

Epsilon Nu Tau

Nation's First Entrepreneurship Fraternity



National Constitution

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EpsilonNuTau.org

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Preamble

In order to further the ideals of entrepreneurship and in an effort to lay the foundation for a lasting network of entrepreneurial leaders, the following National Constitution of Epsilon Nu Tau Fraternity, Inc. is created and adopted.

Article I – Name

The official name of this organization is EPSILON NU TAU FRATERNITY, INC. The Fraternity may only be referred to as Epsilon Nu Tau, ENT, ENT Fraternity, or Entrepreneurship Fraternity.

Article II – Purpose

Section 1. The objects and purposes for which Epsilon Nu Tau is formed are as follows:

- A.) To create a society, community, and brotherhood of entrepreneurially spirited individuals;
- B.) To advance the ideals of professionalism and sales;
- C.) To promote the art & science of entrepreneurship;
- D.) To encourage ethical business practices within the community; in order to contribute to the welfare of society.

Section 2. There are three major tiers of the fraternity; each Chapter must promote activities underneath each of these categories.

Professional – This tier requires that each member attend professional events that are organized by the fraternity. The fraternity constantly strives to develop the professional qualities of each of its brothers. The fraternity plans different events and activities such as but not limited to attending conferences, listening to professional guest speakers, and seizing various networking opportunities present throughout the community in order to aid the brothers in the fulfillment of this goal.

Service – Service projects give the fraternity the opportunity to use their skills to give back to the community. Each active member is required to participate in service activities sponsored by the fraternity and complete at least 5 service hours per semester. The service tier will aid the fraternity in its commitment to serving the surrounding community. In addition to working closely each Chapter's philanthropy of choice, brothers should be involved in various campus service events.

Social – The social aspect is the binding factor that creates the significant distinction between a fraternity and a club. The main purpose behind the social tier is to create a bonding brotherhood among members in order build personal relationships and a professional network, which can be utilized in future ventures. Social events will create a social network of individuals that will last a lifetime. The fraternity should plan various events that help build these bonds and strengthen the relationships of its members.

Article III – Organization

Section 1. The Fraternity shall be recognized and operated as a Nonprofit Corporation based in the State of Ohio.

Section 2. The National Headquarters of Epsilon Nu Tau shall be located in Dayton, OH, Montgomery County, USA.

Section 3. For administration purposes, the Fraternity shall be divided into the following component parts: (1) National Board (2) Chapters.

Article IV – National Board

Section 1. The National Board shall govern the Fraternity.

A.) The National Board serves as the Board of Directors of Epsilon Nu Tau.

B.) The National Board must meet in person at least once per year. Additionally, members of the National Board are required to attend a ‘virtual meeting’ via group phone/video conference on the first Wednesday of every month. All meetings of the National Board shall be referred to as “National Board Meetings”. During these National Board Meetings, Board Members are expected to give updates of progress made and to schedule plans for the following month.

Section 2. The National Board shall consist of at least seven members. Board Members must have been an active member of the Fraternity at one point and must maintain good standing with the Fraternity. Members may hold multiple positions on the Board, but only if necessary. Board Members are required to attend all National Board Meetings.

Section 3. The following positions shall comprise the National Board and are always required to be filled. Additional Members may also be appointed by unanimous consent of the current National Board if they deem it necessary for the Fraternity.

Director of Alumni Relations – Responsibilities include the creation and management of an alumni database by establishing and maintaining an active network of alumni across all chapters. Duties include constant communication with alumni in order to provide updates on the fraternity, share current fraternal opportunities, and encourage attendance in alumni events.

Director of Communication – Responsible for increasing communication between all members, chapters, and the National Board. Duties include being in constant contact with all existing chapters and providing ample opportunities for members to communicate with each other despite geographic location, university, etc. This position will send out monthly updates to all current members. They are also responsible for collecting all Chapter information each academic term. Also responsible for identifying needs and potential suppliers, soliciting bids, and negotiating prices on products, merchandises, and apparel. They must identify potential cost savings, develop and oversee budget to ensure quality products and reasonable prices.

Director of Development – Major responsibility is to assist in the creation of a new chapter, being the main contact for members who are new to the fraternity, and to help with the development of new chapters and members; especially in all matters regarding fraternal processes and procedures. Duties also include being the main point of contact for the education of and all issues regarding to the Code of Ethics & Risk Management; including but not limited to, obtaining signed agreements from each new pledging member.

Director of Expansion – Responsible for developing and implementing fraternal expansion strategies and recruitment efforts, in order to grow the fraternity in both high-quality membership and overall value. They are the main point of contact for all potential new chapters throughout the selection and startup processes. In addition, duties include securing donations and being the point of contact for potential donors, as well as outside individuals and organizations. This position's responsibilities are to be split evenly between two Board Members.

Director of Finance – Responsible for all National financial and fiscal management aspects of the fraternity. This position is accountable for providing leadership and coordination in the financial planning and budgeting efforts of the fraternity. They must collect National dues from all chapters while also providing members and the general public with financial documentation regarding the distribution of National funds. Additionally, they are to be the main contact person with the U.S. Internal Revenue Service (IRS) and are responsible for providing the IRS with all documentation necessary in a timely manner.

Director of Marketing – Duties include designing, implementing, and facilitating all marketing strategies for the fraternity on a National level. This position helps to support and facilitate online development and also manages the National website. In addition, they are responsible for consistency in the branding of Epsilon Nu Tau and the image the fraternity represents through public relations and official marketing materials.

Section 4. The National Board Members shall determine and appoint replacement Board Members within three months of a vacancy, by way of unanimous consent.

Section 5. Members of the National Board may hold their position indefinitely as long as they successfully serve the Fraternity and fulfill their requirements and duties as Board Members.

Section 6. Board Members shall be removed from the Board only if they relinquish their position or upon failure to fulfill their requirements and duties. Board Members shall be removed from the Board with the following process:

- 1.) A letter stating that the Board Member in question has failed to fulfill their requirements and duties as a member of the Board that must be signed by all other Board Members and presented to the one in question. This letter shall be given as a warning and notice.
- 2.) The Board Member in question is given a 60-day probationary period to convince the other Board Members that they will fulfill their responsibilities and duties.

- 3.) All Board Members are required to attend the National Board Meeting after the probationary period. If all Board Members are not present, the meeting shall adjourn and be called at a later time occurring no later than two weeks after the first attempt.
- 4.) A unanimous vote of the National Board (not including Board Member in question) is required to remove the Member in question from office. If unanimous vote of removal is not the outcome, the matter shall be dismissed and the issue expunged.

Article V – Chapters

Section 1. The National Board holds supreme authority over the Fraternity, all chapters, and all alumni associations.

Section 2. After an official application has been completed, submitted and accepted by the National Board, a written statement of approval to organize and operate a Chapter of Epsilon Nu Tau at a university, college, or similar institute must be approved by an administrator of the said university, college, or similar institute and then provided to the National Board. (Please see ‘Official Application’)

Section 3. Chapters are required to incorporate as a nonprofit corporation operating as a subordinate chapter of Epsilon Nu Tau Fraternity, Inc. This shall be done through the Secretary of State of the chapter’s respective State of location. Articles of Incorporation templates shall be made available to the prospective chapter for incorporating.

Section 4. Within one academic term of operation, the chapter must meet the following requirements and maintain them at all times:

- a.) Draft and gain approval of Chapter Bylaws by the National Board.
- b.) Have an active Chapter Advisor.
- c.) Have the three elected Chief Officers that carry out the responsibilities outlined in the Constitution.
- d.) Pay all fees and dues associated with the operation of the Chapter in accordance to the Constitution of Epsilon Nu Tau.
- e.) The chapter’s grade point average, cumulative of all members, must be at least a 2.5 on a 4.0 scale. & each member must maintain a 2.0 individual grade point average.
- f.) The chapter must be in full compliance with ENT policies as provided in the Constitution of the Fraternity.

Section 5. At the end of each academic term, all chapters are required to provide the National Board with a Semi-Annual Report consisting of the following: member rosters, officer lists, chapter advisors, planned

activities, and current financial statements. Additionally, each new member is required to sign documentation of full agreement with the updated National Constitution and approved Chapter Bylaws.

Article VI – Membership

Section 1. The membership of Epsilon Nu Tau shall consist of both men and women. A candidate must be a person of good character and in good standing with the designated university or college. Neither membership in nor services provided by the Fraternity will be denied to anyone on the basis of race, color, religion, national origin, physical or mental handicap, age, sex, sexual preference, ancestry, or medical condition.

Section 2. Selection into the pledge process shall be granted upon approval from 2/3 of active brothers present during the selection process. Membership into the Fraternity shall then be granted after fulfilling membership requirements in accordance with the Bylaws of the Chapter and upon approval from 2/3 of active brothers present during the designated Chapter where voting takes place. Voting shall be a silent closed vote and cannot take place unless quorum, being defined as 2/3 of active members, is met.

Section 3. Members of this Fraternity shall be one of the following: pledge, active, advisory, alumni, or honorary. Members can only hold one type of membership at a time.

Pledge – A candidate member shall be defined as a student currently enrolled in the university who shows a strong interest in joining the Fraternity and has accepted an official invitation to join. The Chapter shall determine the duration and content of the Candidacy Period. The Candidacy Period and all activities performed during the period must not conflict with the regulations installed in the National Constitution of the Fraternity, Chapter Bylaws, the policies of the university, or local, state, and federal laws.

Active – Active members carry full rights and responsibilities within the chapter. Active membership shall be granted to undergraduate and graduate students currently enrolled in the university who follow the ideals and principles of Epsilon Nu Tau and who are initiated according to the official guidelines of the Fraternity as described in the Bylaws and Constitution

Advisory – An advisory member assists the chapter by providing guidance and advice. Advisory members do not have voting rights or the power to hold office within the chapter. Advisory members are to be selected by each Chapter.

Alumni – An active member who has graduated and is in good standing with the Fraternity. Alumni members do not have voting rights or the power to hold office within the chapter.

Honorary – Any individual who has contributed significantly to the ideals and principles of the chapter can be granted Honorary Membership by the chapter. This form of membership cannot be granted to a student enrolled in the university. Honorary members do not have voting rights or the power to hold office within the chapter. Honorary members are selected by a majority of the National Board upon referral from any chapter or any member.

Section 4. Under certain circumstances, an active member may request an inactive status with the intent of returning to active status. Members may remain on inactive status for a maximum of two consecutive academic terms or up to one calendar year. Each Chapter's Chief Officers collectively have the authority to allow for inactive status of a member upon request.

Article VII – Operations

Section 1. Regular Fraternity Chapter meetings are designed to act as the forums through which most Chapter decisions are made. During these meetings, issues facing the Fraternity may be discussed and debated.

Section 2. Chapter meetings are open to all members of the Fraternity. Weekly attendance of all active members is expected. A notice of absence should be provided to a designated individual within the Chapter at least 24 hours before the time of the Chapter meeting. Attendance at meetings is to be recorded.

Section 3. Chapter meetings are to be held weekly as scheduled. This schedule may be changed on a case-by-case basis depending upon vacation days or the needs of the chapter.

Section 4. Chapter meetings require the attendance of a quorum of all active members in order to make official decisions or take official votes regarding Fraternity business.

Section 5. Each Chapter is required to hold regular recruitment periods at the beginning of every academic term. This period begins with Rush Week and ends with the Initiation Ceremony. During this time all candidate members receive a candidate handbook that contains sensitive information about the Fraternity and the principles that it is founded upon. Information contained within the candidate handbook is considered sacred and cannot be shown to non-members or any other unauthorized person.

Section 6. Chapter must have a Chief Executive Officer (CEO), Chief Financial Officer (CFO), and Chief Operations Officer (COO). The responsibilities of each officer are listed below.

CEO/President – Recognized as the leader of the Fraternity and acts as the head spokesperson for said Fraternity both internally and externally. This position shall preside at chapter meetings, shall guide the conduct of the affairs of the chapter, and shall perform such other duties as the chapter may specify. They shall be in charge of and authorize correspondence between the Chapter and National Board. The CEO/President is required to attend the annual National Convention. If the CEO/President is unavailable, a suitable replacement (CFO/COO) must be sent instead.

CFO – Shall handle all financial matters of the Chapter and be responsible for making payments of national dues to the National Board. In addition this position shall give financial updates to the Chapter on a regular basis and send bi-annual financial reports to the National Board.

COO – Responsible for the day-to-day organization and operation of the Chapter which includes, but is not limited to, event scheduling and coordination. Also, this position is responsible for delivering all required documents and information to the National Board.

Section 7. Additional positions may be appointed in accordance with Chapter Bylaws or as CEO, CFO, and COO deem necessary to execute their administration.

Article VIII – Ceremonies

Section 1. The chapter recognizes three official ceremonies: Formal Introduction Ceremony, Initiation Ceremony, and Continuance Ceremony. The ceremonies of the Fraternity are sacred to the Fraternity and must be kept in strict confidence among its members.

- a.) The Formal Introduction Ceremony inducts candidates into the Candidacy Period.
- b.) The Formal Commencement Ceremony initiates the candidates into full membership of the designated chapter of Epsilon Nu Tau. No candidate may be a full member without completing the Formal Initiation Ceremony.
- c.) The Continuance Ceremony celebrates the graduating seniors' entrepreneurial endeavors and their advancement of the ideals of Epsilon Nu Tau.

Article IX – Finances

Section 1. National Dues and fees must be paid by each chapter correctly and promptly on a bi-annual basis. The CFO is responsible for making the payments. The National Board will determine the national dues and fees annually for both active brothers and candidate members.

Section 2. Dues are to be paid biannually during which a member is an active member in the Fraternity. Each Chapter shall determine the Chapter's own dues and the date for collection.

Section 3. All cash funds of Chapter's shall be deposited in a designated Epsilon Nu Tau bank account, which will be comprised of all general funds possessed by that Chapter.

Section 4. Only the Chief Officers of the designated chapter are permitted to have access to the chapter's general fund. This includes all withdrawals and deposits.

Section 5. The CFO of each Chapter shall arrange for an annual review of the account and send a copy of such review to the National Board.

Section 6. Any expenses created through the maintenance of this account shall be paid out of the general funds of the Fraternity. Funds must only be used towards activities that further the goals and purposes of Epsilon Nu Tau.

Section 7. Candidacy fees are payments owed to the designated chapter after each candidate member has begun the formal candidacy period. Each Chapter shall determine the Chapter's own dues and date for collection for candidate members.

Section 8. Contributions made to the chapter in excess of \$1,000 must be approved and verified by the National Board.

Section 9. As a nonprofit organization the designated chapter of Epsilon Nu Tau shall be covered under the sheltering institution's Tax-Free Exemption Status.

Article X – Fraternity Property

Section 1. Trademarks, service marks, ceremonies, rituals, and all other traditions are considered valuable and sensitive information only to be shared with members of Epsilon Nu Tau. Only the National Board has the right to revise these assets.

Section 2. Official Fraternity apparel and materials are to only be obtained through the National Board or with their designated approval.

Section 3. All digital designs created to market a chapter or alumni association must be approved by the National Board prior to posting or otherwise using publicly. This includes use of any trademark, service mark, slogan, or other intellectual property in the creation of any marketing materials. Upon approval, such marketing material becomes the property of Epsilon Nu Tau Fraternity, Inc.

Article XI – Amendments

Section 1. This National Constitution repeals all former National Constitution and all other Articles in conflict therewith.

Section 2. The National Board may amend this document during National Board Meetings only.

Section 3. Each proposed amendment shall be voted on. A 3/4 vote is necessary for the amendment to pass.

Article XII – Code of Ethics & Risk Management

Section 1. Each chapter of Epsilon Nu Tau is required to abide by the National Code of Ethics & Risk Management policy as stated in the National Constitution. Furthermore, all chapter events, chapter activities, and events/activities that could be assumed as sponsored by the chapter are to fully comply with local, state, Federal laws, rules, and regulations.

Section 2. ALCOHOL AND DRUGS

A.) The possession, sale, use or consumption of ALCOHOLIC BEVERAGES, while on chapter premises or during a fraternity event, in any situation sponsored or endorsed by the chapter, or at any event an observer would associate with the fraternity, must be in compliance with

any and all applicable laws of the state, province, county, city and institution of higher education, and must comply with either the BYOB or Third Party Vendor Guidelines.

- B.) No alcoholic beverages may be purchased through or with chapter funds nor may the purchase of same for members or guests be undertaken or coordinated by any member in the name of or on behalf of the chapter.
- C.) OPEN PARTIES, meaning those with unrestricted access by non-members of the fraternity, without specific invitation, where alcohol is present, are prohibited.
- D.) No members, collectively or individually, shall purchase for, serve to, or sell alcoholic beverages to any minor (i.e., those under legal drinking age).
- E.) The possession, sale or use of any ILLEGAL DRUGS or CONTROLLED SUBSTANCES while on chapter premises or during a fraternity event or at any event that an observer would associate with the fraternity is strictly prohibited.
- F.) No chapter may co-sponsor an event with an alcohol distributor or tavern (tavern defined as an establishment generating more than half of annual gross sales from alcohol) at which alcohol is given away, sold or otherwise provided to those present. This includes any event held in, at or on the property of a tavern as defined above for purposes of fundraising. However, a chapter may rent or use a room or area in a tavern as defined above for a closed event held within the provisions of this policy, including the use of a third party vendor and guest list. An event at which alcohol is present may be conducted or co-sponsored with a charitable organization if the event is held within the provisions of this policy.
- G.) No chapter may co-sponsor, co-finance or attend or participate in a function at which alcohol is purchased by any of the host chapters, groups or organizations.
- H.) All recruitment or rush activities associated with any chapter will be non-alcoholic. No recruitment or rush activities associated with any chapter may be held at or in conjunction with a tavern or alcohol distributor as defined in this policy.
- I.) No member or pledge shall permit, tolerate, encourage or participate in "drinking games." The definition of drinking games includes but is not limited to the consumption of shots of alcohol, liquor or alcoholic beverages, the practice of consuming shots equating to one's age, "beer pong," "century club," "dares" or any other activity involving the consumption of alcohol which involves duress or encouragement related to the consumption of alcohol.
- J.) No alcohol shall be present at any pledge program, activity or ritual of the chapter. This includes but is not limited to activities associated with "bid night," "big brother – little brother" events or activities, / "big sister - little sister" events or activities, "family" events or activities and initiation.

Section 3. Epsilon Nu Tau Fraternity neither approves of nor is responsible for actions of members of local Chapters (commonly referred to as “hazing”), which may result in injury to persons or damage to property. No chapter, student, or alumnus shall conduct nor condone hazing activities. Permission or approval by a person being hazed is not a defense. Hazing activities are defined as:

"Any action taken or situation created, intentionally, whether on or off fraternity premises, to produce mental or physical discomfort, embarrassment, harassment, or ridicule. Such activities may include but are not limited to the following: use of alcohol, paddling in any form, creation of excessive fatigue, physical and psychological shocks, quests, treasure hunts, scavenger hunts, road trips or any other such activities carried on outside or inside of the confines of the chapter house; wearing of public apparel which is conspicuous and not normally in good taste, engaging in public stunts and buffoonery, morally degrading or humiliating games and activities, and any other activities which are not consistent with academic achievement, fraternal law, ritual or policy or the regulations and policies of the educational institution or applicable state law."

Section 4. The fraternity will not tolerate or condone any form of sexist or sexually abusive behavior on the part of its members, whether physical, mental or emotional. Epsilon Nu Tau Fraternity is not responsible for actions of members of local chapters. This is to include any actions, activities or events, whether on chapter premises or an off-site location, which are demeaning to women or men, including but not limited to verbal harassment, sexual assault by individuals or members acting together. The employment or use of strippers, exotic dancers or similar, whether professional or amateur, at a fraternity event as defined in this policy is prohibited.

Section 5. All chapter houses should meet all local fire and health codes and standards.

Section 6. All chapters should post by common phones and in other locations emergency numbers for fire, police and ambulance and should have posted evacuation routes on the back of the door of each sleeping room.

Section 7. All chapters should comply with engineering recommendations as reported by the insurance company or municipal authorities.

Section 8. The possession and/or use of firearms or explosive or incendiary devices of any kind within the confines and premises of the chapter house is prohibited

Section 9. Candles should not be used in chapter houses or individual rooms except under controlled circumstances such as initiation.

Section 10. Each chapter shall instruct all current and new members in the Code of Ethics & Risk Management policy. A copy of the policy shall be made available on all chapter websites.

Section 11. In the event that any situation which is in violation of the Code of Ethics & Risk Management policy occurs, the Chapter Representative, or other chapter member, is required to report the situation to the National Board within 24 hours of the occurrence.

Section 12. The National Board reserves the right to discipline any chapter that is found to have violated the Code of Ethics & Risk Management policy and may place the chapter on probationary status, suspend, or revoke the chapter's charter.

Section 13. The National Board requires that all members of Epsilon Nu Tau Fraternity sign and agree to the Code of Ethics & Risk Management policy from the time that they are chosen as a pledge to any chapter. Each academic term, the leaders of every chapter are to meet with the National Board to discuss the Code of Ethics & Risk Management. This meeting is held in order to review the policy and go over any recent changes made to it.