



Return to Values Based Recruitment

Introduction

After careful discussion and deliberation, the Interfraternity Council has determined that it will renew the *Return to Values Based Recruitment* initiative for the upcoming academic years. Upon reviewing the first year of the policy's implementation, the following became apparent. The number of students rushing fraternities did not show any significant change from previous years. Only two fraternities were on placed on probation of any sort, compared to seven during the previous year. This policy is positive for the Greek system as a whole.

It is the opinion of the Presidents involved with the decision, however, that the policy could be more effective and better serve the DePauw community if it was revised rather than completely removed. With this in mind, the Presidents of the Interfraternity Council fraternities decided to revise the policy towards the following goals.

- To allow fraternities more time during the day to accommodate athletes and other involved students.
- To allow First Year students the opportunity to experience all facets of fraternity life.
- To allow First Year students to slowly acclimate themselves to Greek life.

It is the opinion of the Interfraternity Council that these changes will significantly improve the social climate at DePauw, as well as limiting the risk which the fraternity houses will be taking upon themselves. It was the opinion of all parties involved that these changes would not only benefit to the DePauw community, but will allow for improvement without sacrificing the intended goals of the policy.

Policy I: Open Hours

First Four Weeks of School = First Year students will not be allowed on Greek property at any time. This will also pertain to any weeks preceding the first day of classes when first year students are on DePauw's campus.

Fourth Weekend of School = Greek houses will provide house tours during which first year students will be on Greek property.

Subsequent Weeks until Fall Break = First Year students will be allowed on Greek property from 7:00 AM to 9:00 PM. These times will apply to Sunday through Thursday only. Fridays and Saturdays will still be off limits to First Year students.

Fall Break = First Year students are not allowed on Greek property.

End of Fall Break until End of Fall Term = The time periods will be exactly the same with the exception of First Year students being allowed to attend Registered Events on Friday and Saturday evenings.

Fraternities will be required to host a non-alcoholic event before they may register an event allowing First-Year on their property. The events can be co-sponsored by campus

activities that will provide a list of dates for these events. This allows for students to have activities every weekend, and allows fraternities to reach out to students.

Benefits:

- First Year students will have more opportunities to develop friendships with their classmates as well as to experience day-to-day Greek life by coming over during the daytime hours, when drinking is not a focal point.
- The Greek system will not be a factor in limiting the ability of freshmen to establish good study habits and acclimatize themselves to college life.
- Recruitment will be driven less by alcohol and directed more toward the positive aspects of Greek Life. As a result, Greek sponsored events pertaining to philanthropy, Intramural Sports, and involvement around campus will become a greater focus of rush activities. Such efforts, if run effectively, will create a connection between Greeks and the entire DePauw and Greencastle community. Philanthropies, however, should not be abused if philanthropy is not the primary purpose. This encourages houses to think outside the box when it comes to interacting with freshmen.
- This policy will allow First Year students to acclimate themselves to the fraternity environment in all the forms that this takes.
- It will allow the fraternities to host First Year students at events when their risk management procedures are at their best.
- It will also allow fraternity men to prove that they are capable of monitoring their own parties and prevent First Year students from causing problems.

Ideas for Acceptable Events

1. Have freshmen over for meals—a great way for them to meet a large number of men and see the fraternity house.
 2. Plan an event at University social space—football games and other sporting events are a great time to reserve a University social space and meet a lot of freshmen in a locale where they feel more comfortable.
 3. Philanthropies—if run correctly and with philanthropies as the central goal, philanthropies are a method for showing a positive side of your fraternities.
 4. Invite them over during the day to work on projects and homework.
- * *There are many other ideas that can be implemented. These are just a few examples of formats that it is possible to pursue.*

Policy II: Winter Term

First Year students will not be allowed on Greek property at any time during Winter Term. This does not prevent them from interacting with Greek students in any other locale.

Benefits:

- Fraternities will not feel the pressure to host parties in order to be competitive in recruitment.

- This removes opportunities for excessive alcohol consumption by First Year students at Greek houses.

Policy III: Penalties

1. Any First Year males that are found on fraternity property outside of the allowed time periods will lose the privilege to rush until the following Fall Term. First Year females found to violate the policy will be reported to the Panhellenic Council for sanctioning.
2. \$1000 fine per first Year student in fraternity house at an unapproved time.
3. Each First Year student present in a fraternity house at an unapproved time will affect the chapter's maximum pledge class size as follows:
 - a. **1st offense** (1 First Year student): decrease pledge class size by one and lose the ability to increase maximum pledge class by four after two rounds of recruitment.
 - b. **2nd offense and each following offense (1 First Year student each):** reduction of maximum pledge class size by one.
 - c. **Explanation** – If three First Year students are found in a fraternity (whose maximum pledge class size is 22) at an unapproved time there will be a \$3000 fine, the fraternity will no longer be able to increase their maximum pledge class to 26, and their maximum pledge class will be decreased to 19.
4. A fraternity found guilty of hosting First Year students illegally could lose their ability to register events. This penalty will be at the discretion of the Interfraternity Council Executive Board.
5. A fraternity found guilty of hosting First Year students illegally could also lose their ability to have First Year students over during at any time. This penalty will also be on a case-by-case basis and at the discretion of the Interfraternity Council Executive Board. This penalty will automatically become applicable upon a second offense.
 - *The maximum pledge class size will be determined by the capacity of the fraternity as set forth by the Recruitment Rules and Regulations*
 - *Female students caught in houses will not impact pledge class size, but the \$1000 fine will be applicable, and a report will be forwarded to the DePauw Panhellenic Council and to Community Standards.*

Policy IV: Exceptions

Chapters have the opportunity to ask for exceptions to have freshman on Greek property at unapproved times. Appeals will be made to IFC Executive Council and each case will be reviewed individually as to whether or not it will be accepted. Exceptions must be submitted in writing with times, dates, and specific information about the event. These events must not contain alcohol in any capacity.

Policy V: Amnesty Policy for Chapters

Any President or other chapter member who contacts a member of IFC Executive Council or Public Safety in an effort to get assistance in removing an unwelcome First Year student from their property at an illegal visitation time will be given amnesty from the above penalties. This amnesty will be given at the discretion of the IFC Executive Council if it is clear that the chapter member acted in a proactive and honest way to remove the First Year from their property.

Policy VII: Continuity

This policy will be effective until the Spring Term of 2011. This will allow both the University and the Interfraternity Council to appropriately judge the status and efficacy of this policy. This will not prevent the Interfraternity Council from voiding this policy by amending the Interfraternity Council Constitution.