

SIGMA GAMMA RHO SORORITY, INC.

SIGMA GAMMA RHO SORORITY COVID-19 UPDATES Effective July 1, 2021

PURPOSE

The International Board of Directors remains committed to providing updates and guidance on a uniform approach across all regions and chapters as members engage in programming, membership, conferences, and business activities during this phase of the pandemic.

The purpose of this memo is to provide updated guidance for Sorority operations that will replace those that will expire on June 30, 2021. The following directives are effective July 1, 2021, except as otherwise noted, and they apply to all activities, including meetings, events, membership intake, ceremonies, community service and social action.

A toolkit will be available to guide chapters as they return to in-person operations, with a focus membership, programming, and risk management. The guidance below has been determined after consultation from our medical expert, consultation with the Surgeon General via NPHC and Centers for Disease Control (CDC):

CHAPTER OPERATIONS INCLUDING AFFILIATES

While we are pleased to provide greater flexibility to gather, the guidelines must be strictly followed for the safety and protection of all members, affiliates, staff, and guests.

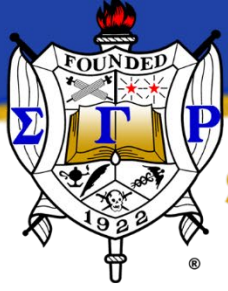
It is important that ALL Alumnae, Undergraduate Chapters and Affiliates comply with all applicable laws (local, state, federal) and follow the CDC guidance when hosting in-person activities and events. Chapters must follow all social distancing guidelines in your locality. While in some circumstances we have not mandated the wearing of masks, when in compliance with state and local laws, we highly encourage the wearing of masks during all gatherings.

Prior to launching in-person activities this upcoming sorority year, we are asking that each Basileus to survey her chapter to understand the concerns of returning to in-person activities. The chapter should ensure all members are included and can participate in activities.

Chapters should fully discuss and decide when, where and under what circumstances they will engage in any in-person activities.

Recommended considerations are:

- a. Group size (as mandated by State and Local Guidelines)
- b. Location
- c. social distancing capability
- d. The comfort level of the chapter to resume in-person activities.



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In-person guidance -

Members and affiliates who attend in-person meetings and events shall complete the ***Liability and Release of Claims Waiver form***. This form will be retained at the local chapter level and managed by each Chapter Basileus. It is the responsibility of the Chapter Basileus to ensure these forms are obtained from each member and affiliate prior to event.

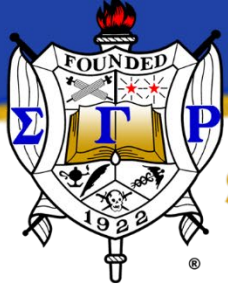
Contact Tracing –

Chapters should assign a designated Pandemic Resource Contact for each in-person meeting, program, community service.

- All members, affiliates, and guests should know who this person is and how to contact them.
- The Pandemic Resource Contact should be aware of local, state, federal rules and guidelines, university guidelines and policies as well as Sigma Gamma Rho Sorority, Inc. guidelines
- Utilize the sorority events checklist and any other paperwork required by the event location, university, or organization.
- Follow the risk management policies outlined in our bylaws and sops. Chapters will also follow the risk management policies of the institution, department, or facility.
- Maintain a tracking system/sign in sheet for meetings, programs, and community service activities.
- We highly encourage the wearing of masks during all gatherings to protect the vaccinated and unvaccinated.
- Chapter should make masks readily available for all attendees.
- Chapters must enforce all social distancing guidelines.
- Ensure soap and hand sanitizer are readily available.
- Consider taking the temperature of attendees before they enter.

COVID Resources

- Website to find CDC guidelines (<https://www.cdc.gov/coronavirus/2019-ncov/index.html>)
- Locating your State/County guidelines (google: County or State name and add "COVID Guidelines")



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CHAPTER MEETINGS

All Regions, Chapters and Affiliates are encouraged to utilize the electronic meetings provisions in their bylaws when applicable law and/or CDC guidance prohibit or limit any planned in-person meetings.

As a reminder, all chapters and regions must submit a copy of their Chapter, Region and Affiliate bylaws to the International and Regional Parliamentarians to ensure that the document has been revised to permit in-person meetings with electronic access. In-person meetings with electronic access may be implemented where feasible (must be documented in your chapter bylaws, standing operating procedures, or standing rules).

Parliamentary support & guidance will be provided to chapters on the following:

- Guidance regarding in-person meetings with electronic access
- Instructions on how to ratify actions taken while the chapter operated under the no in person policy. (i.e., This must be done during your first in person meeting, sample motion, etc.)
- Sample language to add electronic attendance at in person meetings to local bylaws.
- Sample language and best practices for electronic voting during meetings.

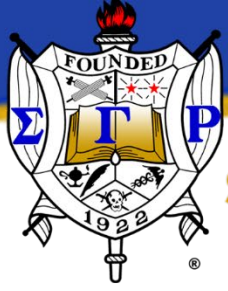
CONTRACTUAL OBLIGATIONS

- Regions and chapters are required to have detailed reviews of all contracts, and the inclusion of a force majeure clause that allow ease in cancellation should the impacts of the pandemic resurge.
- All contracts should be made with respect to social distancing and the requirement of worn masks during the event, along with hand sanitizing and other safety protocols to limit physical interactions and risks.

COLLEGIATE IMPACT

All Collegiate chapters must comply with the rules of their respective college/university. The Alumnae Chapter Advisor, Undergraduate Chapter Coordinator and Regional Syntaktes should be familiar with the rules of each institution and must work with the institution to ensure compliance.

Sponsoring alumnae chapters and Advisors must obtain a copy of the university/college guidance regarding in-person/remote/hybrid operations. A copy of these documents must be submitted to the Undergraduate Chapter Coordinator and Regional Syntaktes to retain.



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INTERNATIONAL CORPORATE HEADQUARTERS

International Corporate Headquarters has implemented a return-to-work policy in which staff members will be transitioning back into the office on a full-time basis starting in June.

TECHNOLOGY SUPPORT

Sigma Gamma Rho Sorority, Inc. will provide limited Zoom platforms licenses for chapters to use if they do not have the resources within their chapter.

NATIONAL PROGRAMS

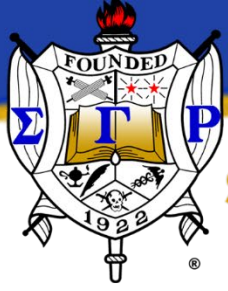
As we shift back into in-person programming, programming for the 2021-2022 sorority year should be a hybrid with some programs being a national/local virtual event with the remaining events to be conducted in-person with attendance at 60% participation from the chapter. Sixty percent (60%) attendance by chapter members is a recommended safety measure.

To be fair and to ensure members who would like to attend the live events, if more than 60% of members would like to attend, please allow members who have not attended a live event to attend if other members have already attended an event.

Hybrid programming allows everyone to self-assess and stay within their comfort zone while serving. Members and Affiliates who come out and follow all the social guidelines in place by wearing a mask if not vaccinated and having the choice of wearing a mask or not if they are fully vaccinated.

Chapters shall make hand sanitizer available for all attendees and managing as much as possible to service the community from a safe distance. Those Members and Affiliates who do not feel comfortable can still have a virtual option for those programs that are not scheduled to be in person.

Continuing a virtual option for some events will also provide an opportunity to reach a wider audience depending on the activity. Any chapters that host in-person activities and programs must comply with all applicable laws and follow CDC guidance.



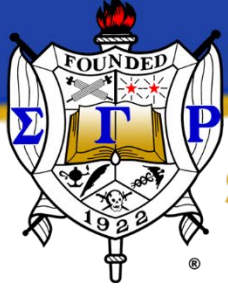
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2021- 2022 PROGRAM CALENDAR -

- Operation Big Book Bag -August/January (Live with limited chapter attendance 60%)
- Women's Wellness Initiative - October/February/May - Breast cancer awareness, Heart Health,
- Mental Health (Virtual)
- Project Cradle Care - January (Virtual)
- Swim 1922 - May-August (Live with limited chapter attendance 60%)
- Youth Symposium - March 12, 2022 (Live with limited chapter attendance 60%)
- St. Jude Walk - September (Will have a live and virtual option)
- Sisters Network Inc. Stop the Silence Run/Walk (Will be live in Houston and Virtual elsewhere)
- March for Babies (Will have a live and virtual option)

PHILO AFFILIATE -

- All Philo Affiliates must adhere to the rules of their sponsoring alumnae chapter. If the sponsoring alumnae chapter chooses to continue electronic meetings/activities, implement in-person meeting/activities or offer a hybrid of the two, the Philo Affiliate shall follow the same course of action. Philo's who choose to opt-out of an in-person experience must be provided with an alternate way to participate in meetings.
- For members who choose not to participate in person, the chapter needs to ensure the bylaws are updated to include virtual/electronic meeting options and to suspend the required number of meetings for members to attend without penalty.
- Philo's will still have to wear a mask while meeting.
- Make every attempt to be socially distanced.
- The chapters will be responsible for ensuring there is hand sanitizers and PPE on hand.
- Food will not be served to the membership; however, they would be allowed to bring their own snacks.
- Add a "Pandemic Resource Contact" for each Affiliate.



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RHOERS AFFILIATE -

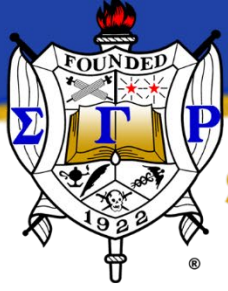
- All Rhoer clubs must adhere to the rules of their sponsoring alumnae chapter. If the sponsoring alumnae chapter chooses to continue electronic meetings/activities, implement in-person meeting/activities or offer a hybrid of the two, the Rhoer club shall follow the same course of action.
- In order to participate in in-person meetings/activities, Rhoer parent(s) or guardian must sign a waiver acknowledging they have read and understand these guidelines and accept responsibility for their Rhoer participation.
- All Rhoers must have a signed medical liability form and other requisite forms completed and on file locally.
- If there are Rhoers whose parents choose to opt-out of an in-person experience. The advising chapter must be providing an alternate way for their Rhoer to participate where feasible.

Rhoer Club In-person Meetings/Gatherings

- All in-person meetings must include an appropriate mask worn to be always worn that covers both the nose and the mouth. This includes Rhoer Advisor(s) or guests that participate in Rhoer meetings.
- Chapters are required to ensure hand-sanitizer is present for all attendees.
- Social distancing must be fully exercised possible.
- Rhoers should minimize sharing of electronic devices, snacks, drinks, makeup, etc.

RHOSEBUD AFFILIATE

- All Rhosebuds meetings/activities shall remain virtual at this time.
- Virtual Operating Guidelines for Affiliates are still in effect and must be adhered to for Rhosebud meetings/activities.

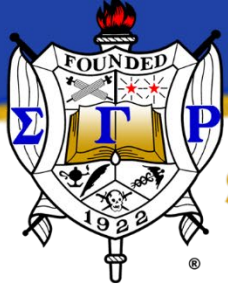


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COVID-19 GUIDANCE -

The directives above are based on the following:

1. Varied State Reopening Laws: Notwithstanding provisions in Sigma Gamma Rho Sorority, Inc.'s governing documents, our operations are first subject to applicable law. Since state law varies, we are trusting the membership to operate in accordance with those laws that apply to your current charter location.
2. College Campus Reopening Trends: Many colleges plan to resume in-person operations in the fall. Leadership has always instructed chapters that as guests on the campus, we are to follow the institution's rules and regulations.
3. AFA Guidance: The Association of Fraternity and Sorority Advisors indicates that it is safer and more prudent for chapters "to operate in tandem with what the institutions are allowing". Per the AFA, to date, there have been no lawsuits against any organization alleging that the organization's activities led to COVID exposure.
4. The National Vaccine Rate Continues to Increase: Per the CDC, as of May 8, 45% of the US population has received at least one dose. Overall, 30% of the population has been fully vaccinated. The federal administration is moving forward with the President's plan to make vaccinations available to all Americans.
5. Alignment with other Divine 9 Organizations: The members of the Council of Presidents are working together to implement similar directives for their membership. Sigma Gamma Rho's directives are aligned with those planned for the Sorority's counterparts.



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CHAPTER TOOLKIT DOCUMENTS

A toolkit will be shared with chapters as they return to in-person operations, with a focus membership, programming, and risk management. The toolkit will include the following documents:

- Chapter COVID-19 waiver (Adult & Children)
- Risk Management Policies
- Chapter Event Checklist
- Virtual Operating Guidelines (Member & Affiliate Version)
- Medical Liability Form (Rhoer & Rhosebuds)
- CDC meeting guidelines
- Virtual Meeting Etiquette

All documents will be uploaded onto the national website effective July 8, 2021. The International Board of Directors reserves the right to adjust this guidance as needed to ensure the safety, health, and wellness of all members, affiliates, and staff.