

IFC Recruitment Rules

Section I. Preamble

This document is to assist with the recruitment process sponsored by the DePauw University Interfraternity Council, IFC. These rules and regulations were voted upon by the nine chapter presidents from each IFC recognized Greek Chapter. These chapters include Alpha Tau Omega, Beta Theta Pi, Delta Tau Delta, Delta Upsilon, Phi Delta Theta, Phi Gamma Delta, Phi Kappa Psi, Sigma Chi and Sigma Nu. These recruitment rules will be reviewed by the IFC Executive Board and Chapter Presidents in the spring of each year. A simple two-thirds vote of the nine chapters is needed to pass these rules into effect.

Section II. Fraternity Role

Each Fraternity, mentioned in Section I, has the obligation to abide by the rules set forth, previously voted upon by the President's Council in which every fraternity has equal say. By the act of voting upon these rules, whether it is set in favor of his vote or not, he is acknowledging his obligation to uphold these rules and thus equally partake in the fines also voted upon. Any chapter that acts outside of these expectations are subjected to the ruling of the IFC Judicial Board.

Section III. IFC Role

It is hereby expected that IFC, and each member associated as such, are to act in an unbiased nature throughout the entire process of recruitment. While IFC will not directly vote upon the rules set forth, it is expected of them to implement the rules and set up the judicial hearings as necessary upon the completion of recruitment for those chapters that have broken any of the rules voted upon. Upon receiving a notification of a rule infraction, a judicial board will convene to discuss the matters and implement fines as set forth by this document. It is allowed for the president of the accused chapter to accept the fine and settle it forthright with IFC without the need of the Judicial Board convening. The IFC President will implement this standard. If the chapter does not accept responsibility, the Judicial Board will convene to create a fair hearing of all parties involved. IFC Neutrals are defined as any member of the IFC Executive Council, any recruitment counselor (I.E. Rho Gammas), any staff member from Campus Living and Community Development, and any University Administrator.

Article I. Filing Infractions

Anyone of the following individuals involved in the recruitment process may file a complaint of any of the nine organizations stated in Section I for violation of the rules stated by this document.

1. Chapter Presidents
2. Chapter Recruitment Chairs
3. Rho Gammas
4. IFC Executive Members
5. Potential New Members
6. IFC Advisor
7. Student Academic Life Staff

Infractions must be sent to chapters no later than one (1) week following the end of the formal recruitment period. The appeal process will be processed by the IFC Executive Council and will be issued to each fraternity according to these rules set forth by the President's Council. A chapter may make an appeal of a fine within 48 hours of receiving the infraction complaint. Upon receiving the appeal, IFC will form the Judicial Board.

Article II. Judicial Committee

The following individuals will make up the Judicial Committee. It is the IFC's responsibility to organize the Judicial Board upon receiving anyone of the possible complaints of rule infractions from the individuals stated in this document.

IFC Recruitment Rules

The Judicial Committee shall be comprised of:

1. The VP of Operations, who shall serve as the chair of the Judicial Board
2. Three neutral presidents from IFC member chapters and three neutral members from the IFC executive board.

The Judicial Committee should:

- A. Conduct an official appeal process anytime the committee sees necessary or anytime a member fraternity wishes to appeal a case.
- B. Be selected at random, meaning, the members of the committee should have no association with said chapter that the committee is meeting on behalf of; as well, the meeting time of the committee shall be set in such a way that it fits into their schedule.
- C. Members of the committee should work with member fraternities who have received a fine or penalty from the IFC executive board.
- D. Has the power to reduce the fine or penalty enacted by the IFC executive Board.
- E. Remain neutral at all times during the proceedings of an appeal process.
- F. Sign a confidentiality agreement in regards to the discussions and decisions that take place during the proceedings

All complaints and rule infractions may go before the Judicial Board at the request of the chapter president representing the chapter being fined.

Section IV. Fall Recruitment

Article 1: Taking a New Member Class

All chapters wishing to take a fall new member class must inform the IFC advisor by the end of the second full week of classes. Exceptions can be made at the discretion of the IFC advisor.

Article 2: Eligibility

Men that are eligible for Fall recruitment must have had a least one semester at DePauw, have sophomore status or transferred from another university. Men must have at least a 2.0 to receive a bid to any chapter. Any man that a chapter is deciding to extend a bid too must have his grades checked by the IFC Advisor before a bid is extended.

Article 3: New Member Process

All New Member Processes in the fall must start by the sixth week of classes. New Member education can last only six (6) weeks. It is required that all new Members be initiated by Thanksgiving Break.

Section V. *First Year Students on Fraternity Property*

Article I. First Years Allowed on Fraternity Property

First year men will be allowed on Fraternity property for social events starting Saturday October 7th, 2017.

Article II. Sanctioned IFC Events

First year men will be allowed on Greek property only during approved fall recruitment events that are sanctioned by IFC. These events are designed to help mitigate the issue of fairness in respect to first-years attending Fraternity property before October 7th for social events. This will also allow first year students and chapter members to engage in more values based recruitment.

Article III. Accountability for Chapters

Chapters that disregard these rules will be followed up accordingly and sent to the IFC Judicial board and may have sanctions put on them in regards to allowing first-years on their property.

IFC Recruitment Rules

Article IV. Accountability for First years

A three strike system will be used for first year men that go on property before they are allowed. The consequences will be as follows:

Strike 1: Written Warning

Strike 2: Meeting with IFC Advisor and VP of Recruitment

Strike 3: Unable to join a chapter his first year at DePauw

Section VI. Potential New Members

Article I. First Year Students

Each male, or male-identified, member of DePauw University with the classification of First-Year on his transcript is to be considered as a Potential New Member. All Potential New Members are allowed to go through the formal recruitment process given by IFC in the spring of every academic year.

Article II. Upperclassmen Students

Any male, or male-identified individual, wishing to join one of the IFC Fraternities with the status of Sophomore, Junior, or Senior, may do so at any time as long as said Potential New Member is extended a bid by said chapter. The numbers of any Potential new Member rushing with the status of Sophomore, Junior, or Senior are not counted towards the designated quota stated in Section VII.

Article III. Academic Requirement

Men, or any individual who identifies as male, that chose to participate in formal recruitment must have at least a 2.5 DePauw University GPA. Men that fall below a 2.5 GPA are not allowed to go through the formal recruitment process. Men that have between a 2.0 and 2.5 are eligible for an open bid after formal recruitment is complete, unless they are an upperclass student. Upperclass male or male-identifying students, who do not meet the 2.5 GPA requirement for formal recruitment, are eligible to receive an open bid before the end of formal recruitment; however, this must be cleared by the IFC Advisor. Men that fall below a 2.0 are not eligible to receive a bid to join any IFC organization, regardless of class year.

Article IV. Formal Recruitment

At the start of the First Round of Formal Recruitment through Bid Night, no Potential New Members are allowed on Fraternity Property outside of their assigned visits to the respective chapters. If Potential New Members and Member Fraternities are found in violation of this, they may be subjected to fines and punishments as outlined in Sections IX and X of this document.

Article V. Removal of Potential New Members

The formal recruitment process is considered a privilege and IFC reserves the right to remove any potential new members from this process at any time. Reasons for removal may include, but are not limited to:

1. Alcohol or Drug Use when on Fraternity Property
2. Disturbance to the Round in which the Potential New Member is at
3. Is found on Fraternity Property outside of their scheduled visits during the round
4. Is disrespectful to any active member or other potential new member based on race, color, creed, religion, national origin, sexual orientation, disability, or age.

Section VII. Bids & New Member Lists

Article I. Bids

Any Potential New Member of First-Year status that decides to decline a bid from the Fraternity that extends him a bid on bid day may switch chapters within a 72 hour period following the release of bids. Following this time period, with the exceptions of extraneous situations, the Potential New Member must remain independent until the following academic year. This is done in the best interest

IFC Recruitment Rules

of allowing students to participate in the new member process for the full length of time to grow strong bonds with their fraternity and their pledge class.

Article II. Open Bids

Potential new members may take open bids on Bid Night with a GPA of 2.0 or higher. Any Potential New Member with First-Year status will count towards each chapter's designated quota. Before an open bid is given the chapter MUST clear with the IFC Advisor that the man receiving the bid has above a 2.0 GPA. All open bid decisions, meaning if they are accepted or not, must be completely finished by the Friday following Bid Night. Exceptions may be made by the discretion of the IFC Advisor to this policy.

Article III. Hidden Bids (Stealth, Ghost, etc.)

Any bids that are given to men outside of the formal IFC Recruitment process must be reported to the IFC Advisor. If it is discovered that a man has received a bid, gone through the new member education process or was initiated into chapter are subject to the IFC Judicial process.

Article IV. Submission of Round Lists

The lists of names of those who will and will not be invited back to the chapter facility for the following round, or Bid Night, must be submitted within one hour following the conclusion of the round. Exceptions to this may be made under the discretion of the IFC President, VP of Recruitment, and IFC Advisor.

Article V. Submission of New Member Class List

Final Submission of the New Member Class lists are due to the IFC Advisor by the Friday following Bid Night at 5 PM. This allows for the time for students to solidify their position in their pledge class as well for the member fraternities to finish the open bid process. Exceptions may be made by the discretion of the IFC Advisor to this policy.

Section VIII. Quota

Article I. Quota Defined

The definition of Quota is the number of bids a chapter may hand out to potential first year men. Quota is established in order to protect, assist in growth, and promote the general Greek Community on Campus.

Article II. Setting Quota

Quota will be reviewed every year by the President's Council once the registration process has closed for the following formal recruitment. The number of new members chapters are allowed to take is dependent on the number of first-years registered to go through the formal recruitment process, the IFC Vice President of Recruitment is in charge of providing timely feedback reports on the number of first years registered as the semester goes along. The IFC Vice President of Recruitment must alert the chapters in written form stating the new maximum number of first years that can be taken without being punished as outlined below in Article V.

Article III. Taking over Quota

If any chapter takes more than the maximum number of new members allowed based on the number of first-year students that have signed up for the formal recruitment process, the punishments in Article IV will be enforced.

Article IV. Recommend Punishments for taking over Quota

1. Required Community Service Hours
2. Decrease/Loss in Registered Events/tailgates for Fall
3. Time off Recruitment Rounds (1st, 2nd, 3rd) for formal recruitment the following year
4. Decrease/Loss in Eligibility to participate in Fall IFC Sanctioned recruitment events

IFC Recruitment Rules

Article V. Appeal process for violation of Quota

In terms of violations regarding Quota, chapters are only allowed to appeal a charge that is given for taking in more than the maximum number of first-year men. At this time, the Judicial board will meet and hear any case presented by the chapter. The Judicial Board Process and Appeal process can be found in the IFC Constitution and Bylaws.

Article VI. Quota Addition

There may be a rare case when there needs to be a quota addition made in order for a man to receive a bid to a chapter. This helps ensure that we are placing as many unmatched men as possible. The IFC Advisor will make this decision and the chapter will not receive any punishments due to the quota addition.

Section IX. IFC Recruitment Team

The Recruitment team will consist of all the Interfraternity Executive Council, the Head Recruitment Counselor(s), and the Recruitment Counselors (Rho Gammas). The Head Recruitment Counselor(s) and Recruitment Counselors will disaffiliate from their respective chapters starting at the first IFC recruitment event in the fall. The IFC Executive Board will exercise caution throughout the fall semester, regarding their respective chapter affiliation. They will disaffiliate at the start of Winter Term and will remain disaffiliated through the release of bids. Any man part of the recruitment team may not participate in the membership selection process of their chapter, and may not discuss potential new members with any chapter member. Members of the Recruitment Team that do not uphold neutrality may be relieved of his duties. He also may be prohibited from participating in any portion of Formal Recruitment.

Section X. Recruitment Rules

Article I: Recruitment Videos, Skits and Presentations

All recruitment videos, skits, and presentations must be turned in to IFC before December 1st. IFC will review the videos, skits, or presentations and return them to the chapter to make any changes before students leave for Winter Break.

Article II Upperclass Potential New Members

Chapters may use Potential New Members of Sophomore, Junior, or Senior status for their recruitment rounds.

Section XI. Recruitment Infractions

The following rules are divided into three different sections. The first section entails all infractions of the lowest level of priority. Section X goes into detail about the punishment based on each level of infraction. As the level of infraction increases, it is imposed by the President's Council that the severity of the infraction increases as well.

Level I Infractions

I.I No tobacco products shall be consumed by members, nor offered to Potential New Members during the recruitment process.

I.II Aesthetically intentioned objects that once contained alcohol will be deemed as such, and does not exempt it for reasons of decoration purposes.

IFC Recruitment Rules

I.III All skits, presentations, and videos that mention alcohol are expected to do so in a non-descriptive manner. The terms “alcohol” and “drunk” are the only terms allowed during the time of recruitment.

Level II Infractions

II.I Recruitment lists are to be turned no later than an hour after your final group leaves after 1st and 2nd rounds respectively. The President of IFC, the Vice President of Recruitment or an IFC Advisor, under extraneous circumstances, may grant extensions.

II.II All Fraternities are expected to have Potential New Members vacate their chapter house by the time set forth by IFC for each round of recruitment. There shall be a grace period of 3 minutes, before and after the time set forth, that will allow potential new members to leave the chapter’s housing premises.

II.III. No women, except for house directors, cooks and/or faculty advisors may be present during recruitment activities. Only house directors may actively participate in recruitment activities.

II.IV No potential new members are permitted on Fraternity Property outside of their scheduled visits to the respective chapters during the formal recruitment process.

II.V IFC neutrals are not allowed to be in slide shows, video presentations, or other public viewings during recruitment. Chapter should cover all IFC neutrals on all composites. A chapter is allowed to say they are represented on IFC, but may not mention specific names, nor positions.

II.VI Signs will be provided to each fraternity chapter to designate which doors are off-limits during recruitment. If a door has a designated sign, it is expected that no member or guest of the chapter house will use such door. Moving signs will not be tolerated without the approval of the Vice President of Recruitment, or President of IFC.

Level III Infractions

III.I Drugs, or alcohol may not be offered or consumed by chapter members or other chapter guests. Alumni, national organization representatives, executive members from other chapters, DePauw Faculty or staff, and IFC neutrals are to be considered chapter guests.

III.II Chapters may not disclose to the Potential New Members which third round recruitment list he is on (i.e. A list or B list).

III.III During formal recruitment the maximum ratio of members to Potential New Members is three to one. This stipulation is waved during recruitment groups movement throughout the chapter.

III.IV There shall be no drug paraphernalia visible during recruitment.

III.V Signaling, defined as chapter members warning each other of IFC neutrals whereabouts throughout the house, will not be tolerated.

IFC Recruitment Rules

III.VI There shall be no alcohol containers visible during recruitment. Alcohol containers are defined as objects that contain alcohol in its present state.

III.VII Fraternity chapters may not refer to other chapters, sorority or fraternity, in verbal or non-verbal manner.

III.VIII Derogatory remarks, offensive slurs, harassing statements, or sexual gestures toward any race, creed, gender, or other group or individual will not be tolerated.

III.IX Harassment of Potential New Members or IFC neutrals will not be tolerated. IFC abides by and enforces the Harassment Policy as defined in the Student Handbook.

Level IV Infractions

IV.I Potential New Members may not, at any time during recruitment, consume alcohol at any house. Nor may alcohol be offered to Potential New Members during the weeks of recruitment.

IV.II Chapter members are not to be in freshman-designated residence halls during formal recruitment, designated by IFC. This rule will count as an infraction for as many members are found to be at the freshmen residence halls. Residential Assistants are exempt from this rule; however, they are to remain a neutral entity as laid out by Campus Living Community and Development guidelines.

IV.IV Chapter members may not speak to Potential New Members between the end of third round and Sunday at 5pm except for those Potential New Members that were offered a bid, and accepted that bid, to his said chapter.

IV.V Chapters, designated in Section VII, will not go over their quota set forth by the President's Council. For every Potential New Member of First-Year status taken over quota, it will count as an additional infraction of Level II.

IV.VI Tampering with recruitment in any form will not be tolerated. Tampering includes, but not limited to:

- i.** Promissory Bids
- ii.** Advising Potential New Members to withdrawal from recruitment at any time
- iii.** Advising Potential New Members to "Suicide"

If the IFC executive council, and or the IFC advisor deem any violation extreme the recruitment committee will convene, and they will decide on a course of action and sanction for said violation.

Section XII. Recruitment Fines

Each level of fine will be given a separate monetary fine value. Each fine may be appealed, as stated in Section III to IFC. The appeal process will be processed by the IFC Executive Council and will be issued to each fraternity according to these rules set forth by the President's Council. At the issue of an infraction given to any of the ten fraternity chapters as stated in Section III, an appeal may be made within 48 hours of receiving the infraction complaint. Upon receiving the appeal, IFC will form the Judicial Board as stated in Section III. The rule infractions monetary fines are as follows:

Level I \$100

IFC Recruitment Rules

Level II.....\$250
Level III..... \$500
Level IV \$1,500

Section XIII. Addendum

Any major structural change of recruitment allows the President's Council to convene and make void of this document. At which time, new rules will be set forth as decided by the President's Council and the Interfraternity Council Executive Board.

DePauw IFC Recruitment Infraction Form

Name: _____

Position: _____

Chapter: _____

Date: _____

Time: _____

Describe Infraction (please be as detailed as possible):

Individuals/Items Involved:

Level of Infraction:

IFC Recruitment Rules

Signature: _____