



PHI SIGMA SIGMA

CONSTITUTION & BYLAWS

2025

PREAMBLE

We, the members of Phi Sigma Sigma, Inc. (hereinafter referred to as “Phi Sigma Sigma Fraternity” or the “Fraternity”), believing in the furtherance of higher education, in the advancement of womanhood through a close union of congenial friends of high character and intelligence, and in a mutuality of philanthropic purpose, do, for the encouragement of these qualities in the Phi Sigma Sigma Fraternity, ordain and establish this constitution.

ARTICLE I Organization – General

SECTION 1. The Phi Sigma Sigma Fraternity shall be composed of:

First – initiated members of collegiate chapters, established at various colleges and universities of the United States and Canada and designated by the letters of the Greek alphabet, with the prefix beta for a second series, the prefix gamma for a third series, etc.

Second – initiated members of alumnae groups, including clubs and chapters, conducted in accordance with the provisions hereinafter, and known by the names of the cities or geographic areas in which they are located.

Third – initiated alumnae members not affiliated with an established alumnae group.

SECTION 2. Charters to establish collegiate chapters shall not be granted until the executive director or designee has conducted a thorough evaluation of the campus and prepared a written report on the opportunity to establish a new chapter. The written report shall be submitted to Supreme Council. A two-thirds vote of Supreme Council shall be required to establish a new chapter.

SECTION 3. In the event that Phi Sigma Sigma is extended an invitation to establish a chapter on a campus with or without an existing college Panhellenic system, the executive director or designee shall conduct a thorough evaluation and prepare a written report on the potential new chapter. The written report shall be submitted to Supreme Council. A two-thirds vote of Supreme Council shall result in a commitment to establish a chapter of Phi Sigma Sigma on the campus. The post-recruitment membership must include the required number of collegians determined by Supreme Council. Supreme Council will also designate the number of collegians who must be returning to the institution for at least one academic term following the establishment of the chapter.

SECTION 4. Alumnae chapters shall be established in the following manner:

A petition, signed by not fewer than seven alumnae, resident or doing business within the city or geographic area in which the alumnae chapter is to be located, shall be forwarded to Headquarters. Before a member may be affiliated with an alumnae chapter, the alumnae chapter shall ascertain her standing as an alumna of the Fraternity. If two-thirds of Supreme Council votes in favor of the petition, the chapter shall be duly organized by the direction of the grand archon and under the supervision of the

executive director or designee. An alumnae chapter must comply with the constitution, bylaws, policies, and ritual of the Fraternity, and tender an annual donation to the Phi Sigma Sigma Foundation in order to maintain its status as an alumnae chapter.

ARTICLE II **Membership**

SECTION 1. To be eligible for collegiate membership in the Fraternity, a candidate must be a female collegiate, post-graduate or professional student of the college or university where (1) the chapter is located; (2) Supreme Council has voted to establish a chapter; or (3) Supreme Council authorizes the collegian to be initiated.

SECTION 2. No candidate shall be extended a bid or initiated until she has demonstrated her interest in working toward the goals of the Fraternity and has met the academic requirements of the Fraternity, her chapter, and the institution at which the initiating chapter is located.

No candidate shall be eligible for initiation until she and the chapter have met the obligations of the Fraternity for initiation. The candidate's obligations include paying initiation fees, satisfying all other financial obligations to the chapter and Fraternity treasuries, and agreeing to financial, housing and other policies. The chapter's obligations include providing all initiation information to Headquarters.

No candidate shall be initiated or deemed initiated unless prior consent to initiate has been obtained from Headquarters.

SECTION 3. Honorary members, patrons, patronesses, and alumnae members may be proposed by any chapter to Supreme Council. Supreme Council shall investigate and vote upon the admission of the candidates. Honorary members, patrons, patronesses, and alumnae members shall be either college graduates or shall have received honorary degrees, or shall have evinced an unusual interest in the Fraternity.

SECTION 4. The following women shall not be entitled to become members of the Fraternity: (1) individuals who are not candidates for a degree; (2) preparatory students (i.e., individuals who are members of classes inferior to the first year class); or (3) individuals who are, or have been, initiated members of an existing National Panhellenic Conference fraternity, provided however, that the members of professional fraternities designated by Supreme Council and the members of any Greek letter fraternity uniting with or absorbed by Phi Sigma Sigma shall be eligible for membership in the Fraternity.

SECTION 5. Any duly initiated collegian may petition the executive director or designee for alumna status if she meets one of the following requirements: (1) she is enrolled in an institution where her chapter is inactive; (2) she transfers schools; (3) she is no longer attending school full-time as determined by the university she attends; (4) her chapter has been reorganized or re-established; (5) she is married and/or has a child or children; (6) she experiences a documented personal or family circumstance that prohibits meeting the minimum standards of sisterhood; (7) a collegian in her final academic term before graduating whose academic, professional and/or personal circumstances prohibit her from participating in chapter activities; or (8) she is a fifth year senior.

Eligibility for alumnae status under any of these circumstances requires the member have no debt to the chapter or Fraternity.

SECTION 6. Phi Sigma Sigma adheres to the National Panhellenic Conference Unanimous Agreements. Accordingly, any woman who was duly initiated into the Phi Sigma Sigma Fraternity shall be forever barred from membership in any other Greek letter fraternity which is a member of the National Panhellenic Conference.

SECTION 7. Members of the Fraternity may not be financially indebted to the Fraternity, its subordinate units and/or its subsidiaries; and must abide by the Fraternity's Constitution, Bylaws and Policies.

ARTICLE III Government – Legislative

SECTION 1. The legislative power of the Fraternity shall be vested in the Convention. The Convention shall constitute the annual meeting of Phi Sigma Sigma, Inc. in the years it is held.

SECTION 2. The Convention shall be composed of the following: one delegate designated by Supreme Council from each collegiate chapter of the Fraternity, one delegate from each alumnae chapter, chapter key advisors, standing committee chairs, other non-voting delegates designated by Supreme Council, and the members of Supreme Council.

All collegiate chapters may not be financially indebted to the Fraternity, its subordinate units and/or its subsidiaries in order to vote. Each collegiate and alumnae delegate, each chapter key advisor, each standing committee chair, and each Supreme Council member shall be entitled to one vote. No delegate shall vote in more than one capacity. Quorum shall consist of 100 voting members.

Voting on resolutions and amendments to the Fraternity's constitution and bylaws shall be weighted based on the number of voting members at a particular Convention. Collegiate votes will be weighted in such a manner to account for 51% of the total vote, while alumnae delegate votes will account for 49% of the total vote.

SECTION 3. All collegiate and alumnae members who pay international dues will be entitled to vote for Supreme Council members.

SECTION 4. The ranking member of Supreme Council present at conclave shall act as chairman and shall vote only in case of ties.

SECTION 5. The Convention shall keep a journal of its proceedings which shall be duly published. The yeas and nays of each voting delegate on all roll call votes shall be entered in the journal.

SECTION 6. The Convention shall meet biennially. As determined by the Supreme Council, any Convention may be held in person, or remotely, with members attending by telephonic or virtual means. If circumstances arise which render it either impossible or impractical to hold conclave at the designated time and/or place, Supreme Council may,

by a majority vote, change the time and/or place of conclave provided collegiate and alumnae chapters are given at least 30 days notice prior to the convening of conclave.

SECTION 7. In off-Convention years, the annual meeting shall be held at a date and time acceptable to the Fraternity board of directors. If a meeting will be held solely by virtual means, a physical location of the meeting will not be stated but clear procedures must be set forth by Supreme Council no later than the opening of Convention registration.

SECTION 8. Supreme Council shall have the power, by a two-thirds vote, to call an extra session of the Convention at such time and place it may designate. A majority of the collegiate and alumnae chapters eligible to vote may also issue a call for an extra session of the Convention and forward the request to the grand archon, who shall call an extra session of the Convention to meet within 30 days following receipt of the request. The grand archon or her designee shall announce the time and place of the extra session. Funding of an extra session may be the responsibility of the conference delegates.

SECTION 9. The Convention shall have the power to levy special assessments and to provide for the general welfare of the Fraternity.

SECTION 10. The Convention shall have the final authority to make all laws which shall be necessary and proper for carrying into execution all powers vested by this constitution in the government of the Fraternity or in the government of any department or officer thereof.

SECTION 11. If Convention is held in person, approved room and board, plus the actual cost of transportation to and from the conclave site from home or nearer point of departure, not to exceed economy air coach fare shall be paid from the general fund for delegates from each collegiate chapter. No collegiate chapter delegate's expenses shall be reimbursed unless the delegate attended all sessions of conclave, unless her absence or lateness was approved in advance by the executive director.

Unless approved by Supreme Council in advance, delegates from alumnae chapters shall not be reimbursed for transportation, room and board expenses from the general fund; these expenses shall be the obligation of the delegate and/or the alumnae chapter she represents.

If Convention is held in person, approved room and board, plus the actual cost of transportation to and from the conclave site, from home or nearer point of departure, not to exceed economy air coach fare, shall be paid from the general fund for Supreme Council and additional personnel as designated by Supreme Council. No officer's expenses shall be reimbursed unless the officer fulfilled the obligations of her office. No officer's expenses shall be reimbursed unless the officer attended all sessions of the conclave, unless her absence or lateness was approved in advance by the grand archon.

SECTION 12. Any collegiate chapter or alumnae chapter which is indebted to the treasury of the Fraternity shall be deprived of the privilege of its vote at Convention, unless it can show good reason why the indebtedness was not paid. Good reason shall be determined by the executive director. No collegiate chapter that is on disciplinary status according to the Disciplinary Procedures may vote.

SECTION 13. Any Fraternity member with voting privileges who receives, or may receive an honorarium, payment or other compensation under a contract with Phi Sigma Sigma, Inc., shall have voice but no vote on matters related to the project or contract for which she is, or may be, paid. Any question as to the privilege of voting shall be decided by the grand archon, whose decision shall be final. Reimbursement for documented expenses such as postage, travel, or telephone shall not be considered compensation for purposes of this section.

SECTION 14. Any collegiate chapter that is unrepresented by a collegiate delegate at conclave shall be subject to disciplinary action under the Disciplinary Procedures.

ARTICLE IV

Government – Executive

SECTION 1. The grand archon, grand vice archon and grand vice archon – finance shall be the corporate president, vice president/secretary and treasurer, respectively of Phi Sigma Sigma, Inc. The executive power of the Fraternity shall be vested in the Fraternity’s board of directors. The board of directors shall be called Supreme Council. Supreme Council consists of the grand archon, grand vice archon, grand vice archon – finance, and four directors. The immediate past grand archon shall serve as a non-voting ex- officio member of Supreme Council for one term.

SECTION 2. Supreme Council shall be elected biennially by the electorate by a plurality. Votes cast at Convention shall be tallied by the executive director and the parliamentarian in the presence of all past grand archons not running for office and, if available, legal counsel. If the executive director and the parliamentarian are not available, one or more past grand archons of the Fraternity, who are not candidates for office, may be substituted. If votes are cast electronically or by mail, they shall be tallied at the direction of the executive director by a third party entity, or by the executive director and individual(s) appointed by Supreme Council. If votes are cast at Convention, no proxy voting shall be permitted. No individual may hold the same elected position for longer than six consecutive years or three consecutive terms, whichever is longer.

SECTION 3. Members of Supreme Council shall assume their respective offices immediately succeeding the course of business of the conclave at which they are elected or appointed and shall serve until constitutionally replaced.

SECTION 4. As the highest council and sovereign body of the Fraternity, Supreme Council constitutes the board of directors of the Fraternity and shall provide strategic leadership for the Fraternity, including setting direction, making policy and strategic decisions, overseeing and monitoring organizational performance, and ensuring overall accountability. Supreme Council shall have the power to (1) determine the Fraternity’s mission and purpose; (2) select, support, and assess the overall performance of the Fraternity’s executive director; (3) provide proper financial oversight and ensure adequate resources; (4) ensure legal and ethical integrity and maintain accountability; (5) ensure the recruitment and orientation of new board members and the assessment of board performance; and (6) enhance the Fraternity’s public standing. Supreme Council shall also have the power to (1) make agreements with other fraternities; (2) control the extension of the Fraternity; (3) suspend and expel members from the Fraternity consistent with the constitution, bylaws, policies, and ritual of the Fraternity;

(4) fill vacancies in the offices of Supreme Council as hereinafter provided; (5) recommend legislation to the Convention; and (6) exercise all other functions of government consistent with the constitution, bylaws, policies, and ritual of the Fraternity.

In case of emergency, the grand archon, with the approval of Supreme Council, shall be authorized to appoint a committee of not fewer than three alumnae members to supervise and control the organization, personnel, and finances of any collegiate chapter, with power to suspend members of the chapter, and to take such other action as the emergency may demand.

SECTION 5. Supreme Council shall be the authorized representatives of the Fraternity. Supreme Council is empowered to exercise all the powers and discharge all the duties conferred by the corporate charter granted by the State of New York. Supreme Council shall have full charge of the Fraternity, the conduct of Headquarters, and Fraternity employees.

SECTION 6. The decisions, orders, judgments, and decrees of Supreme Council on all questions submitted for determination shall be final.

SECTION 7. Supreme Council shall be responsible to the Convention for its acts and for wholesome, just and efficient government of Phi Sigma Sigma, Inc. Supreme Council members shall be liable for impeachment, deposition and removal from office by the Convention for dereliction of duty and other cause. Any member of Supreme Council may be removed for cause by the unanimous vote of its remaining members at any poll of Supreme Council.

SECTION 8. The grand archon (president) shall be president of Supreme Council and president of the Fraternity. She shall have the power by and with the advice and consent of Supreme Council to appoint ambassadors and make agreements with other fraternities. She shall have the power in the case of removal, death, inability, inefficiency, or dereliction of duty of any officer of the Fraternity, by and with the consent of Supreme Council, to appoint an officer to temporarily discharge the powers and duties of the office until the office is filled by election or appointment or Supreme Council determines that the officer is capable of resuming her duties. She shall, from time to time, give the chapters information on the state of the Fraternity. She shall recommend for the consideration of the Convention such measures as she shall judge necessary and expedient and she shall take care that the laws of the Fraternity are faithfully executed. The grand archon or her designee may serve as an ex-officio member of all committees with exception of the nominating committee. The grand archon, with the advice and consent of the corporate officers, shall oversee Headquarters and its staff. The grand archon shall sign, together with the grand vice archon, all contracts entered into or documents executed on behalf of the Fraternity. The grand archon may sign, together with the grand vice archon, all contracts entered into or documents executed on behalf of collegiate chapters, in accordance with policy.

The grand archon shall decide all questions of law arising under the constitution, bylaws, policies, and ritual of the Fraternity. Any chapter or member of the Fraternity may appeal a decision on a question of law to Supreme Council.

SECTION 9. In the event Supreme Council determines that the grand archon is (1) unable to serve; (2) suffers a disability that renders her unable to perform her duties; or (3) engages in dereliction of duty, the grand vice archon shall discharge all such duties until the office is filled by election or appointment or Supreme Council determines that the grand archon is capable of resuming her duties. In the event the grand vice archon cannot fulfill the grand archon's duties, succession shall proceed to the grand vice archon – finance. In the event the grand vice archon – finance cannot fulfill the grand archon's duties, the remaining directors shall elect a grand archon from amongst the remaining members of the Supreme Council.

ARTICLE V

Government – Administrative

SECTION 1. There shall be a grand archon advisory board composed of a maximum of five members, one of whom shall be the immediate past grand archon. They shall be appointed by the grand archon and must have served in an official capacity in the Fraternity. They shall be available for consultation on all phases of Fraternity activities.

SECTION 2. The chapter key advisors shall be appointed for each collegiate chapter and confirmed by the executive director. The chapter key advisor shall be the deputy of Supreme Council in and for the chapter. It shall be her duty to implement all orders of Supreme Council, to keep Headquarters staff fully and accurately informed of the affairs of the chapter, and to perform the duties enumerated for her in the ritual of the Fraternity.

ARTICLE VI

Standing & Special Committees

SECTION 1. Supreme Council is authorized to establish and discharge project task forces, standing committees and special committees. Supreme Council shall appoint the chairman and members of each project task force, standing committee and special committee.

Standing committees include, but are not limited to, the awards committee, finance committee, and Panhellenic relations committee.

Special committees include the bylaws committee and the nominating committee.

The chairman of each of standing and special committees shall be a voting member of the Fraternity.

SECTION 2. The awards committee shall collect information and applications in various areas in which the awards are made. The committee shall review the information and make a recommendation to Supreme Council for award recipients. The awards committee will work directly under the supervision of the executive director or designee.

SECTION 3. The bylaws committee shall solicit, review, and submit constitutional and bylaws amendments to the electorate. The grand vice archon shall be an ex-officio member of this committee. The committee shall consist of a minimum of five voting

alumnae members, one of whom is the chairman, and as many additional non-voting members as is deemed necessary. Submissions will be considered by the bylaws committee and those submissions receiving a majority vote by the bylaws committee will be submitted to Supreme Council for approval. Those submissions receiving a majority vote of Supreme Council shall be presented to the electorate for approval. All submissions rejected by the bylaws committee or not approved by Supreme Council shall be provided to the electorate and identified as either rejected by the bylaws committee or not approved by Supreme Council. The electorate shall be advised in writing that any submission that was rejected by the bylaws committee or not approved by Supreme Council may be placed before the electorate upon a two-thirds vote of the electorate. Upon written petition of two-thirds of the voting delegates, a bylaw amendment previously rejected by the bylaws committee or not approved by Supreme Council shall be presented to the electorate.

SECTION 4. The finance committee shall prepare a budget for the Fraternity general fund and oversee and regulate the finances of the Fraternity. The budget shall be approved by Supreme Council. The committee shall consist of the grand archon, grand vice archon – finance (who shall be the chairman or appoint the chairman), executive director, and such other persons as is deemed necessary.

SECTION 5. The nominating committee shall promote the process of nominations and elections, recruit nominees for Supreme Council, and ensure there are candidates for office. The committee shall submit a timeline for the nominations and elections process to be approved by Supreme Council. Only candidates approved by the nominating committee may be placed on the ballot. No candidates may be nominated from the Convention floor.

SECTION 6. The Panhellenic relations committee shall support Phi Sigma Sigma on matters related to college and alumnae Panhellenic matters. The committee shall consist of the delegate to the National Panhellenic Conference (NPC) Council of Delegates (the grand archon or her designee), chief Panhellenic officer, executive director or designee, volunteers to the National Panhellenic Conference, and such other persons as is deemed necessary. As the delegate to the NPC Council of Delegates, the grand archon or her designee shall represent the Fraternity in all matters pertaining to the National Panhellenic Conference, and shall act on behalf of the Fraternity with the consent of Supreme Council. The chief Panhellenic officer shall serve as a liaison to and primary contact for the NPC and other member organizations on all college and alumnae Panhellenic matters.

ARTICLE VII

Government – Collegiate Chapters

SECTION 1. The executive board shall be composed of the following: archon; vice archon; bursar; secretary; member-at-large; membership recruitment chairman; sister development chairman; risk management chairman; diversity, equity and inclusion chairman; academic achievement chairman; philanthropy and service chairman; Panhellenic delegate and house manager (housing chapters only).

SECTION 2. It shall be the duty of the archon to preside at all meetings of her chapter, call all special meetings, and enforce due observance of, and compliance with the

constitution, bylaws, policies and ritual of the Fraternity, and perform all other duties typically assigned to the presiding officer and executive head of an organization. She shall serve as delegate to Fraternity conclaves. She shall be directly responsible for Fraternity correspondence and her chapter's performance. The archon shall sign, together with the vice archon, all contracts entered into or documents executed on behalf of her chapter.

SECTION 3. It shall be the duty of the vice archon to perform the duties of the archon in the archon's absence. She shall be custodian of the ritual and shall enforce due observance of and compliance with the constitution, bylaws, policies and ritual of the Fraternity. She shall be responsible for Fraternity education and the implementation of the chapter constitution. She shall be an ex-officio, non-voting member of the standards board. She shall chair the executive board and executive council of the chapter and shall supervise chapter chairmen and committees.

SECTION 4. It shall be the duty of the bursar to oversee the collection and disbursement of all funds belonging to the chapter and to render a report at each meeting concerning the financial affairs of the chapter. The bursar will assist the executive director and/or designee with composing the chapter's annual budget.

The bursar shall reimburse only those chapter expenses which have been duly approved in advance and for which proof of expenditure is presented.

SECTION 5. It shall be the duty of the secretary to keep an accurate, permanent account of the proceedings of her chapter. She shall take roll at all Phi Sigma Sigma events, excluding those that pertain directly to committee chairmen. She shall conduct all correspondence of her chapter. She shall preserve files of her correspondence. She shall oversee the chapter's adherence to Phi Sigma Sigma and campus recognition and accreditation requirements. She shall notify all members of special meetings. She shall work with executive board and executive council members to create and maintain the chapter's calendar. She shall be responsible for overseeing the chapter's use of the Fraternity provided chapter management/communication application.

SECTION 6. It shall be the duty of the member-at-large to serve as chairman of the standards board and ensure that standards of the chapter are upheld. She shall process chapter-approved membership status changes in a timely manner. The member-at-large shall serve as the liaison between the executive board and the chapter. In conjunction with the archon, vice archon and standards board, she shall interpret the constitution, bylaws, policies and ritual of the Fraternity.

SECTION 7. It shall be the duty of the membership recruitment chairman to oversee all membership recruitment events. She shall be responsible for planning and implementing the Fraternity-approved membership recruitment program. She shall manage the chapter's compliance with the international Membership Recruitment Policy. She shall supervise assistants.

SECTION 8. It shall be the duty of the sister development chairman to oversee all activities related to member development programming. She shall work with new members during the orientation program as well as the chapter as a whole at all times throughout the year.

SECTION 9. It shall be the duty of the risk management chairman to enforce Phi Sigma Sigma's risk management standards. She shall increase risk management awareness by educating the chapter on all facets of safety and compliance. She shall be responsible for ensuring a prevention plan is in place for chapter events.

SECTION 10. It shall be the duty of the diversity, equity and inclusion (DEI) chairman to coordinate Phi Sigma Sigma's holistic efforts to foster belonging within the chapter and community. She shall increase member competency by offering education to the chapter. She shall be responsible for fostering an inclusive chapter culture through intentional planning, early intervention, activism and awareness efforts.

SECTION 11. It shall be the duty of the academic achievement chairman to support the chapter by implementing positive and constructive academic achievement practices and assist members in applying effective strategies for personal improvement. She shall identify and create opportunities for members to be recognized. She shall provide a supportive space for members to ask for assistance, help navigate campus resources and suggest best practices for academic achievement.

SECTION 12. It shall be the duty of the philanthropy and service chairman to coordinate and promote opportunities to serve the community. She shall prioritize causes and initiatives that align with the philanthropic cause and twin ideals of the Fraternity.

SECTION 13. It shall be the duty of the Panhellenic delegate to represent Phi Sigma Sigma in all fraternity/sorority activities. She shall consult Headquarters to ensure she is acting on behalf of the chapter and representing Phi Sigma Sigma's interests in all matters related to the College Panhellenic Association. She shall only cast votes approved by the executive director or designee.

SECTION 14. It shall be the duty of the house manager to enforce all rules and regulations of the university/college, the housing corporation and the chapter pertaining to the management of the chapter's maintained facilities and belongings. The house manager shall act as the liaison between the housing corporation, Headquarters, any house director and the chapter.

SECTION 15. The archon, vice archon, bursar, secretary, member-at-large, membership recruitment chairman, sister development chairman, risk management chairman, diversity equity and inclusion chairman, academic achievement chairman, philanthropy and service chairman, Panhellenic delegate and house manager (where applicable) in conjunction with those other officers elected in accordance with the chapter bylaws shall serve on the chapter's executive board. The executive council shall be composed of the executive board and duly appointed chairmen.

SECTION 16. Chapters with fewer than 40 members may adopt an alternate executive board structure as approved by Supreme Council.

SECTION 17. Each collegiate chapter officer shall be a student, registered as a candidate for a degree. No member shall be eligible for office if she is suspended, scheduled to graduate or otherwise leave school or take limited status before the next regular annual election.

SECTION 18. The election of officers of the collegiate chapter shall be held annually on a schedule directed by the executive director or designee, or shall comply with university rules or Panhellenic rules requiring otherwise. Exceptions must be approved by Supreme Council.

SECTION 19. A suspended member shall not be eligible to serve in any office in the chapter or as a delegate to conclave.

ARTICLE VIII

Emblems

SECTION 1. Supreme Council shall regulate the sale of badges, pins, and other crested and general Fraternity merchandise.

SECTION 2. There shall be two recognized membership badges. The plain badge shall consist of a gold sphinxhead with eyes of sapphire on a gold base bearing the Greek letters of the Fraternity in blue enamel. The jeweled badge shall have the sphinxhead superimposed on a gold pyramid with three sapphires in each corner.

Badges shall be furnished to alumnae and collegiate members through Headquarters. The membership badge shall be worn by collegians near or over the heart. Alumnae may also wear the membership badge on a necklace, bracelet or ring. The membership badge shall never be sold, given or loaned to any person who is not a duly initiated member of the Fraternity.

SECTION 3. The Supreme Council badge is a sphinxhead superimposed on a gold pyramid with sapphires on all sides except that the grand archon's Supreme Council badge has alternating diamonds and sapphires on all sides. Each badge is inscribed on the back with the office.

SECTION 4. The new member pin shall be a blue pyramid superimposed on a pyramid of gold forming a border on which is inscribed in Greek script the open motto of the Fraternity, "Diokete Hupsala."

SECTION 5. The colors of the Fraternity shall be king blue and gold.

SECTION 6. The coat-of-arms of the Fraternity shall be a sphinxhead on a shield superimposed on a pyramid, at its apex a rose, at its base twin scrolls, bearing, in Greek, Diokete Hupsala, 1913.

SECTION 7. The American Beauty Rose shall be the official flower of the Fraternity.

SECTION 8. Supreme Council is authorized to create and retire awards based on the recommendation of the awards committee. Awards shall include, but are not limited to, the following:

- a. The Sisterhood Award charm is an open gold pyramid. It shall be presented to recipients of the Sisterhood Award.
- b. The Order of the Sapphire Award charm is an open gold pyramid with four sapphires and three diamonds alternating across the base. It shall be presented to recipients of the Order of the Sapphire Award.
- c. The Pyramid Award charm is an open gold pyramid with seven diamonds across the base. It shall be presented to recipients of the Pyramid Award.

ARTICLE IX **Discipline**

SECTION 1. All disciplinary actions of the Fraternity will be governed by and subject to the Disciplinary Procedures of Phi Sigma Sigma.

The executive director or designee shall act on referrals for disciplinary action of collegiate chapters, alumnae chapters, or any Fraternity member. The executive director or designee shall be empowered to collect facts, conduct hearings as necessary, and take appropriate disciplinary action following the procedures set forth in the Disciplinary Procedures.

SECTION 2. If a chapter fails to comply with the constitution, bylaws, policies or ritual of the Fraternity, or if it appears that the interests of the Fraternity suffer by the maintenance of any particular chapter, the chapter's charter may be withdrawn or suspended by a two-thirds vote of Supreme Council.

In the event of a recommendation of withdrawal of a charter, the chapter shall be notified in writing and will have 15 calendar days to appeal the recommendation to Supreme Council in writing. A two-thirds vote of Supreme Council is required to grant the appeal. The appeal is limited to three pages in length.

Following the expiration of the appeal period, a two-thirds vote of Supreme Council shall be required to revoke the charter.

SECTION 3. If the membership of any alumnae chapter falls below five members, its charter may be recalled by a two-thirds vote of Supreme Council. Once the group again

meets all requirements for an alumnae chapter, it may petition Supreme Council to have its charter reinstated.

SECTION 4. Following the revocation of a charter, the chapter's accounts, assets and archives shall be transferred to Headquarters. Headquarters shall retain relevant documents in the archives of the Fraternity.

SECTION 5. Supreme Council shall have the power to disaffiliate or disassociate from the Fraternity any member or new member whose membership is detrimental to the best interest of Phi Sigma Sigma, who has violated her Fraternity oath, or who has been found guilty of conduct unbecoming a Fraternity member by unanimous vote.

In the event of a disaffiliation or disassociation of membership, the member or new member shall be notified in writing and will have 15 calendar days to appeal the recommendation to Supreme Council in writing. The appeal is limited to three pages in length. Appeals must be submitted to Headquarters within 15 days of the notification of disaffiliation or disassociation.

The vote of Supreme Council must be unanimous. This decision is final and binding.

SECTION 6. Supreme Council shall disaffiliate or disassociate from the Fraternity any member or new member who has been convicted of a felony.

SECTION 7. Each collegiate chapter shall establish a standards board, which shall consist of at least five members, defined as follows: one first-year student; one second-year student; one third-year student; one fourth-year student, the member at large, and the vice archon as ex-officio member. The standards board may not include members of the chapter's executive board other than the vice archon. In situations where there is no member of a particular class, an additional member of the class with the most representatives may be substituted.

SECTION 8. Through its chapter standards board, each collegiate chapter shall have the authority to recommend the disaffiliation or disassociation of any member or new member to the executive director or designee.

The executive director and/or designee shall review the recommendation and collect facts as necessary to determine if the member or new member received due process in the decision at the chapter level.

If a suspended or former member or new member seeks to reaffiliate with the chapter and has unaddressed or unresolved discipline matters, the chapter shall have the power to hold discipline hearings for any acts which occurred while she was suspended or otherwise separated from the chapter, prior to her reinstatement.

SECTION 9. Each alumnae chapter shall have the authority to recommend disaffiliation from membership an alumnae chapter member guilty of conduct injurious to the chapter or the Fraternity. A unanimous vote of the alumnae chapter excluding the member under consideration shall be necessary for recommending disaffiliation of the member.

SECTION 10. In the case of disaffiliation by Supreme Council, official Fraternity issued insignia shall be returned to Headquarters.

SECTION 11. Any member or new member who has been disaffiliated or disassociated as a result of the recommendation by a collegiate or by an alumnae chapter may appeal to Supreme Council for reinstatement, and by a unanimous vote of Supreme Council she may be reinstated. The appeal shall be submitted in accordance with the Disciplinary Procedures.

Upon receipt of an appeal for reinstatement from a disaffiliation or disassociation, the executive director or designee shall collect facts as necessary and make a written recommendation to grant or deny the appeal. The appeal, supporting documents and recommendation will be presented in writing to Supreme Council for a vote.

SECTION 12. Collegiate members are required to pay all invoices due to the Fraternity, the local chapter and the housing corporation in a timely manner. Members with past due balances who have not been granted an alternate collection schedule by the executive director or designee will be suspended per the timetable in the fee schedule.

During this suspension, members may not serve in any elected or appointed chapter office, participate in any activities or receive any member benefits. Membership will be reinstated upon payment of past-due and current invoices.

At the end of each billing cycle, all suspended collegiate members will be disaffiliated. Members seeking reinstatement following disaffiliation resulting from financial suspension will be reinstated pending the payment of past-due invoices and the approval of the executive director or designee.

If a suspended or former member or new member seeks to reaffiliate with the chapter and has unaddressed or unresolved discipline matters, the chapter shall have the power to hold discipline hearings for any acts which occurred while she was suspended or otherwise separated from the chapter, prior to her reinstatement.

SECTION 13. Supreme Council shall have the power, for cause, by a two-thirds vote, to suspend any member or new member of the Fraternity from any or all the privileges of membership in the Fraternity. In the event of an emergency, the executive director shall have the power to issue a 24-hour suspension of membership or membership privileges.

The member shall be notified in writing and will have 48 hours to appeal the decision following the notification. The appeal is limited to three pages in length. Suspension by Supreme Council shall be for a definite, specified period.

During any suspension, the member's use of any apparel, insignia or other marks associated with the Fraternity, shall be discontinued.

SECTION 14. Through its chapter constitution, each collegiate chapter shall have the authority to suspend any member or new member or deprive her of any privileges of membership in the chapter.

Suspension of membership or privileges by a collegiate chapter shall be for a definite, specified period. Suspensions may be issued by a vote of the chapter standards board ahead of a pending standards board hearing.

During the suspension, the member's use of any apparel, insignia or other marks associated with the Fraternity, shall be discontinued.

SECTION 15. Each alumnae chapter shall have the authority to suspend from membership an alumnae chapter member guilty of conduct injurious to the chapter or the Fraternity. A two-thirds vote of the alumnae chapter shall be necessary for suspension of the member. Suspension by an alumnae chapter shall be for a definite, specified period. During the suspension, the member's use of any apparel, insignia or other marks associated with the Fraternity, shall be discontinued.

SECTION 16. Any member suspended by a collegiate or alumnae chapter may appeal to Supreme Council for reinstatement, and by a two-thirds vote of Supreme Council she may be reinstated. The appeal shall be submitted in accordance with the Disciplinary Procedures.

Upon receipt of an appeal for reinstatement from a suspension, the executive director or designee shall collect facts as necessary and make a written recommendation to grant or deny the appeal. The appeal, supporting documents, and recommendation will be presented in writing to Supreme Council for a vote.

SECTION 17. Each collegiate chapter shall have the authority to remove a chapter officer from office when a member is delinquent in her duties, obligations or conduct as an officer or member of the chapter.

Removal from office may be initiated by the chapter's standards board or by a petition of the chapter.

A petition, signed by one-third of the chapter (excluding the standards board) stating the nature of the charges, shall initiate a review by the chapter standards board. A four-fifths vote of the standards board shall be necessary for the removal of an officer from office.

SECTION 18. Each alumnae chapter shall have the authority to remove a chapter officer from office due to her continued neglect of her duties. A four-fifths vote of the alumnae chapter shall be necessary for the removal of an officer from office.

SECTION 19. Any chapter officer removed from office may appeal Supreme Council for reinstatement. The appeal must be filed within seven calendar days from her removal from office. The appeal shall be submitted in accordance with the Disciplinary Procedures.

Upon a two-thirds vote of Supreme Council, she may be returned to office. The officer shall be suspended from the duties and privileges of her office while her appeal for reinstatement is being considered.

ARTICLE X

SECTION 1. The rules contained in the current edition of Robert's Rules of Order Newly Revised shall govern Fraternity operations in all cases in which they are not inconsistent with the constitution and bylaws and any special rules of order the Fraternity may adopt.

ARTICLE XI Amendment

SECTION 1. This constitution may be repealed, altered, or amended at any Convention by a two-thirds (2/3) vote of the electorate.

SECTION 2. Any proposed changes and/or amendments shall be submitted to the grand vice archon no later than 90 days preceding Convention. Proposed amendments shall be submitted to all collegiate chapters, alumnae chapters, and Fraternity personnel no later than 75 days preceding Convention.

SECTION 3. All repeals, alterations, or amendments of this constitution which have been duly adopted by the electorate shall take effect and become organic laws of the Fraternity immediately, unless otherwise provided in the repeal, alteration, or amendment.

BYLAWS

ARTICLE I

Dues, Taxes, Fees, Fines, etc.

SECTION 1. All dues, taxes, fees, and fines of the Fraternity shall be such amounts per fiscal year as Supreme Council may determine and will be announced 120 days prior to the fee being implemented/taking place. If Supreme Council fails to set the amount of dues, taxes, fees, or fines for any year, the dues, taxes, fees, or fines for that year shall be the same as the dues, taxes, fees, and fines for the preceding fiscal year.

SECTION 2. Annual collegiate dues and fees shall be payable to the Fraternity treasury with respect to each collegiate member of the Fraternity according to the fee schedule as approved by Supreme Council, with the exception of new initiates as of that date associated that same term.

SECTION 3. All new member and initiation fees from new members shall be payable according to the fee schedule. Upon payment of the same to the Fraternity treasury, the initiate shall be supplied with official Fraternity insignia and she shall be duly registered as a member of the Fraternity.

SECTION 4. Dues, taxes, fees, and fines paid hereunder shall not be refundable for any reason.

SECTION 5. All collegiate chapters, alumnae chapters, and housing corporations shall pay all valid debts as they become due.

ARTICLE II

Convention

SECTION 1. All the parliamentary privileges, save that of voting, of delegates and visitors shall be set by the rules of the Convention and approved by the electorate.

SECTION 2. The special committees, appointed by Supreme Council, shall be:

1. Credentials Committee (appointed prior to the first Plenary session)
2. Rules and Standards Committee
3. Bylaws Committee
4. Chapters and Charters Committee
5. Nominating Committee
6. Resolutions Committee
7. Special Convention Awards Committee

SECTION 3. The Order of Business shall be set by the rules of the Convention and approved by the electorate.

ARTICLE III

Supreme Council

SECTION 1. Supreme Council shall hold a regular meeting, without notice other than this bylaw, during and at the same place as conclave. At that meeting, Supreme Council shall by resolution schedule the next regular meeting to be held during the following year. No notice shall be required of that meeting beyond that resolution of Supreme Council.

SECTION 2. Special meetings of Supreme Council may be called by the grand archon or upon request of any two other members of Supreme Council. A two-day notice shall be given as to the time, place, and purpose of such special meeting. That notice shall be given to each member of Supreme Council by personal delivery, telephone, facsimile, or electronic mail. Notice of a meeting of Supreme Council need not be given to any member of Supreme Council who signs a waiver of notice either before or after the meeting. Attendance of a member of Supreme Council at a meeting constitutes a waiver of notice of the meeting and all objections to the time and place of the meeting, or the manner in which it has been called or convened, except when the member of Supreme Council states, at the beginning of the meeting, any objection to the transaction of business because the meeting is not lawfully called or convened.

SECTION 3. A member of Supreme Council who is present at a meeting of Supreme Council at which action on a Fraternity matter is taken is presumed to have assented to the action unless she votes against it or expressly abstains from voting on it.

SECTION 4. A majority of the members of Supreme Council constitutes a quorum for the transaction of business. The act of the majority of the members of Supreme Council at a meeting at which a quorum is present is the act of Supreme Council.

SECTION 5. Attendance at a meeting of Supreme Council may either be in person or by a conference call provided all members of Supreme Council present can hear, speak, and be heard by all others.

SECTION 6. Any action required or permitted to be taken at a meeting of Supreme Council may be taken without a meeting if a consent in writing, setting forth the action so taken, shall be signed by all of the members of Supreme Council entitled to vote with respect to the subject matter thereof.

ARTICLE IV

Chapter and Local Housing Corporation Reports

SECTION 1. Upon the initiation, disassociation, suspension, disaffiliation, or other change in status of any members of the Fraternity, notice shall be sent immediately to Headquarters.

SECTION 2. Each collegiate chapter, alumnae chapter, and local housing corporation shall forward to Headquarters and other designated personnel all reports as are required for compliance with the constitution and bylaws of the Fraternity and for the information of Supreme Council, including but not limited to an annual report describing past year activities and projected future activities. Collegiate chapters, alumnae chapters, and local housing corporations shall provide responses or reports in proper

form and sufficient detail within ten business days following any requests from the Fraternity for information.

SECTION 3. Immediately after the election of officers by an alumnae chapter and/or local housing corporation, the complete roster of the duly elected officers shall be reported by the alumnae chapter or local housing corporation to Headquarters and other designated personnel.

SECTION 4. Each alumnae chapter shall forward a roster of its membership to Headquarters and other designated personnel.

SECTION 5. Alumnae chapters and local housing corporations shall provide the Fraternity with minutes of the meetings of their executive board, board of directors, and/or executive committee no later than ten business days following each meeting.

SECTION 6. Any failure by a local housing corporation to comply with this Article V may result in dissolution or merger of such local housing corporation by the Supreme Council at the Fraternity's sole discretion.

ARTICLE V

Chapter and Local Housing Corporation Administration

SECTION 1. Collegiate chapters, alumnae chapters, and local housing corporations shall adopt a Fraternity-prepared standard form constitution, bylaws, and/or articles of incorporation that do not conflict with the constitution, bylaws, policies, or ritual of the Fraternity. A copy of the constitution and bylaws shall be sent to Headquarters annually. Each chapter and local housing corporation shall review their constitution, bylaws, and/or articles of incorporation, upon request by Supreme Council within ten business days. No amendments shall be made to the constitution, bylaws, and/or articles of incorporation of a chapter and/or local housing corporation without written approval by Supreme Council or the executive director and/or designee.

SECTION 2. Alumnae chapters shall meet at such intervals as their bylaws may prescribe, provided, however, that at least two meetings shall be held each year.

SECTION 3. All collegiate chapters and housing corporations shall file a budget for the next academic year by April 1. These reports shall be sent to designated personnel. Chapters and local housing corporations must file the forms necessary to maintain the Fraternity's corporate and financial status. Collegiate chapters shall provide the Fraternity with the authority to sign all local, state, and federal tax forms on their behalf. All collegiate chapters, alumnae chapters, and local housing corporations included on the Fraternity's group tax return must annually verify their election to be so included. Any collegiate chapter, alumnae chapter, and/or local housing corporation that is not included in the Fraternity's group return or for whom the Fraternity does not file its return, must provide the Fraternity with a copy of its Forms 990 and 990-T at least 30 days in advance of filing and must promptly respond to any inquiries or recommendations that the Fraternity may have upon its review thereof. Local housing corporations are required to provide the Fraternity with a copy of all filings and notifications from local/state/federal agencies within 20 days of filing/notification. The Fraternity may, in its discretion, audit financial and operational activities of each

collegiate chapter, alumnae chapter, and/or local housing corporation, and the cooperation of each respective collegiate chapter, alumnae chapter, and/or local housing corporation personnel is required.

SECTION 4. Housing corporations shall report, at the close of each academic term, to Headquarters the names of members whose accounts are unpaid.

SECTION 5. All alumnae chapters and housing corporations shall provide the executive director and/or designee log-in access to its financial systems (such as QuickBooks). However, the executive director and/or designee shall not have the ability to make any changes to the financial data. Each alumnae chapter and housing corporation shall provide the Fraternity with copies of any financial statements or other reports submitted to any lender or other third party no later than 30 days after those statements are provided to the bank or other parties.

SECTION 6. Collegiate chapters, alumnae chapters, and local housing corporations shall obtain prior approval from the executive director and/or designee for any fundraising activities and shall adhere to strict compliance with state fundraising regulations and registration requirements.

SECTION 7. Collegiate chapters, alumnae chapters, and local housing corporations shall promptly provide the Fraternity with notice setting out in detail any injury, incident, investigation or claim, whether by a college administration, any governmental agency, any individual, or any other person, and shall promptly update such information as matters develop.

All potential insurance claims shall be reported to the Fraternity as soon as the collegiate chapter, alumnae chapter or local housing corporation becomes aware of the potential insurance claim. All insurance proceeds shall be managed by the Fraternity, and all payments of insurance proceeds shall be handled by the Fraternity.

SECTION 8. Each collegiate chapter shall submit all contracts to the executive director and/or designee for legal review and approval prior to execution. Alumnae chapters and local housing corporations shall submit all contracts for goods and/or services in excess of \$10,000 to the executive director and/or designee for legal review and approval prior to execution.

SECTION 9. Each local housing corporation is prohibited from renting its facility and/or entering into room agreements with non-members of the Fraternity without prior approval from Supreme Council.

SECTION 10. Any failure by a local housing corporation to comply with Article VI may, in the sole discretion of Supreme Council, result in dissolution or merger of such local housing corporation.

ARTICLE VI
Associating, Initiation, Transfer Affiliation

SECTION 1. A new member shall be pinned as soon as practical, after she has accepted an invitation to join the Fraternity.

SECTION 2. If a new member discontinues her college course, or transfers to another institution, the association shall be canceled, and the new member pin recalled. In all events, dues, taxes, fees, fines and local financial obligations are non-refundable.

SECTION 3. New members meeting initiation requirements must be initiated at the appointed time following fulfillment of their obligations.

SECTION 4. Each collegiate chapter shall affiliate into its membership any duly initiated collegiate member who transfers into the institution where the chapter is located after ascertaining that she meets all academic requirements and is not financially indebted to any other collegiate chapter or housing corporation. Supreme Council shall have the power to cancel an affiliation in cases where the member's previous financial or scholastic record has been unsatisfactory. If, at the end of the first academic term of affiliation, the collegian decides that she does not want to remain a member of the transfer chapter, she may apply to return to alumna status, which will be granted as long as she has no outstanding debt.

ARTICLE VII
Amendment

SECTION 1. These laws may be repealed, altered, amended, and/or added to by the Convention electorate by a majority vote.