

Thank you for considering Omega Xi Omega Military Fraternity, Inc. We are dedicated to our three founding tenets: Service, Integrity, and Unity. This application focuses on “Community Outreach”, “Service” and “Integrity”. We will need substantiating proof that you are / were in good standing with the military. Below are the instructions for completing the application. Once you are complete with filling out the application, please submit it, along with the following:

- 1) Completed Membership Application (see below)
- 2) Proof of Military Service (**black out SSN and pay information**):
 - a. Discharge or Retirement Orders, OR
 - b. DD214, **OR**
 - c. Letter of Recommendation (this is only for those currently serving in the military). Must have signature from E-6 or above.

EMAIL APPLICATION PACKET TO: oxomembership@gmail.com

Payment Information

- All Applicants are required to pay \$225.00 initial membership fee.
- All Members are required to pay \$100.00 membership yearly renewal fee

Payment Arrangements for Pledges

Option 1: Paid in Full

\$225 – Paid in Full: This payment will be due 3 days after your acceptance

Option 2: Split Payment

First Payment: \$112.50 – This payment will be due immediately after your acceptance

Remaining Payment: \$112.50 – This payment will be due by the Week 3

Employment Information

Current Employer: _____

Current Position / Title: _____

Length Employed: _____ years _____ mos

Miscellaneous Information

Have you ever been a member in a Greek Fraternity or Sorority, any Military Fraternity or Sorority, or service related organization?

Yes No If yes, which one? _____

Have you ever been convicted of a felony? Yes No

Community Service Hours Completed within last year: _____hours

How did you find out about our organization? (Please check all that apply)

Social Media (Facebook, Twitter, etc.) Family/Friend

Anonymous Contact Advertisement

Email/Newsletter Website/Search Engine

Reference Information

Reference Name #1: _____ Length Known: __yrs __mos

Is reference a military service member? Yes No

Is reference a veteran? Yes No

Email address: _____ Phone Number: _____

Reference Name #2: _____ Length Known: __yrs __mos

Is reference a military service member? Yes No

Is reference a veteran? Yes No

Email address: _____ Phone Number: _____

Applicant Agreement Contract

Welcome to the Omega Xi Omega Military Fraternity, Inc.! We are happy to inform you that your application for membership has been accepted. Omega Xi Omega Military Fraternity, Inc. was established in January 2018 with the sole purpose of connecting service members, veterans and retirees as well as civilians/families of all branches together for the sake of brotherhood and Sisterhood.

With this letter, we have enclosed all the documentation that is needed to advance to the next phase of your journey to become a member of this illustrious organization. We are delighted to add active, highly motivated, and committed individuals to be a part of our journey and look forward to many years of rewarding association.

The following documents are enclosed (Please read, agree, and sign at the end of the page).

Application Fee and supporting proof of service documents

- Membership Dues
- Hazing Policy Disclosure
- Disability Policy Disclosure
- Confidentiality and Non-Disclosure Agreement
- Drug and Alcohol Policy
- Non-Compete Agreement
- Harassment Policy
- Fraternalization Policy
- Equal Opportunity Disclosure

I look forward to meeting you and calling you a member of Omega Xi Omega. If there are any questions, please feel free to contact your Membership Director at OXOMembership@gmail.com.

Joseph L Wright III
Founder/National President
Omega Xi Omega Military Fraternity, Inc.

Applicant Information

All Applicants are required to do an application, along with supporting documentation to prove eligibility (i.e. DD214, current duty station (if active military) or proof of service orders).

All Applicants are required to pay \$225.00 initial membership fee.

All members are required to pay \$100.00 membership yearly renewal fee

I. Payment Arrangements for Applicants

Option 1 \$225 – Paid in Full: This payment will be due 3 days after your acceptance

Option 2 \$112.50 – Down Payment: This payment will be due immediately after your acceptance

\$112.50 – Remaining Payment: This payment will be due by the end of Week 3

- o Applicants will receive line jacket, Fraternity T-Shirt, Polo Shirt and certificate.
- o Applicants must complete 6-week new members' educational process.
- o Applicants must complete 10 hours of community service.
- o Applicants should attend Omega Xi Omega crossing ceremony.

II. Refund Policy

Refunds are only acknowledged for applicants who withdraw from the pledge line.

The refund policy is as follows:

- o Week 1 - 75% of what you paid
- o Week 2 - 50% of what you paid
- o NO REFUND AFTER WEEK 2

Hazing Policy Disclosure

All Omega Xi Omega Military Fraternity, Inc. members must file this form with the Membership Director upon acceptance to this organization to certify compliance with this policy. The preceding document remains in effect until a new one is filed.

Omega Xi Omega Military Fraternity, Inc. Hazing Policy states any activity, undertaken by a group or a member of a group, which subject's members to harassment, intimidation, physical exhaustion, pain, undue mental fatigue or distress, or mutilation or alteration of parts of the body. Such activities include, but are not limited to:

tests of endurance; submission to potentially dangerous or hazardous circumstances; activities which have a foreseeable potential for resulting in personal injury; or activities profound in nature that would have a potential to cause severe mental anxiety, mental distress, panic, human degradation, or public embarrassment. To report hazing anonymously, contact the Membership Director, Dean of Pledges, Sergeant at Arms, and/or President. You will not be asked to identify yourself at any time.

Omega Xi Omega Military Fraternity, Inc. Hazing Agreement We, the undersigned, certify the following:

1. We have read AND understand Omega Xi Omega Military Fraternity, Inc. Hazing Policy
2. We have read AND understand our National Hazing policy
3. We verify that this policy will be read to our chapter during educational process
4. We verify that all activities sponsored and/or required by our chapter, in whole or part, comply with this policy
5. We verify that all our new members will be fully initiated, using all local and national ceremonies.
6. We further verify that all new member activities will be completed prior to 2000hrs eastern standard time.
7. Failure of my organization to uphold this policy, in whole or part, will result in the referral of:
 - a. My organization to the South Carolina Secretary of State
 - b. Any individual members involved to the President of Omega Xi Omega.
 - c. Any individual members to the police for criminal prosecution
 - d. The President and Senior Big Brother/Big Brother(s) for supplying false information to the Dean of Pledges (if they knew of hazing and didn't take the steps to stop it).

Disability Policy Disclosure

The Americans with Disabilities Act of 1990 (ADA) prohibits discrimination and ensures equal opportunity for persons with disabilities in membership, State and local government services, public accommodations, commercial facilities, and transportation. It also mandates the establishment of TDD/telephone relay services. The ADA was revised by the ADA Amendments Act of 2008 (P.L. 110-325), which became effective on January 1, 2009. The ADA is codified at 42 U.S.C. 12101 et seq.

The title III regulation was again revised on November 21, 2016, when Attorney General Loretta Lynch signed a Final Rule that further clarified a public accommodation's obligation to provide appropriate auxiliary aids and services for people with disabilities. The final rule provides that public accommodations that own, operate, or lease movie theaters are required to provide closed movie captioning and audio description whenever showing a digital movie that is produced, distributed, or otherwise made available with these features. The Final rule was published in the Federal Register on December 2, 2016, and will take effect 45 days after publication, on January 17, 2017.

On March 28, 2014, the Department of Justice issued a Final Rule that adjusts for inflation the civil monetary penalties assessed or enforced by the Civil Rights Division, including civil penalties available under title III of the Americans with Disabilities Act of 1990 (ADA). For the ADA, this adjustment increases the maximum civil penalty for a first violation under title III from \$55,000 to \$75,000; for a subsequent violation the new maximum is \$150,000. The new maximums apply only to violations occurring on or after April 28, 2014. This Final Rule is a non-discretionary agency action made pursuant to Section 4 of the Federal Civil Penalties Adjustment Act of 1990, as amended (Adjustment Act), which mandates the Attorney General to adjust for inflation the civil penalties assessed or enforced by the Department of Justice. The amounts of the adjustment were determined according to a specific mathematical formula set forth in Section 5 of the Adjustment Act. The previous adjustment under the ADA occurred in 1999.

Omega Xi Omega Military Fraternity, Inc. will make reasonable accommodations to the known physical and mental limitations of an otherwise qualified individual with a disability. Submission of information on a disability is voluntary and refusal to provide it will not subject you to any adverse treatment. Such information is kept confidential, except as specifically provided for by law. The information will be used only in ways that are not inconsistent with section 503 the Rehabilitation Act.

Omega Xi Omega Military Fraternity, Inc. is a non-profit organization subject to Section 503 of the Rehabilitation Act of 1973, as amended, and the Vietnam Era Veterans Readjustment Assistance Act of 1974, as amended, which require government contractors to take affirmative action to employ and advance in membership qualified individuals with disabilities, qualified disabled veterans, and veterans of the Vietnam era. Qualified individual with a disability or qualified disabled veteran means an individual with a disability who satisfies the requisite skill, experience, education, and other job-related requirements of the membership position such individual holds or desires, and who, with or without a reasonable accommodation, can perform the essential functions of such position. If you have a disability, are a disabled veteran, or a veteran of the Vietnam era and would like to be considered for membership with our organization, please tell us. You may inform us of your desire to join our organization at this time and/or at any time in the future.

Confidentiality and Non-Disclosure Agreement

Omega Xi Omega Military Fraternity, Inc. may provide and make available to you certain information regarding our Fraternity, including without limitation:

- Various sales and marketing information;
- Actual and potential member and lead names, addresses, telephone numbers, and specific characteristics
- Mailing labels
- Sales report forms
- Pending projects or proposals
- Methods of production (including quality control and packaging)
- Business plans and projections, including new product, facility or expansion plans
- Pricing information (such as price lists, quotation guides, previous or outstanding quotations, equipment prices, or billing information)
- Estimating programs and methodology
- The techniques used in, approach, or result of any market research
- Financial information about the Fraternity

In consideration of your membership and receipt of the Information, you agree that you:

- Will regard and preserve the information as highly confidential and the trade secrets of the Fraternity;
- Will not disclose, nor permit to be disclosed, any of the Information to any person or entity, absent written consent and approval from the Fraternity;

- Will not photocopy or duplicate, and will not permit any person to photocopy or duplicate, any of the Information without the Fraternity's written consent and approval
- Will not make any use of Information for their own benefit or the benefit of any person or entity other than the Fraternity;
- Will return all Information to the Fraternity immediately upon request for it.
- Nothing in this policy alters the at-will nature of the members' relationship.

Drug and Alcohol Policy

Omega Xi Omega Military Fraternity, Inc. strives to provide a safe environment and encourages personal health. In keeping with this policy, the Fraternity considers the abuse of drugs or alcohol on the job to be an unsafe and counter productive work practice. It is, therefore, the Fraternity's policy that a member found with the presence of alcohol or illegal drugs in his system, in possession of, using, selling, trading, or offering for sale illegal drugs or alcohol during working hours, will be subject to disciplinary action including discharge. Fraternity sponsored activities, which may include the service of alcoholic beverages, are not included in this provision. Discretion should be exercised by the member to avoid overindulging in the consumption of alcohol. Substance Abuse includes possession, use, purchase, or sale of drugs or alcohol on Fraternity premises (including the parking lots). It also includes reporting to meeting or Fraternity events under the influence of drugs or alcohol. A member reporting for work visibly impaired is unable to properly perform required duties and will not be allowed to work.

Prescription drugs prescribed by authorized medical authority may be taken during activity hours.

The member should notify the Sergeant at Arms if the use of properly prescribed drugs will affect the member's work performance. Abuse of prescription drugs will not be tolerated. It is the responsibility of the Fraternity's supervisor to counsel with a member whenever they see changes in performance that suggests a substance abuse problem.

Non-Compete Agreement

For good consideration and as an inducement for Omega Xi Omega Military Fraternity, Inc. to offer membership, the undersigned member/applicant hereby agrees not to directly or indirectly compete with the business of the Fraternity and its successors and assigns during the period of membership/intake and for a period of two (2) years following termination / resignation of membership/intake and notwithstanding the cause or reason for termination. The term "non-compete" as used herein shall mean that the member/applicant shall not own, manage, operate, consult or to be a member in a business substantially like or competitive with the present business of the Fraternity or such other business activity in which the Fraternity may substantially engage during the term of membership/intake. The member/applicant acknowledges that the Fraternity shall or may, in reliance of this agreement, provide member/applicant access to trade secrets, customers and other confidential data and good will. Member/applicant agrees to retain said information as confidential and not to use said information on his or her own behalf or disclose same to any third party. This agreement shall be binding upon and inure to the benefit of the parties, their successors, assigns, and personal representatives.

Harassment Policy

The purpose of this memorandum is to clearly state our policy on sexual harassment. It is our desire to provide an environment that is free of sexual harassment.

Sexual harassment is defined as unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when (1) submission to such conduct is made, either explicitly or implicitly, a term or condition of an individual's membership, (2) submission to or rejection of such conduct by an individual is used as the basis for membership decisions affecting such individual, or (3) such conduct has the purpose or effect of substantially interfering with an individual's work performance or creating an intimidating, hostile, or offensive working environment.

Sexual harassment can take two distinct forms: quid pro quo and hostile work environment. One, quid pro quo harassment, occurs when submission to sexual conduct is made a condition of membership or membership benefits. Two, hostile work environment occurs when sexual conduct unreasonably interferes with a member's work performance or creates an intimidating, abusive, or offensive work environment.

Sexual harassment includes verbal harassment, such as epithets, derogatory comments, or slurs; physical harassment, such as assault, impeding or blocking movement, or any physical interference with normal work movement; and visual harassment, such as derogatory posters, cartoons, or drawings. Incidents of alleged sexual harassment will be taken seriously by the Fraternity, with follow-up investigations and appropriate corrective action, if necessary.

Any individual who believes he is subject to sexual harassment or believes sexual harassment may be taking place whether it directly affects that individual, must report the circumstances as soon as possible to any one of the following: National President, Sergeant at Arms of the Fraternity, or any person designated in the Members Handbook as a Contact Person. When a claim is raised, the Contact Person will prepare a written record of the complainant's factual allegations that the complainant will have an opportunity to review and sign.

Complainants are encouraged to prepare their own written notes promptly after such events occur, describing the date, time, and specific actions of the alleged harasser that the complainant considers offensive.

Fraternization Policy

This policy goes in effect one (1) day prior to the start date of the Intake Course. If the policy is violated, an investigation will be conducted to determine potential outcome (removal from organization or suspension). The Inspector General will make recommendations of removal or length of suspension and President or Vice President will make decision based on findings. The policy is as such:

(1) Applicant Status: If you are an applicant in the Intake Process, you are not to establish any personal relationships with any member of OXO outside of the approved social media entities (i.e. Google Hangouts and Intake Course). Contact outside of approved entities will be approved by a member of the Executive Committee.

(2) Members: The members should not have any personal contact with line applicants outside of the approved social media entities (i.e. Google Hangouts and Intake Course). Contact outside of approved entities will be approved by a member of the Executive Committee.

Equal Opportunity Disclosure

Omega Xi Omega Military Fraternity, Inc. considers for acceptance qualified candidates without regard to race, religious creed, religion, color, sex, sexual

orientation, genetic information, gender, gender identity, gender expression, age, national origin, ancestry, citizenship, protected veteran or disability status or any factor prohibited by law, and as such affirms in policy and practice to support and promote the concept of equal membership opportunity and affirmative action, in accordance with all applicable federal, state, provincial and municipal laws. The Fraternity also prohibits discrimination on other bases such as medical condition, marital status or any other factor that is irrelevant to the performance of our teammates.

Complete the agreements below.

Name

Email

Application with supporting documentation.

Choose Payment Option

Option 1 (\$225.00) - Full One-time payment.

Option 2 (\$112.50) - Two payments.

No Hazing Agreement

_____: I agree to the Hazing Policy

Contract Agreement

_____: I agree to the following: Disability Policy Disclosure, Confidentiality and Non-Disclosure Agreement, Drug and Alcohol Policy, Non-Compete Agreement, Harassment Policy, Fraternalization Policy, and Equal Opportunity Disclosure.

Arbitration or Mediation Agreement

_____: In consideration of the premises, the mutual covenants and conditions hereinafter set forth and for other good and valuable consideration, the receipt and sufficiency of which is hereby acknowledged, the parties agree as follows: 1. The parties agree that the Dispute shall forthwith be referred to arbitration (the "Arbitration") pursuant to the rules of the American Arbitration Association. 2. The Arbitration shall be governed by the following rules: (a) the Dispute shall be heard and determined by a single arbitrator ("Arbitrator") who shall be selected by

agreement of both parties hereto. The Arbitrator shall make his or her award in writing either within three (3) months after entering on the reference or after having been called on to act by notice in writing from either party to the submission, whichever is the earlier, or on or before any later date to which the parties by writing signed by them may from time to time enlarge the time for making the award; (b) the arbitrator shall have the authority to award costs to whichever party he or she deems appropriate, failing which the costs shall be borne equally; (c) if the arbitrator has allowed his time or extended time for making an award to expire without making an award, either party hereto may apply to the court having appropriate jurisdiction or to a judge thereof to appoint an arbitrator who shall have the power to act in the reference and to make an award as if he or she had been duly appointed by both parties to the submission and by the consent of such parties; (d) if an arbitrator is appointed pursuant to paragraph 2(b) above, such arbitrator shall make his award within two months after the original or extended time appointed for making the award of the arbitrator has expired or on or before any later date to which the parties by any writing signed by them may from time to time enlarge the time for making the award, or if the parties have not agreed, then within such time as the court or judge appointing such arbitrator may impose; (e) the decision of the Arbitrator shall be final, conclusive and binding upon the parties hereto; and (f) there shall be no appeal from the award of the arbitrators or arbitrator in accordance with the provisions of the court having appropriate jurisdiction. 3. The parties agree that statement of facts can be presented to the Arbitrator. 4. The parties agree to split the costs equally for the arbitrator and provide sufficient deposits and advances, so the arbitrator can do his or her work in a timely manner. 5. This Agreement shall inure to the benefit of and be binding upon the respective heirs, executors, administrators and assigns of each of the parties hereto. 6. This entire Agreement is set forth between the parties relating to the subject matter hereof and stands in the place of any previous agreement, whether oral or in writing. The parties agree that no amendment to this Agreement shall be binding upon the parties unless it is in writing and executed by both parties. Any dispute must be brought and handled in the state of South Carolina and none other.

IN WITNESS WHEREOF this Agreement has been executed by the applicant and Omega Xi Omega by the applicant's signature below.

Signature: _____ Date: _____

By signing this Online Agreement Policy, I certify that my name and email address is accurate, that I agree to the entire agreement contract, will abide by the agreement, and do hereby agree to abide by the Arbitration Agreement.

Submit Agreement Policy