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.

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 or any function sponsored or held on behalf of the chapter.

B. Early Bids

1. The Interfraternity Council Executive Board shall set a date in which a list of early bids offered prior to the start of formal recruitment will be due.

2. An early bid is a written bid given to a potential member as a sign of strong interest in that potential member. The extension of early bids by fraternities to potential new members before and during formal recruitment, including those extended during the summer, shall be valid only if given by the President or Recruitment Chairman of the respective fraternity.
3. All bids shall be honored by the fraternity until the end of formal recruitment and can be accepted by the potential new member at the end of the first or second round of formal recruitment.

4. 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.

5. 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. 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.

II. Formal Recruitment Rules

A. Eligibility

1. A “potential new member” is defined as any male, undergraduate student or prospective undergraduate student at LSU 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. 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 the potential 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 withdraw from the process are eligible to receive bids during the fall semester from any fraternity after bid day. They may also participate in informal recruitment.
B. General

1. 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, or other forms of mass communication about the organization.

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. 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 fine per Rho Alpha if not submitted by the deadline.
   a. Rho Alphas who do not fulfill their responsibilities 4 days prior to recruitment and during recruitment will result in their chapter receiving a $200 fine per Rho Alpha.

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

5. During the first round of recruitment chapter members and potential new members must remain on the first floor common areas of chapter houses.

6. During the second and third rounds chapter’s may utilize open rooms throughout the first, second and third floors. Chapter members are responsible for insuring potential new members have left the fraternity premises at the end of each party, except for round three. If a potential new member has not left a chapter house by the start of the next party, the chapter will be fined $200 for every potential new member who has not exited the fraternity house.

7. Rho Alphas are bound by all recruitment rules and the Rho Alpha Contract. (Please see appendix A.)

C. Silence
1. The purpose of ‘silence’ is to ensure that potential new members are not pressured by members outside of the formal recruitment process. Therefore, no fraternity member shall contact 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.

   b. The housemother

   c. Regularly employed staff of the fraternity, such as cooks.

   d. Members of the mothers’ club/fathers’ club/family club.

   e. Advisors and alumni

   All must be dressed appropriately and wear nametags. The substitution of coeds is allowed.

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. 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.

   b. Detaining or allowing a potential new member to remain on a fraternity’s premises after the time allotted for a particular party has ended during the first and second rounds of rush.

      i. Potential new members may stay at a fraternity house if they so choose after the allotted party time for Round Three. Potential new members must leave the fraternity premise at the end of Round Three parties.

   c. Falsely promising an invitation to membership without the authority to do so.

   d. 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.

   e. Removing/encouraging a potential new member to remove his Interfraternity Council issued nametag in an effort to keep him at the fraternity premises after the allotted time or replacing his Interfraternity Council nametag with a chapter nametag.

   f. Encouraging a potential new member to drop out of recruitment early, not make selections, etc. leading him to only show up on bid day.

   g. Any other action deemed by the Interfraternity Council Executive Board to not be in the spirit of fair play and confidence.
III. Reporting and Handling of Violations

A. Any fraternity member, potential new member, Interfraternity Council Executive Board member, Rho Alpha, 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.

B. All such reports should contain the name(s) of the person(s) involved, place, time, and type of the violation and be documented on an IFC Incident Report Form.

C. All attempts should be made to deal with summer recruitment violations prior to the start of formal recruitment in the fall.

IV. Informal Recruitment

A. Informal bidding shall begin the day after the distribution of bids.

V. Enactment

A. 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.

B. All Interfraternity Council chapters shall be bound by this document until the passage of any document amending these policies and regulations.

Adopted: November 9th, 2016
Appendix A
Rho Alpha Contract

Printed Name of Rho Alpha: ____________________________

Fraternity Affiliation: _______________________________

Understanding that a committed and healthy Recruitment Counselor (Rho Alpha) can provide a quality recruitment experience for all potential members associated with general Greek-letter organizations on campus, I pledge to the below mentioned obligations. These responsibilities have been designed so that:

- I acknowledge my appointed role as a part of IFC;
- I subscribe to the partnership which exists between chapters, IFC, and Louisiana State University; and
- I fully support the ongoing positive development of Greek life on campus.

Upon assuming my leadership role, I understand and agree to the following:

1. As a team player of IFC, I will support the mission, goals, and objective of recruitment.
2. I will work to promote the interests and welfare of the entire Greek community. I will always project an interfraternal attitude and will serve in my leadership role in a non-biased manner.
3. I will support the IFC executive officers, their decisions, and the rules by which the recruitment counselors shall abide.
4. I will perform the specific duties of my office as prescribed in the IFC Constitution, bylaws and recruitment rules.
5. As a team member, I will accept additional roles and responsibilities in certain projects and programs as my assistance is needed.
6. I will attend all Recruitment Counselor (Rho Alpha) meetings and workshops unless an emergency arises and/or I have been excused by the VP of Recruitment or Greek advisor.
7. I am capable and willing to be of assistance to any potential new member during recruitment or to the executive council. I will put the interest of the Potential New Member and the LSU IFC community above my own and that of my chapter.
8. My performance will always be ethical and in full support of fraternity policies, LSU policies and procedures, and municipal/state/federal law.
9. I understand and will keep confidential any important information in which confidentiality has been requested.
10. If I do not act in accordance with the stated goals and rules of the Recruitment Counselor (Rho Alpha) Program, I understand that I will be asked to resign and
my fraternity will be referred to the Judicial Board for a reprimand. I also know that I will not be eligible to participate in any Recruitment function for my fraternity.

11. I understand that the Greek advisor and other LSU personnel working with student organizations will provide support to me to perform duties; I will use this support network.

12. I pledge that I will have no other plans that will conflict with recruitment week and training.

13. I will not spend time, outside of the designated IFC recruitment times, with PNM's.

14. I will not participate in my chapter’s bid sessions.

15. I will not consume alcohol or use illegal drugs prior or during the recruitment process.

Rho Alphas who do not fulfill their responsibilities 4 days prior to recruitment and during recruitment will result in their chapter receiving a $200 fine per Rho Alpha.

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Rho Alpha Signature and Date