

Kelley Fraternity Hateful Speech/Action Reporting System

- What is the Kelley Fraternity Hateful Speech/Action Reporting System?
 - A system to hold all Kelley professional members accountable to an environment of inclusivity and the absence of bigotry, discrimination, and stereotyping.
 - Examples of incidents to be reported here include but are not limited to: exclusion of certain groups/people, extremely demeaning jokes about other genders/ethnicities/nationalities/sexualities/religions, slurs, perpetuating negative stereotypes, posting psychologically harmful content, etc.
 - Specific examples of harassment according to the IU Bias Report are: anti-semitic graffiti on someone's social media, a sexist joke, racist comment, harassment about a disability, or ridicule about country of origin.
 - Link: https://iu.co1.qualtrics.com/jfe/form/SV_89fb9SaYEE6giUV
- Who can use this reporting system?
 - Any member of a professional fraternity can report anyone else in a professional fraternity, even their own brother. They can choose to use their own chapter channels if they want.
- What happens when someone gets reported?
 - Each person will receive an email from the Professional Fraternity Council detailing what was reported against them. In this email they will receive an Anti-Racism guide and an Inclusivity Guide.
- 1st Reported Offense
 - Accused person receives an email from PFC alerting them to the incident and will have a 3rd demerit logged against them
- 2nd Reported Offense
 - Accused person receives an email from PFC alerting them to the incident and will have a 3rd demerit logged against them
 - Accused person must meet with President of their professional fraternity and the organization's Diversity Representative
- 3rd Reported Offense
 - Accused person receives an email from PFC alerting them to the incident and will have a 3rd demerit logged against them
 - Accused person must meet with President of their professional fraternity and the organization's Diversity Representative
 - Accused Person is subject to be put on Membership Review or have further Disciplinary Action against them
- What if you have questions?
 - Ask your President and/or Diversity Chair
 - Contact the Chairperson of the Professional Fraternity Council
 - kelleypfc@gmail.com