

Community Values

Knox College Fraternity and Sorority Life

Social fraternities and sororities are Greek-lettered social organizations that share a common sense of values and commitment to leaving a positive impact on the FSL, campus, and local community. The community values of Knox College Fraternity and Sorority Life (FSL) are developed and maintained by FSL leadership in collaboration with the Campus Life Office. These values are Scholarship; Respect and Morality; Leadership; Diversity, Equity, and Inclusion; Community Service & Engagement.

The values are:

- **Scholarship** - the commitment to academic excellence, learning, and valuing one's education.
- **Respect and morality** - responsible conduct, regard for the feelings, wishes, rights, or traditions of others, justice, showing compassion for others, and doing what is right and safe not only for the self but for those around them through navigating both personal and organizational values.
- **Diversity, equity, & inclusion (DEI)** - the intentional creation of spaces that are welcoming and comfortable to people of all identities (racial, ethnic, sexual orientation, gender, religious/spiritual, disability, etc.), including eliminating barriers within the organization, supporting equitable and inclusive opportunities both inside and outside the organization, and advocating for and intentionally seeking individuals of traditionally marginalized groups; DEI should be embedded in everything that occurs in a community so that members feel the ability to be their full, authentic selves.
- **Leadership** - being a positive role model to others, practicing leadership in ways that support personal, chapter, and community values and goals, skill building, and responsible engagement in the FSL and Knox communities.
- **Community service and engagement** - involvement in philanthropy/fundraising, intentionally serving others both on the Knox campus and in the Galesburg community, global citizenship, volunteerism, reaching out to organizations outside of the FSL community to co-host events, being an active member of the community, and fostering a sense of dedication to bettering the community.

Chapters and chapter members may exemplify the FSL community values in the following ways:

Scholarship

1. The chapter upholds the GPA standards of their (inter)national organization, if applicable, for all members.
2. The chapter provides robust academic excellence programs and assists members in prioritizing their education.
 - a. Chapters are hosting at least one academically-focused program per term (academic recognition, accountability partners, etc. - study hours do not count as a program).
3. The chapter offers various events and study sessions focused on academic success.
4. The chapter has an academic support program in place to help chapter members who are struggling academically.
5. Chapter members are meeting the minimum GPA requirements of their chapter.
 - a. If a member is not meeting the minimum GPA requirement, they are actively engaging in practices to improve their academic performance along with chapter support.

- b. If a member is exceeding the minimum GPA requirement, the chapter is actively celebrating and encouraging the continuation of that academic excellence.
6. Chapter members are adhering to the honor code.
7. Chapter members are promoting and utilizing campus and chapter resources to improve academic performance, and prioritizing their education.

Community Service & Engagement

1. The chapter encourages members to be involved in other organizations on campus outside of FSL.
2. The chapter actively supports other student organizations and encourages member attendance at events hosted by organizations outside of FSL, both on and off campus.
3. The chapter facilitates opportunities for community service on campus and in the local community and encourages member participation in campus-wide service and community events.
4. The chapter actively participates in their governing Council and encourages member attendance to FSL community events hosted by the Councils.
5. The chapter co-hosts events with other organizations within and outside of the FSL community.
6. The chapter offers opportunities for members to bond and deepen relationships within the chapter.
7. Chapter members are meeting their nationally required number of service/volunteer hours.
8. Chapter members are participating in philanthropic causes and engaging in the Knox, Galesburg, or global community through service or involvement in other organizations.

Diversity, Equity, and Inclusion (DEI)

1. The chapter has an active DEI program for members, and/or has regular member discussion around belonging, diversity, equity, and inclusion within the chapter and FSL community. The chapter hosts discussions with their members that center around self-reflection of one's biases and reflection around how the chapter is or is not inclusive to all identities in accordance with their values and membership guidelines.
 - a. Chapter facilitates conversations around harmful remarks or behaviors, coming from a place of assuming the best intentions, and members are open to recognizing the harm and adjusting the behavior.
2. The chapter promotes the importance of DEI education and discussion, emphasizing the importance of diversity and creating welcoming environments and is actively working to meet the needs of all members.
3. The chapter ensures that all recruitment events and structures are designed with equity and inclusion in mind. The chapter intentionally utilizes inclusive recruitment practices, including being open and honest to potential new members about the chapter's DEI practices and areas of growth.
4. The chapter attends education workshops or trainings hosted for the FSL community as a chapter.
5. The chapter regularly reviews and reflects on chapter culture, operations, language, and policies to ensure they are equitable and inclusive to all members.
6. The chapter fosters an environment that demonstrates care to others regardless of their identities.
7. The chapter collaborates with organizations outside of the FSL community.
8. Chapter members are willing to learn about the experiences of those with different identities.
9. Chapter members are advocating for more inclusive and equitable policies and operations within their chapter and the FSL community.

10. Chapter members are respecting the diverse backgrounds of others and celebrating diversity.
11. Chapter members are behaving in a way that creates an inclusive atmosphere within their chapter and the community for all members.
12. Chapter provides access to harm reduction resources.

Leadership

1. The chapter encourages member attendance at various leadership development opportunities offered by College offices/departments and organizations.
2. The chapter encourages members to attend (inter)national conferences related to the chapter or FSL.
3. The chapter facilitates opportunities for member development and creates opportunities for members to develop leadership skills.
4. The chapter encourages members to apply for positions in their respective council.
5. The chapter leads the community toward more positive behaviors through responsible action and events, and responding openly to feedback while also holding other chapters accountable to the community values and policies.
 - a. The chapter prioritizes their values in all chapter operations and demonstrates chapter values through their leadership within the FSL and greater Knox community.
 - b. The chapter focuses on making decisions that benefit the FSL community as a whole and leads the community in progress, rather than only focusing on their own chapter.
6. Chapter members are seeking leadership roles within their chapter.
7. Chapter members are focusing on their personal growth and development.
8. Chapter members are leading by example through intentionally seeking out those whose perspectives are not represented in decision making.
9. Chapter members are leading the way for others to behave in ways according to their personal, chapter, and community values and policies.

Respect & Morality

1. The chapter expects members to uphold chapter values and conduct rules and holds members accountable to them.
2. The chapter utilizes and follows their conduct code and judicial process, and ensures all members understand their conduct expectations.
3. The chapter communicates values clearly to potential new members and new members.
4. The chapter ensures that all chapter operations take place in a responsible manner and adhere to said chapter values and policies. The chapter is doing what is appropriate and safe for the wellbeing of the FSL and Knox community.
5. The chapter facilitates programming with campus educational resources such as the Title IX Office, Center for Intercultural Life, Office of Spiritual Life, Campus Life Office, Counseling Services, etc.
6. The chapter encourages and celebrates member attendance at campus events that tie to chapter and community values, particularly events around creating a culture of respect, care, and prevention.

7. The chapter has an anti-hazing policy and actively educates all members on their chapter policy, Council policies, and the College's policies (i.e. Code of Conduct, FSL Relationship Statement, etc.).
8. The chapter and chapter members promote each other/other chapters in a positive manner in a way that uplifts the FSL community as a whole and do not slander other organizations or organization members.
 - a. The chapter or chapter members reach out directly to the chapter that they have a concern about or to the FSL Advisor directly in the event that there is cause for concern.
9. Chapter members practice respectful behaviors.
10. Chapter members are maintaining appropriate conduct that prioritizes the wellbeing of the self and others.
11. Chapter members are being honest and holding themselves and others accountable for their actions, while also genuinely listening when other individuals hold them accountable.
12. Chapter members demonstrate an open mind and are willing to change based on their own and others' experiences and perspectives.
13. Chapter members show compassion to others even when difficult conversations or issues arise.