

IFC RECRUITMENT POLICY

1. General Recruitment Regulations

- a. The Recruitment Policy is in effect for all official rush periods designated by the IFC and at any function deemed a rush function by the fraternity or the Interfraternity Council. A rush period is defined as the first day sign ups begin and ending on Jump.
- b. Rushing, for the purpose of this policy, will be defined as the active recruitment and/or the solicitation of members or activities being conducted in relation to recruitment.
- c. The official rush/recruitment periods shall be announced by the IFC Recruitment Chair at least one (1) academic session prior. Fall session rush dates shall be announced no later than the last general IFC meeting of the spring academic session. Spring session rush dates shall be announced no later than the last general IFC meeting of the fall academic session. The IFC Executive Committee and Recruitment Chair reserve the right to move these dates due to unforeseen circumstances.
- d. Rush signups will start seven week days after the first academic day. Unless an academic scheduled holiday intervenes. Then it will start the next academic day.
- e. Any Bid Day party shall be each individual chapter's responsibility.
- f. The Greek Life Office sets the final day all recruitment, initiation, and induction ceremonies are to be complete for each fall and spring semester.

2. Eligibility

- a. Recruitment is open to any male student attending Sam Houston State University that is in good standing with the university and that meets grade requirements.
- b. All returning SHSU students must have a 2.5 overall grade point average or higher at Sam Houston State University to be eligible to receive a bid.
- c. All students that have transferred in the semester they are rushing must have a transfer overall grade point average of 2.5 or higher to be eligible to receive a bid.
- d. Chapters may not extend a bid to potential members that are not enrolled at Sam Houston State University.

3. Recruitment Fee

- a. A recruitment processing fee of \$20.00 per rushee will be assessed for recruitment week activities. The fee will be due by the first day of recruitment week.

4. Advertising/Distribution of Recruitment Information

- a. All advertising must promote the fraternity system and the individual chapter in a positive manner.
- b. No alcohol or reference to alcohol is permitted on advertising of any form for rush events.
- c. A fraternity should not, at any time, purposely misrepresent its chapter in regards to improving its chapter's name to benefit the rush/recruitment process. This includes, but is not limited to, providing false information in academics, athletics, awards (university, internationally, or nationally), membership status or any other forms of recognition status here at Sam Houston State University. Written proof or valid document is needed to prove or justify any allegations. Consequences will include a

written eighth page ad in the Houstonian explaining the false information. The ad will be written by the IFC executive Committee and paid for by the acting fraternity.

5. Recruitment Bidding Regulations

- a. Formal Recruitment: Every fraternity is limited to the number of informal bids that can be extended and accepted during a formal recruitment period, this number is set at seven (7) informal new members. If it is found that a fraternity has exceeded this maximum, the fraternity is subject to the following implications:
 - Not allowed to participate in the next formal recruitment period.
 - Social probation until the end of the following semester from when the violation occurred.
- b. Informal Recruitment: There is no maximum number of informal bids that may be extended and accepted during an informal recruitment period.

6. Formal Recruitment Events & Recruitment Week

- a. A formal recruitment event is defined as an event put on by the active chapter in regards for recruitment purposes for new members/pledges. If the chapter posts any sort of flyer, announcement, etc. about an event via their social media accounts/sites, on campus, or anywhere else, it is considered part of their formal recruitment event schedule and must be submitted.
- b. The exact time, date and place of all organized fraternity recruitment events must be submitted, pre- approved and documented by the IFC Recruitment Chair, the IFC President and the IFC Advisor by the set dates given from the IFC Recruitment Chairman or the IFC Executive Board.
 - If a chapter has not submitted their formal recruitment events schedule, they may NOT host or put on any kind of formal recruitment events until it has been submitted and approved by one of the personnel listed above.
- c. IFC Executive board proposes the formal rush schedule no later than the first IFC general meeting of each semester to be voted on by the chapters. The following schedule will serve as a skeleton for each semester but can be tailored as needed by the IFC Recruitment Chair and IFC President:
 - *Monday*: IFC Orientation – Fraternities will set up displays in one common area (ex: LSC Ballroom) and must have each fraternity recruitment chair present to promote IFC as a whole. Any materials included on displays may not contain pictures, writings or other information that identify any member of the current Executive Committee as a member of any specific fraternity. Any documents or pictures connecting Executive members with their fraternity will be removed. No girls shall be present at this event.
 - *Tuesday & Wednesday*: Fraternities will individually present to rushees based on the night they are assigned. Half of the member chapters will present on Tuesday and half will present on Wednesday, all between the hours of 6:00 p.m. – 9:00 p.m. Chapters will be designated a specific time frame by the IFC Recruitment Chair and the IFC President. Each fraternity may have no more than 15 members in attendance at their presentation. Presentations will take place in neutral locations (ex: LSC meeting rooms). No girls shall be present at these events.

- *Thursday*: Preference Night #1 – Fraternities will recruit at individual locations. Rushees will select their top three choices for fraternities they are interested in. They must visit two different fraternities on this night (choices 1 & 2). Fraternities are responsible for transporting rushees to and from event locations.
- *Friday*: Preference Night #2 – Fraternities will recruit at individual locations. Rushees will select their top two choices for fraternities they are interested in. They may visit two different fraternities on this night or they may visit the same fraternity twice. Fraternities are responsible for transporting rushees to and from event locations.
- d. Failure to comply with set time frames will be addressed by the IFC Judicial Board.
- e. Any organized fraternity event held outside of the IFC schedule will result in a minimum fine of \$200.00 for the first offense and suspension from IFC formal recruitment for the second offense. The IFC Judicial board will hear all appeals.

7. Bid Day

- a. Bid Day will be coordinated by IFC and will occur the Saturday of formal recruitment week. Each fraternity must have their list of bids and invitations submitted to the Dean of Students Office IFC Advisor before 9:00 a.m. on Bid Day. Any fraternity submitting bids after 9:00 a.m. may be subject to review by the IFC Judicial Board.
- b. At Bid Day, every man accepting a bid from a fraternity must complete an IFC bid card. Every man accepting a bid must also sign an anti-hazing form stating that they have received and read a copy of the anti-hazing rules and regulations for Sam Houston State University.

8. Informal Recruitment

- a. Formal recruitment periods are defined being from the time sign-ups begin until bid day (fall and spring periods set by the IFC). Remaining weeks will be considered informal recruitment weeks.
- b. Men pledging a fraternity during open (informal) recruitment weeks must attend one monthly Greek Info Meeting (sponsored by the Greek Life Office and Greek councils), complete an IFC bid card, anti-hazing form and other necessary paperwork for the Greek Life Office. Chapters will be assessed a set processing fee of \$20 per individual for members taken informally. If semester dues have been assessed when informal members are taken, chapters must also pay the regular \$10 new member IFC dues for each individual, bringing the total to \$30 per individual taken informally. Individual chapters that turn in rosters, risk management paperwork, and pay IFC dues by the specified deadlines placed by the IFC Executive Board will receive a refund of \$5 per informal bid given.
- c. Spring will be informal recruitment only. All IFC paperwork will still need to be submitted by the set deadlines. One rush event will be held by IFC allowing all represented fraternities in good standing to attend. This event will serve as a large room visit. All other events leading up to jump will be the individual chapter's responsibility to adhere to the IFC policies. Jump will still be hosted by IFC as it would in Fall.

9. Alcohol Restrictions and Regulations

- a. All recruitment activities, official and unofficial, will be dry (without alcohol):
 - An official activity is determined as an event that has been scheduled with IFC
 - An unofficial activity is determined as any individual meeting with a rushee during the recruitment week
 - An event is defined as having five or more members of a chapter present.
- b. The possession, use and/or consumption of alcoholic beverages while on or off chapter premises during an official fraternity event or in any situation sponsored or endorsed by the chapter is strictly prohibited during fraternity rush.
- c. No chapter members, graduate brothers, or other individuals connected to the chapter, collectively or individually, shall purchase for, serve to, or sell alcoholic beverages to any rushee.
- d. No noticeably intoxicated person should be allowed to attend any recruitment events.

10. Enforcement

The IFC Recruitment Committee and Executive Committee will:

- a. Patrol in pairs representing different fraternities and may not patrol their own fraternities.
- b. Announce themselves upon arrival by requesting to speak with the president, rush chairman or highest ranking officer present.
- c. Reserve the right to conduct a spot check of any part of the facility, which does not include any room where non-initiated persons may not enter.
 - “Spot Check” is defined as a brief glance into a room to note if violations are occurring, or if evidence exists of violations that may have occurred. If the patrol believes a violation has occurred, they reserve the right to conduct a more thorough check of the premises.
- d. Notify the president, rush chairman or highest ranking officer of any alleged violation(s).
- e. Not enter any area of the house unescorted (by a member of the fraternity) with exception of the area required to find a member of proper authority.
- f. If a violation is alleged, the fraternity will be notified by a letter from the Vice President (or other Executive officer if the Vice President is disqualified) within twenty-four (24) hours.

11. Defined Offenses

- a. Offenses – Refer to Article XVI Section B of the Interfraternity Council Constitution.
- b. Offenses will be determined as minor or severe by the IFC Judicial Board.
- c. Minor and major offenses will be defined by the IFC Executive Board.

12. Penalties for a Minor Offense

- a. First minor offense of the rush semester will result in a fine of \$50.
- b. Second minor offense of the rush semester results in a \$50.00 fine (payable to IFC) and a letter sent to the fraternity’s chapter advisor, informing them of the offense(s) and action(s) taken by the Judicial Board.

- c. Third offense of the rush semester results in a \$100.00 fine (payable to IFC) and an additional letter sent to the fraternity's chapter advisor and (inter)national headquarters' office, informing them of the offense(s) and action(s) taken by the Judicial Board.
- d. Punishment for offenses begins during the semester of first offense. (ex: if first offense occurs in spring semester, any other offenses will be counted as subsequent offenses until one "rush semester" from that semester has expired).

13. Penalties for a Severe Offense

- a. First offense of the rush year (ex: starts at beginning of summer academic session and ends at the beginning of the next summer academic session) results in a letter sent to the fraternity's chapter advisor and the (inter)national headquarters' office, informing them of the offense(s) and the action(s) taken by the Judicial Board, a minimum \$200.00 fine or \$5.00 per member, whichever is greater, Greek League athletic suspension for one (1) semester and suggested educational programming, if prior actions have not already been taken by the university.
- b. Second offense of the rush year results in a letter sent to the fraternity's chapter advisor and the (inter)national headquarters' office, informing them of the offense(s) and the action(s) taken by the Judicial Board; a minimum \$400.00 fine or \$10.00 per member, whichever is greater; social, Greek League athletic, Greek Week and Homecoming suspension for one (1) year; and suggested educational programming, if prior actions have not already been taken by the university.
- c. Third offense of the rush year results in a letter sent to the fraternity's chapter advisor and the (inter)national headquarters' office, informing them of the offense(s) and the action(s) taken by the Judicial Board, and a second letter sent to the fraternity's (inter)national headquarters' office, recommending suspension or expulsion of the chapter, if prior actions have not already been taken by the university.

14. Exploitation

- a. There shall be no house visits or rush events whose themes are based upon the exploitation and/or exhibitionism of men or women.
- b. There shall be no themes such as female mud-wrestling, wet T-shirt contests, or bikini contests in any fraternity house or individual location during the applicable rush period.

15. Establishment of Emergency Rules and /or Regulations

- a. The Executive Committee, the IFC Recruitment Chair and the IFC Advisor shall have the power to enact rules and regulations it deems necessary to ensure a fair rush. This power may only be used when a vote before the General Assembly is not possible (ex: summer session and breaks).
- b. Any policy enacted shall be voted on by the general Assembly at the first meeting a quorum is reached following the establishment of the rules and/or regulations.
- c. Violators may use standard appeal procedures if they feel the rule is unjust.
- d. The Executive Committee and IFC Recruitment Chair are responsible for informing individual chapters of any such rules or regulations one (1) week in advance of official rush periods.

16. IFC Oversight of Formal Recruitment

- a. Junior IFC members are the liaisons for potential new members during formal recruitment week.
- b. They are to remain unbiased and escort the potential new members from the central gathering location to chapter rush locations
- c. If the JIFC representative is unable to attend, the parent chapter selects a new representative to attend in his place.
- d. JIFC liaisons must disclose to chapter President, or Rush Chairman, that they are the IFC liaison for that allotted time.

17. “Jump” Rules and Regulations

- a. Any Chapter member or guest affiliated with said Chapter who vandalize university property while at Jump are subject to fines, probation and suspension. (Fines deemed necessary by IFC Executive Board).
 - 1st Offense: The violating chapter(s) will receive a fine, as well as be placed under Jump probation lasting 2 semesters starting the following semester.
 - 2nd Offense: Violating chapter(s) will receive a fine and will be suspended from Jump for 2 semesters.
- b. Any Chapter or guest affiliated with said Chapter who is found consuming or in possession of alcohol or alcoholic containers during Jump while on university property are subject to fines and sanctions (Fines and sanctions deemed necessary by IFC Executive Board).
 - 1st Offense: Violating chapter(s) will receive a fine, as well as be placed under Jump probation lasting 2 semesters starting the following semester.
 - 2nd Offense: Violating chapter(s) will receive a fine, suspended from Jump for 1 semester, and are required to take 2 alcohol related educational programs by the end of the semester.