



## Recruitment Rules and Policies

### Preamble

A spirit of fair play, respect for all and confidence by all fraternity members shall be fostered and maintained throughout the recruitment process. IFC believes that IFC fraternities may recruit 365 days a year. The following Rules and Policies govern informal and IFC formal recruitment.

### I. General

#### A. Responsibility

1. Chapter presidents and recruitment chairmen are responsible for communicating all Interfraternity Council recruitment regulations, policies, and rules to all active, new member, inactive, and alumnus chapter members participating in any recruitment activity.
2. Fraternities are responsible for the actions and behaviors of all individuals participating in any recruitment activity on behalf of the chapter. This includes, but is not limited to, actives, new members, early bid new members who have accepted their bids, inactive members, alumni, and guests at the house/facility or any function sponsored or held on behalf of the chapter.
3. All men interested in the IFC formal recruitment process must register for the IFC formal recruitment process. They are strongly encouraged to participate in formal recruitment.

#### B. Early Bids

1. An early bid is a written bid given to a potential member as an invitation to membership for the potential new member.
  - a. Summer bids are early bids extended by chapters following LSU spring commencement and before the deadline set by the IFC executive board. Extension of summer early bids by fraternities to potential new members shall be valid only if given by the Chapter President or Chapter Recruitment Chairman of the respective fraternity.
  - b. During formal recruitment, fraternities shall follow the procedures stated in these rules. The extension of early bids by fraternities to potential new members during formal recruitment, shall be valid only if given by a member of the Interfraternity Council Executive Board.

2. Any potential new member who accepts an early bid is still required to register for formal recruitment. Upon acceptance, the PNM's name will be removed from the PNM list on ICS if the early bid is extended and accepted.
3. Any potential new member who accepts an early bid or participates in formal recruitment is required to attend the IFC pre-recruitment educational programs taking place prior to formal recruitment. The pre-recruitment education schedule will be determined by the Greek Life Office.
4. The number of early bids a chapter may extend for the summer and formal recruitment combined will be determined by the Interfraternity Council Executive Board.
5. A copy of any early bid shall be filed with the Interfraternity Council Vice President of Recruitment immediately upon extension.
6. Once an early bid is accepted, the now 'new member' may participate with the fraternity in formal recruitment. He is now responsible for abiding by the IFC Recruitment Rules.
7. Additional early bids may be distributed after the start of formal recruitment. The Interfraternity Council Vice President of Recruitment will set the times in which additional early bids must be submitted to the Interfraternity Council to be offered to potential new members before the second and third rounds.
  - a. Once recruitment begins the additional extension of early bids is permitted through the assistance of the Interfraternity Council. Additional early bids will be due to an IFC executive board member by the same time the invite list is due on ICS for rounds two and three. Additional early bids must be submitted in the form of physical bid cards and a list of full names and hometowns emailed to IFC. The bids will be offered by IFC to the potential new member when they arrive at the computer lab to make selections.
  - b. A potential new member must attend computer selections or have officially withdrawn from the IFC recruitment process. The extension of an early bid by a chapter member does not excuse a potential member from computer selections. Failure to attend computer selections will result in being removed from IFC formal recruitment and loss of eligibility to participate in recruitment with that chapter until IFC Bid Day.
  - c. Communication to a potential new member regarding the extension of a bid during recruitment shall not take place by the respective fraternity, but instead should be facilitated entirely by the Interfraternity Council Executive Board.
8. Encouraging potential new member(s) to withdraw from the formal process and take an informal bid will result in a recruitment infraction. Furthermore, a potential new member who begins the recruitment process, then withdraws, must wait one semester before being eligible to accept a fraternity bid/become a new member.

## II. Informal Recruitment

1. Informal bidding shall begin the day after the distribution of bids by IFC after IFC Formal Recruitment and concludes by date set by the Interfraternity Council Executive Board.
2. Any new member who accepts an informal bid during informal recruitment is required to attend the IFC New Member educational program presented by Greek Life (TBD)

## III. Formal Recruitment Rules

### A. Eligibility

1. A "potential new member" is defined as any male, undergraduate student or prospective undergraduate student at LSU Baton Rouge campus eligible to join a fraternity.
2. All men participating in formal recruitment must be regularly matriculated (pursuing a degree), full-time students of Louisiana State University, Baton Rouge campus. Those students taking courses at Louisiana State University on a visiting or probationary basis are not eligible to participate in recruitment.
3. All men who participate in formal fraternity recruitment must attend all pre-recruitment education taking place before round 1 begins, and new member convocation, unless otherwise approved by the Interfraternity Council Vice President of Recruitment or Advisor.
4. All individuals who participate in formal recruitment and are not matched following preference round (bid day) are eligible to receive bids during informal recruitment.
  - a. Those who withdraw from the formal recruitment process will be ineligible to receive and accept a bid until the following semester.

### B. General

1. All individuals participating in formal recruitment rounds/events are required to wear a nametag clearly indicating the member's legitimate name.
2. To ensure consistent communication and accurate execution of the formal recruitment process, the recruitment chairman and president of each fraternity shall attend the two recruitment training sessions. These shall take place in late April and the week before formal recruitment. Failure to do so will result in the chapter not receiving the information to execute formal recruitment.
3. All recruitment materials and practices shall be within the confines of good taste. The Interfraternity Council Vice President of Recruitment or Advisor must approve any materials distributed to potential new members prior to distribution. This includes, but is not limited to, any mail-outs, letters, flyers, brochures, emails, forms of mass communication about the organization.
4. Fraternities must allow members of the Interfraternity Council Executive Board, or its appointed representative(s), onto their premises as the Interfraternity Council Executive Board deems necessary in order to confirm adherence to these recruitment rules. This includes, but is not limited to, Rho Alphas and LSU staff members, and the Recruitment Standards Board (RSB), during formal recruitment functions. If

necessary, these individuals will be allowed to move throughout the house during formal recruitment functions.

5. Each chapter shall submit 1 member for every 20 chapter members based on the early spring roster to serve as Rho Alphas. Deadline for submission will be determined by the IFC VP Recruitment. There is a \$50.00 fee if the applicant does not fulfill the application process, which consists of an application and an interview.
  - a. Rho Alphas who do not fulfill their responsibilities prior to recruitment and during recruitment will result in their chapter receiving a \$200 fine per Rho Alpha.
  - b. Rho Alphas are bound by all recruitment rules and the Rho Alpha Contract.
6. The parameters for which PNM's are allowed within a fraternity house during rounds 1, 2, and 3 are as follows:
  - a. For Round 1, the first floor common areas and outside common areas of the fraternity property. No residential rooms are to be open during Round 1.
  - b. For Round 2 *and* 3, Potential new members are allowed in the common and residential areas inside and outside of the first, second, and third floors of each fraternity house.
  - c. Each fraternity shall submit to the IFC executive board a list and map of open rooms for rounds 2 & 3 by a date determined by the IFC executive board. The remaining rooms are to remain closed during the rounds. PNMs are to only be in rooms previously designated and these doors must remain open.
  - d. The Interfraternity Council will provide door stops upon request to ensure chapters do not have issues with doors closing automatically.

#### C. Silence

1. The purpose of 'silence' is to ensure that potential new members are not influenced by members outside of the formal recruitment process. Therefore, no fraternity member shall be in contact with potential new members outside of the recruitment rounds in any way once the silence period has begun.
2. The formal recruitment period shall begin on a date to be set by the Interfraternity Council Vice President of Recruitment and shall end after the distribution of bids. The silence period shall be communicated to all chapter members at least three months prior to the silence period.

#### D. Non-Members Participation in the formal recruitment process.

1. Generally, females are forbidden from participating in any formal recruitment function. There are limited exceptions, which include:
  - a. A maximum of two coeds/sweethearts.
    - i. No woman affiliated with a NPC sorority may participate in any recruitment function (formal or informal).
  - b. The house director

- c. Regularly employed staff of the fraternity, such as cooks.
  - d. Members of the mothers' club/fathers' club/family club.
  - e. Advisors and alumni
  - f. All must be dressed appropriately and wear nametags. The substitution of coeds is allowed.
2. Members who have been removed from the chapter for disciplinary reasons, are not enrolled in school for the semester, or removed from the campus by the University may not be present or participate in any recruitment activities.

#### E. Alcohol and Drugs

1. The possession, use, sale, consumption, presence and/or distribution of any alcoholic beverage or alcoholic beverage containers and/or illegal drug during any recruitment activity sponsored or hosted by a fraternity chapter or individual member of a chapter on behalf of that chapter is prohibited. This includes, but is not limited to, members arriving intoxicated or under the influence to a formal recruitment event and being allowed to participate.
- a. No chapter members, including actives, new members, early bid new members who have accepted, inactive members, or alumni, collectively or individually shall purchase for, serve to, sell, or give any form of alcohol and/or illegal drug to a potential new member.
  - b. No chapter shall have a third party, including girlfriend, non-fraternity member, friend, or anyone else associated with the fraternity, purchase for, serve to, sell, or give any form of alcohol and/or illegal drug to a potential new member.
  - c. Active members and potential new members are prohibited from consuming alcoholic beverages and/or using illegal drugs during any recruitment function.
  - d. Failure to comply with the alcohol and drug policies will result in penalties to be determined by the IFC judicial process.
  - e. Potential new members who report to IFC recruitment events who are presumed to be under the influence or intoxicated will be removed from the formal recruitment process immediately.

#### F. Ethical Recruiting

1. Unethical recruiting includes:
- a. Discrediting a fraternity or individual fraternal member in any way or manner.
  - b. Taking any potential new member into a room, other than a common area or restroom, in which the door is closed and the PNM feels pressured and is out of sight from the view of the chapter leaders.
  - c. Allowing a potential new member to remain on a fraternity's premises after the time allotted for a particular event has ended during the first and second rounds of recruitment.

- i. Potential new members must depart from fraternity house at the end of the allotted event times for Round One. If a chapter is found to be in violation of this, the chapter will receive a \$200.00 fine for every potential new member.
  - ii. Potential new members must depart from fraternity house at the end of allotted event times for Round Two. If a chapter is found to be in violation of this, the chapter will receive a \$200.00 fine for every potential new member.
  - iii. Potential new members may stay at fraternity house during Round 3 if they so choose. If potential new members choose to stay, fraternities are responsible for potential new members leaving on time. Potential new members must depart from recruitment facility at the end of Round 3. If a chapter is found to be in violation of this, the chapter will receive a \$200.00 fine for every potential new member.
- d. Falsely promising or *suggesting* an invitation to membership without the authority to do so.
  - e. Showing a potential new member his bid card, at any point before bids are officially distributed at the conclusion of recruitment for the purposes of falsely promising him membership.
  - f. Removing/encouraging a potential new member to remove his Interfraternity Council issued nametag or replacing his Interfraternity Council nametag with a chapter issued nametag.
  - g. Encouraging a potential new member to drop out of recruitment early, not make selections, etc. leading him to only show up on bid day.
  - h. Violating any Louisiana State University or Interfraternity Council rule or policy in an effort to convince a potential new member to join.
  - i. Any other action deemed by the Interfraternity Council Executive Board to not be in the spirit of fair play and confidence.
2. The possession, use, sale, consumption, and/or distribution of any alcoholic beverage and/or illegal drug during any recruitment activity sponsored or hosted by a fraternity chapter or individual member of a chapter on behalf of that chapter is prohibited.
    - a. No chapter members, including actives, new members, inactives, or alumni, collectively or individually shall purchase for, serve to, sell, or give any form of alcohol and/or illegal drug to a potential new member.
    - b. No chapter shall have a third party, including girlfriend, non-fraternity member, friend, or anyone else associated with the fraternity, purchase for, serve to, sell, or give any form of alcohol and/or illegal drug to a potential new member.
  3. Potential new members are prohibited from consuming alcoholic beverages and/or using illegal drugs during any recruitment function. To include formal, summer, or informal.

#### IV. Reporting and Handling of Violations

1. Any fraternity member, potential new member, Interfraternity Council Executive Board member, Rho Alpha, Recruitment Standards Board member, or designee who observes a violation of these recruitment rules by any individual associated with a fraternity or potential new member is honor bound to report such a violation to the Interfraternity Vice President of Standards or Advisor.
2. All such reports should contain the name(s) of the accused person(s), place, time, and type of the violation and be documented on an IFC Incident Report Form.
3. All attempts should be made to deal with summer recruitment violations prior to the start of formal recruitment in the fall.

#### V. Enactment

1. This document shall take effect upon adoption by a two-thirds vote (2/3) of the Interfraternity Council Delegates present and voting at a regularly scheduled meeting.
2. All Interfraternity Council chapters shall be bound by this document until the passage of any document amending these policies and regulations.

October 9, 2019