



Honor Board Resource Committee (HBRC) FAQ

How will it be determined if Honor Board will schedule a formal hearing or if it will be referred to the Honor Board Resource Committee?

If an Honor Board is unable to function (due to a cease and desist or special circumstances or involvement of Honor Board members), the Honor Board Resource Committee will assume the duties of Honor Board for a limited period of time. Statement of Obligation Reviews (SORs) will also be referred to the HBRC as a result of an investigation (where the chapter has been unable to act) or as the result of the recommendation of individual member accountability from one of the Fraternity support programs (Anchoring Team Visit or Article II Alignment Conversations) or following the Chapter Incident Procedure. Additionally, the RCS/CAC/NCC will assist the HBA and vp: social standards in reviewing individual cases, which may benefit from escalation to the HBRC rather than being heard by the chapter's Honor Board.

When will the Honor Board Resource Committee assume the duties of a chapter's Honor Board?

A Statement of Obligation Review (SOR) will be referred to the HBRC, resulting in the committee assuming the duties of a chapter's Honor Board, for formal review in the following circumstances, which are not limited to:

- Extreme cases of bullying
- Title IX, following the conclusion of institution and/or police investigations
- Threats have been made against members of Honor Board or of self-harm
- Honor Board is unwilling or unable to preside over the SOR
 - Institutional cease and desist and/or Temporary Chapter Restriction Status (TCRS)
 - Honor Board member involvement
 - Lack of impartiality/bias
- SORs referred to the HBRC following:
 - Chapter Incident Procedure
 - Support Program (Anchoring Team Visit or Article II Alignment Conversations)



What is the role of the Honor Board adviser (HBA) and vp: social standards in this process?

The HBA and vp: social standards (or another chapter representative) will be invited to attend the formal hearing in a witness capacity. They will have a chance to review the information they are aware of and offer suggestions of outcomes they would like to see. Should the member/new member for which the SOR was submitted wish to have the HBA and/or vp: social standards present during their meeting with the committee members, they will need to notify the HBRC Staff Liaison in writing at least 24 hours before the scheduled formal hearing. Otherwise, the HBA and vp: social standards will remain in the waiting room until the conversation has concluded with the member/new member.

What is the review process of the Honor Board Resource Committee decision?

The recommended sanction of the HBRC will be shared with the RCS/CAC/NCC for review and approval. The sanction(s) resulting from a formal hearing are a recommendation only and must be approved by the RCS/CAC/NCC.

The recommendations will not be shared with the member/new member at the time of the formal hearing. The committee will follow up with the member/new member within three (3) business days of the formal hearing with their recommended sanction.

- Only the RCS/CAC/NCC can impose less or more severe sanctions than those recommended by Honor Board or the HBRC.
- Only the RCS/CAC/NCC may place a member on probation, remove a member from probation and recommend expulsion of a member or new member to Council for SORs not specifically covered by Automatic Probation.
- In extenuating circumstances, the RCS/CAC/NCC has the authority to impose sanctions pending the formal hearing and pending the three (3) day appeal period, following written approval by the Director: Standards.
- The RCS/CAC/NCC forwards all recommendations of expulsion to the Director: Standards for review prior to Council review/action.
- Director: Standards may review previous compliance packets for recommendation of subsequent Council review/action.



- The RCS/CAC/NCC has the authority to remove an officer from office without a formal hearing in extenuating circumstances, as noted in the Officer, Director/Removal Collegiate policy statement and after consultation with Director: Standards. The RCS/CAC/NCC should share their decision with the vp: social standards, president and HBA immediately prior to notifying the officer; a separate discussion between RCS/CAC/NCC and advisory team chairman (ATC) should occur to ensure that confidentiality on the nature of the incident is upheld. The RCS/CAC/NCC should then notify the officer via email and copy the vp: social standards and HBA. Following notification, vp: social standards should initiate Standard Procedure on the member in question so that a discussion may occur regarding the RCS/CAC/NCC's decision.

How are the members of the Honor Board Resource Committee chosen?

The HBRC is a standing committee of volunteers. They are selected by the Director: Standards for their expertise and commitment to providing a culture of care in even the most sensitive circumstances. The committee members are selected for a one-year term, with the option to request an extension each year for up to four years. In the initial pilot year, the committee members were selected by Director: Standards based on prior RCS/NCC/CAC experience. An application process will take place for future HBRC volunteer opportunities.

For additional questions, the RCS/CAC/NCC can contact the Director: Standards via standards@deltagamma.org.