

**THE BY-LAWS  
OF  
DELTA KAPPA NU  
SORORITY, INC.**



**FOUNDED 2011**

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# **THE BYLAWS OF DELTA KAPPA NU SORORITY, INC.**

## **ARTICLE I. THE SORORITY**

### **Section 1: The Name**

This society, founded in Melbourne in 2011 as a not-for-profit association, shall be called the Delta Kappa Nu Sorority, Inc.

### **Section 2: The Founding Principles**

The founding principles of the association shall be:

The Cultivation of Friendship  
The Development of Character  
The Encouragement of Self Development  
The Promotion of Social Justice

### **Section 3: The Mission Statement**

The Mission Statement of the association shall be:

Helping women to be the change they wish to see in the world for all women.

### **Section 4: A Private Sorority**

The Sorority shall be non-secret, but certain rituals shall be private and only open for members knowledge.

## **ARTICLE II. THE MEMBERS**

### **Section 1: Membership by Initiation**

The Sorority shall consist of all Members duly initiated by taking the Oath of Initiation in accordance with the Sorority's Ritual. All Members so initiated shall share equally the rights and responsibilities of Membership in the Sorority.

### **Section 2: The Members**

(a) Any female who has been elected to Membership in the Sorority by the Members of that Chapter, may be initiated by taking the Oath of Initiation in accordance with the Sorority's Ritual.

(b) Any member of a Colony of the Sorority who is female and who has been elected to Membership in the Sorority by an installation committee in connection with the installation of the Colony, may be initiated by taking the Oath of Initiation in accordance with the Sorority's Ritual.

### **Section 3: The Associate Members**

(a) Any female who has been elected to Membership in the Sorority by the Members of that Chapter, who has not yet been initiated by taking the Oath of Initiation in accordance with the Sorority's Ritual.

(b) Any member of a Colony of the Sorority who is female and who has been elected to Membership in the Sorority by an installation committee in connection with the installation of the Colony, who has not yet been initiated by taking the Oath of Initiation in accordance with the Sorority's Ritual.

### **Section 4: Not a member of Any Other Society or Sorority**

No Member of the Sorority shall also belong to any society where membership in which shall be inconsistent with the principles of the Sorority.

#### **Section 5: Member's Responsibilities**

Each Member and New Member of the Sorority shall:

- (a) Uphold and abide by the Oath of Initiation and Founding Principles of the Sorority, to preserve and promote by all honorable means the interests and good name of the Sorority, its Members and its Chapters;
- (b) Uphold and abide by the Sorority's Laws and the rules and regulations of her Chapter and discharge her obligations to the Sorority, other Members and her Chapter faithfully and share in the duties of the Sorority and her Chapter, including all financial obligations to the Sorority or her Chapter; and
- (c) Abide by applicable federal, state, provincial and local laws, ordinances, rules and regulations.

To the extent not inconsistent with the Sorority's Laws, The Committee may specify, in the Sorority's Policies, further Member's responsibilities and the causes for which a Member may be suspended or expelled from Membership in the Sorority.

#### **Section 6: Non-discrimination**

In any membership decision, including rushing, pledging, suspension, expulsion, or electing one to Membership in the Sorority, a Member, New Member, Chapter, Colony, or the Committee may not discriminate against any person on the basis of their race, color, age, religion, sexual/affectional orientation, national origin, citizenship or physical disability.

#### **Section 7: Anti-hazing**

No Member, New Member, Chapter or Colony may haze or cause another person to haze another Member, New Member or person. "Hazing" includes, but is not limited to, taking any action or creating any situation that produces in another person mental or physical discomfort, embarrassment, harassment or ridicule.

### **ARTICLE III. THE CHAPTERS AND THE COLONIES**

#### **Section 1: The Organization of the Sorority**

The Sorority shall be organized into Chapters chartered by the Sorority and Colonies established by the Sorority.

#### **Section 2: The Chapters**

Each Chapter chartered by the Sorority shall be established to enhance the development and society of its Members. A Chapter shall consist of all Members of the Sorority initiated and New Members pledged at that Chapter and any other Member of the Sorority who is nearby the location where the Chapter is chartered, who is in good standing and who has been elected to affiliate with that Chapter by its Members. Every Member shall share equally the rights and responsibilities of her Chapter.

#### **Section 3: Chapters in Good Standing**

Each Chapter chartered by the Sorority shall be in good standing with the Sorority, except during any period in which: (a) the Chapter is in reorganization under the direction of a reorganization committee; (b) the Chapter's charter and any or all of its operations are suspended by The Committee; (c) the Chapter's charter is revoked and its operations dissolved by The Committee; or (d) the Chapter is four months or more late in paying any fees, dues, or assessments due to the Sorority.

#### **Section 4: Minimum Organizational Requirements for Chapters**

(a) The Officers of a Chapter shall include, but not be limited to: President; Vice President-Member Education; Vice President-Public Relations; Vice President-Social; Treasurer; and Secretary. A single member may hold all the offices of Vice President. No person shall be elected as an officer of a Chapter who is not an Member in good standing where the Chapter is located. If an officer of a Chapter shall cease to be qualified, her term shall terminate immediately and her office shall become vacant.

(b) The President of the Chapter shall preside at all meetings of the Chapter, shall ensure that the Chapter and each of the Members and New Members observe and uphold the Sorority's purposes and the Founding Principles, and shall perform such other duties as may be prescribed by the Sorority's Laws or the Chapter.

(c) The Vice President-Member Education shall coordinate the Chapter's pledge education and Member education programs and such other activities that educate Members about and promote the Sorority's purposes and the Founding Principles and shall perform such other duties as may be prescribed by the Sorority's Laws or the Chapter.

(e) The Vice President-Public Relations shall plan, direct and coordinate the Chapter's public relations program, including, but not limited to, relations with the community, the Chapter's Members, other fraternities, other Chapters of the Sorority, shall plan direct and coordinate the Chapter's philanthropy programs and community service projects, and shall perform such other duties as may be prescribed by the Sorority's Laws or the Chapter.

(f) The Vice President-Social shall plan, direct and coordinate the Chapter's social program, including, but not limited to, dinners, sister's retreats, formals, initiations, pledge ceremonies, and mixers.

(g) The Treasurer shall manage and maintain the Chapter's financial affairs, and shall perform such other duties as may be prescribed by the Sorority's Laws or the Chapter. The Treasurer shall be elected by the Members of the Chapter for a term of not less than one year.

(h) The Secretary shall keep all Chapter records, shall keep written minutes of all Chapter meetings, and shall perform such other duties as may be prescribed by the Sorority's Laws or the Chapter.

(i) To the extent any Chapter seeks to deviate from the minimum organizational requirements set forth in this section, the Chapter may petition in writing to The Committee for specific approval of a proposed alternative organizational structure.

#### **Section 5: The Chapters' Authority**

(a) Except as otherwise provided in the Sorority's Laws, each Chapter (i) shall have full power and authority to do all acts that are in furtherance of its purposes; (ii) may adopt such by-laws and such organizational requirements and may undertake such operations as it deems appropriate, subject to certain minimum organizational requirements provided in the Sorority's By-Laws; and (iii) shall have exclusive control over its separate assets and funds and the uses and disposition of such assets and funds, except that the Chapter's membership and financial records shall be the property of the Sorority.

(b) Notwithstanding subsection (a), the Committee may establish insurance and loss prevention programs and policies, require Chapters to fully comply, and levy assessments to fund such programs and policies as provided by the Sorority's By-Laws.

(c) Notwithstanding subsection (a), the Committee may establish minimum standards for Chapters and may specify, in the Sorority's Policies, further causes for which the committee may institute a reorganization of a Chapter, or seek to suspend or revoke a Chapter's charter and operations.

#### **Section 6: The Colonies**

Each Colony shall be established with the intent to become a Chapter of the Sorority and to enhance the development and society of its members. A Colony shall consist of all New Members pledged at that Colony and any Member of the Sorority or member of another Colony who is nearby the location where that Colony is established, who is in good standing, and who has been elected to affiliate with that Colony by its members or by an organizing committee in the establishment of a new Colony. Every member of the Colony shall share equally the rights and responsibilities of the Colony.

#### **Section 7: The Colonies' Authority**

(a) Colonies shall be under the supervision, direction and control of the Committee. For each Colony, the Committee shall appoint a colony sub committee which may include the Sorority's professional staff and local area Members. The colony sub committee shall have full power and authority to supervise, direct and control any and all operations of the Colony until it is installed as a Chapter.

(b) The Committee may establish insurance and loss prevention programs and policies, require Colonies to fully comply, and levy assessments to fund such programs and policies as provided by the Sorority's By-Laws.

#### **Section 8: Establishment of a Colony**

The Committee, by a vote of the majority of Committee members present at a meeting of the committee, may establish and organize a local group as a Colony of the Sorority. The Committee, by a vote of the majority of the Committee members present at a meeting of the committee, may recognize a petitioning group seeking to affiliate as a Colony of the Sorority. The Committee shall appoint a committee to organize the Colony. The organizing committee shall have authority to pledge Associate Members and to establish the initial organizational requirements for the Colony.

#### **Section 9: Chartering of a Chapter**

The Committee, by a vote of two-thirds of the Committee members present at a meeting of the committee, may grant a charter to and authorize the installation of a Chapter of the Sorority that meets the minimum requirements for such charter as provided in the Sorority's By-Laws and Sorority's Policies. The Committee shall appoint a committee to install the Chapter. In connection with the installation of a Chapter of the Sorority, the installation committee may initiate as a Member of the Sorority any member of that Colony or any female person who had been a member of that Colony.

#### **Section 10: Investigation of a Chapter or Colony**

The Committee may institute an investigation of any Chapter or Colony. In the case of an emergency, the Executive Director with the concurrence of the Chairman of the committee may institute an investigation of any Chapter or Colony. In such case, The Committee shall the approve of such investigation as soon as practicable. The Committee, or in the case of an emergency the Chairman of the committee, shall appoint a committee, which may or may not include the Sorority's professional staff or Members of the Chapter, to conduct such investigation. When in the best interests of the Sorority or others, The Committee, or in the case of any emergency the Chairman of the committee, may order that certain of the Chapter's or Colony's operations or activities specifically related to an alleged harassment, physical assault, sexual assault, and/or alleged contravention of a municipal, county, provincial, state, and/or federal law be temporarily suspended without a hearing pending an investigation. The length of such suspension shall be the earlier of 90 days or the next regular meeting of the Committee at which a hearing could be held. For any investigation instituted, the Secretary of the Sorority, at the direction of the committee, shall provide written notice to the Chapter or Colony that an investigation has been instituted, the purpose of the investigation and the members of the investigating committee who will conduct the investigation, and if any operations or activities are temporarily suspended pending the investigation. Upon completion of any investigation, the investigating committee shall provide The Committee a written report of its findings and recommendations. The Secretary of the Sorority, at the direction of the committee, shall provide a copy of the investigating committee's report to the Chapter or Colony.

#### **Section 11: Reorganization of a Chapter**

For cause, the Committee, by vote of a majority of the Committee members present at a meeting of the committee, in accordance with the procedures provided in the Sorority's By-Laws, may institute a reorganization of any Chapter. The Committee shall appoint a sub committee which may or may not include former Members of the Chapter to undertake such reorganization. The reorganization sub committee shall have full power and authority to direct and manage any or all of the operations of the Chapter.

#### **Section 12: Procedures for Reorganization of an Chapter**

If The Committee institutes a reorganization of an Chapter, the Secretary of the Sorority, at the direction of the committee, shall provide written notice to the Chapter that a reorganization is underway, the purpose or reason for the reorganization and the members of the reorganization committee, which may or may not include the Sorority's professional staff and may or may not include local area Members, who will undertake the reorganization. The reorganization committee shall have full power and authority to direct and manage any or all of the operations of the Chapter. In the course of a reorganization, the reorganization committee may interview each of the Members and New Members of such Chapter who wish to participate in the reorganization. Based on those interviews, the reorganization committee may declare any Member or any New Member to be no longer affiliated with that Chapter. Upon completion of the reorganization, The Committee, on its own recommendation or the recommendation of the reorganization committee, shall declare the reorganization completed and return the Chapter's authority to the Members.

#### **Section 13: Suspension of a Chapter**

For cause, the Committee, by vote of a majority of the Committee members present at a meeting of the Committee, in accordance with the procedures provided in the Sorority's By-Laws, may temporarily suspend the charter and any or all of the operations of any Chapter of the Sorority. Any Member of that Chapter or member of that Colony may appeal such suspension to the Appeals Committee, whose decision shall be final.

#### **Section 14: Procedures for Suspension or Revocation of an Chapter**

- (a) The Committee shall not suspend or revoke an Chapter's charter or any or all of its operations, except upon written notice of the cause and an opportunity for a hearing.
- (b) The Committee shall provide the Chapter written notice setting forth a statement of the alleged cause, the possibility that the Chapter's charter and operations may be suspended or revoked, the date, time and place at which The Committee shall meet for a hearing on the matter and a statement of the rights and procedures to which the Chapter is entitled at such hearing. The Secretary of the Sorority, at the direction of the committee, shall cause the written notice to be delivered to the Chapter.
- (c) The Committee may appoint a committee to present the alleged cause at the hearing. The Chapter may appear at the hearing. The Chapter shall be entitled to the aid and assistance of any Member of the Sorority to respond to the alleged cause. The Chapter shall be entitled to present such witnesses or other evidence as it feels appropriate and necessary to respond to the alleged cause. Should a representative of the fail to appear at the hearing as set forth in the written notice, the alleged cause shall be deemed admitted and conclusively established. During the course of the hearing and at all times, The Committee shall extend to the Chapter every assistance to establish the truth or to present any mitigating circumstances.
- (d) At the conclusion of the hearing The Committee shall vote first upon the alleged cause and, if found to be established, then upon whether to suspend or revoke the charter and any of the operations of the Chapter. If the Chapter is suspended or expelled, the Secretary of the Sorority, at the direction of the committee, shall record in the minutes a statement setting forth the cause found to be established, the vote and whether the Chapter was suspended or revoked. The Secretary of the Sorority, upon the direction of the committee shall provide written notice of the decision to the Chapter. Upon a decision to suspend or revoke a Chapter, the Chapter shall be suspended or revoked effective immediately, irrespective of whether any appeal has been or may be taken. A suspended or revoked Chapter shall not be reinstated unless and until the period of suspension expires or the Convention reverses the suspension or expulsion and reinstates the Chapter.



(e) Within 30 days of the vote, the Chapter may appeal the decision by sending a notice of appeal to the Secretary of the Sorority setting forth a brief statement of any substantive or procedural reason why the Chapter should not be suspended or revoked. The appeal shall be heard by the Appeals Committee. Any Member of the Chapter or any member of The Committee may appear and may make a statement. The Appeals Committee by a majority vote of the Committee Members present may affirm, reverse or modify the order of suspension or revocation. The Secretary of the Sorority, at the direction of the Appeals Committee shall provide written notice to the Chapter of the Appeals Committee decision.

### **Section 15: Revocation of a Chapter or Colony**

For cause, The Committee, by vote of two-thirds of the Committee members present at a meeting of the committee, in accordance with the procedures provided in the Sorority's By-Laws, may revoke the charter and dissolve the operations of any Chapter of the Sorority. Any Member of that Chapter or member of that Colony may appeal such revocation of the charter to the Appeals Committee, whose decision shall be final.

## **ARTICLE IV. THE EXECUTIVE DIRECTOR**

### **Section 1: The Executive Director**

The Committee shall select the Executive Director who shall serve at the will of the committee. The Executive Director shall be the Chief Operating Officer of the Sorority, shall be a full-time employee of the Sorority, shall organize, train and manage the Sorority's professional and permanent staff, shall manage the day-to-day operations of the Sorority, shall carry out the policies and directives of the Committee and shall perform such other duties as the Convention or the Committee may require

### **Section 2: Qualifications and Compensation of the Executive Director**

The Committee shall conduct an open search for selection of the Executive Director. The Executive Director shall be qualified by education or experience for such position and who has demonstrated (a) a commitment to the purpose of the Sorority, (b) an ability to work with Members, and (c) an ability to manage the operations of the Sorority. The compensation of the Executive Director shall be specifically approved by The Committee. The Sorority may reimburse the Executive Director for reasonable expenses they incur in performing their duties for the Sorority, under guidelines approved by The Committee.

## **ARTICLE V. THE SORORITY'S INSIGNIA AND HERALDRY**

### **Section 1: The Ritual and Oath of Initiation**

The Committee or a Ritual Committee appointed by the committee shall establish and publish the Sorority's Ritual of Initiation and other rituals. The Ritual of Initiation shall include the Oath of Initiation as follows:

I solemnly promise upon my honor, without any hesitation, that I will be loyal to Delta Kappa Nu and my sisters; that I will share with my sisters friendship and sisterhood; that I will support and encourage them; that I will keep my sisters' and sororities' secrets and confidences; and that I will try to foster those sentiments which should ever exist between sisters.

### **Section 2: The Seal**

The Seal of the Sorority shall be as follows: within a circular band bearing the words "Delta Kappa Nu Established 2011," a goblet.

### **Section 3: The Coat of Arms**

The coat-of-arms of the Sorority shall be as follows:

DELTA KAPPA NU beareth; argent a bend sable blazon fimbriated or charged letters Delta Kappa Nu of the third, Or a goblet above, Rose a water lily fimbriated Or below. Motto, the words CHANGE ESSE VIS VIDERE.

The arms of the Sorority shall be uniform throughout the Chapters.

#### **Section 4: The Colors**

The colors of the Sorority shall be Gold, Carnation Pink and Black.

#### **Section 5: The Badge**

The badge of the Sorority shall be a monogram of the letters Delta with black center, with Kappa and Nu overlapping, and shall bear upon the arms of the Kappa and Nu diamonds. The badge shall not be worn by any person other than a duly initiated Member of the Sorority.

#### **Section 6: The Flag**

The flag of the Sorority shall be in the following proportions: length of fly, 30 parts, length of hoist, 20 parts, end stripes each 9 parts wide and Gold in color, middle stripe 12 parts wide and Canation Pink in color. Upon the middle stripe there shall be the monogram of the letters Delta, Kappa and Nu 10 parts high and 9 parts wide and Black in color.

#### **Section 7: Other Insignia**

The Committee may authorize and approve other official insignia of the Sorority and may proscribe limitations on its uses and displays.

#### **Section 8: Founders' Day**

The twenty-ninth of May shall be known as Founders' Day and should be appropriately commemorated by the Chapters and Colonies.

#### **Section 9: The Golden Cup**

The Sorority shall publish and distribute at least quarterly a magazine for and about the Sorority, the Members, the Chapters and Colonies, and matters of importance to each of them. The magazine shall be called the Golden Cup.

## **ARTICLE VI. AMENDMENTS**

### **Section 1: Authority and Notice of Amendments**

These By-Laws may be amended by a majority of the members present at the Convention; provided that, at least 90 days prior to such vote, notice of any proposed amendments shall be provided to each Chapter.