Basileus and shall have demonstrated professional experience in Human Resources. The Committee shall have five (5) to seven (7) members selected by the Chairman and approved by the Grand Basileus, and who shall serve no more than two terms and shall have demonstrated experience in some or all facets of HR or Sr. Management discipline.
- (j) **Violence Prevention** – The Committee shall develop uniform strategic plans, risk avoidance protocols, enforcement mechanisms, education curriculums and an enhanced zero tolerance policy for all levels of the Fraternity that address threats of violence that might be perceived as associated with any Fraternity activity. These plans, protocols, and mechanisms, curriculums, and policies shall be reviewed and updated by the Committee in consultation with the Grand Counselor at least once every two (2) years. The Violence Prevention Committee shall collaborate with external partners to minimize, and where possible, eliminate violence occurring within the general African American community.

## **Article V**

### **Amendments to Bylaws**

These Bylaws may be amended by a two-thirds (2/3) vote of the Grand Conclave.

## Revision History

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<b>Change Record</b>			
<b>Change Number</b>	<b>Description of Change</b>	<b>Change Effective Date</b>	<b>Change Entered By</b>
1	Rewrite of the Constitution and Bylaws started at the 1997 Leadership Conference and approved at the 70th Grand Conclave (1998)	October 1998 (Booklet version published 1999)	Herbert B. Dixon, Esq. Chairman, Constitution and Bylaws Committee
2	Comprehensive update incorporating all approved changes from the 71 <sup>st</sup> (2000) through 76 <sup>th</sup> (2010) Grand Conclaves	October 2010 (Word version posted on IHQ website October 2011)	Amos C. Townsend Chairman, Constitution and Bylaws Committee
3	Incorporation of changes approved at the 78 <sup>th</sup> Grand Conclave (2012)	October 2012 (PDF version posted on IHQ website October 2012)	Amos C. Townsend Chairman, Constitution and Bylaws Committee
4	Incorporation of changes approved at the 79 <sup>th</sup> Grand Conclave (2014)	October 2014	Amos C. Townsend Chairman, Constitution and Bylaws Committee
5	Incorporation of changes approved at the 80 <sup>h</sup> Grand Conclave (2016)	October 2016	Amos C. Townsend Chairman, Constitution and Bylaws Committee
6	Update to Bylaws Chapter I to renumber Old Article VI to Article VII due to new Article V from Grand Conclave	November 2016	Amos C. Townsend Chairman, Constitution and Bylaws Committee

