

Interfraternity Council Constitution
Colorado State University
Recruitment Policy

Article I. IFC Recruitment Policy

Section I.01 Purpose

- (a) The purpose of the IFC recruitment policy is to provide clear community expectations regarding safety, values congruence and scheduling.

Section I.02 General Information

- (a) Chapters may execute their recruitment strategy as long as their practices and events follow all CSU and IFC rules and regulations. This includes but is not limited to:
 - (i) Lory Student Center and University Housing Policies
 - (ii) Fraternity & Sorority Joint Risk Management Policy
 - (iii) University Code of Conduct
 - (iv) Local, state and federal law
- (b) Chapters found to be violating recruitment policies will be referred to the IFC Judicial Board, the Joint Judicial Board and/or AUHB

Section I.03 Rules and General Expectations

(a) Alcohol and Drug Use

- (i) There will be no use or possessions of alcohol or other drugs in any recruitment process by affiliated or potential new members.
- (ii) Recruitment parties and other events in which alcohol or other drugs is referenced or present are in direct violation of recruitment policies and the University Code of Conduct.
 - 1) Alcohol or other drug references include drinking games and references to alcohol or drugs on recruitment marketing (including shirts).

(b) Recruitment Expectations

- (i) Chapters will be held responsible for their actions and individual behavior of members and non-members, including hired employees of services or venues at their recruitment events.
- (ii) Women are not to be present at recruitment activities and will not participate in active recruiting for any chapters.
 - 1) Exceptions include chapter advisors, catering services, paid employees of venues or events organized by both the IFC, MGC and PHC councils.
 - 2) The renting of exotic clubs or similar establishments along with the presence of exotic dancers is in direct violation of the IFC recruitment policies.
 - 3) Crude, sexist, misogynistic or racist material or messaging is a direct violation of IFC recruitment policy and may result in judicial sanctions

(c) Marketing and Outreach

- (i) All shirt designs, posters, publications, and recruitment themes, should be in good taste and in no way degrade anyone including but not limited to:
 - 1) Colorado State University, Fraternity and Sorority Life, individual chapters, or populations of people.
- (ii) Shirts, posters, and all other recruitment marketing may not refer to alcohol, drugs, or crude materials in any way.
- (iii) The use of terms or advertisements (including marketing materials and clothing) presenting crude, sexist, misogynistic or racist material or messaging is a direct violation of IFC recruitment policy and may result in judicial sanctions.

(d) Scheduling

- (i) Colorado State University's Interfraternity Council endorses a year-round recruitment period (i.e., 365 recruitment).
 - 1) Individual recruitment events are always allowed (i.e., one-on-one meeting with a prospective new member).
 - 2) Individual Chapter tabling is always allowed.
 - 3) Large scale chapter events may not be held during the two week of classes each semester.
 - a) Large Scale events are defined as:
 - i) Chapters with 1-25 Active members (100% of chapter members constitutes a chapter event)
 - ii) Chapters with 25-50 Active members (75% of chapter members constitute a chapter event)
 - iii) Chapters with more than 50 Active members (50% of chapter constitutes a chapter event)
 - 4) Large scale chapter events may begin at 8 a.m. the Saturday following the second week of classes each semester.

(e) Recruitment Event Registration

- (i) Chapters must submit recruitment schedules at least three weeks prior to the start of each academic semester to the IFC Recruitment Team for approval and pnm outreach.
- (ii) Large-scale events must be registered with the IFC Recruitment Team at least three weeks prior to the first Saturday of each semester to ensure that all recruitment policies are being followed.
 - 1) Upon confirmation from the IFC Recruitment Team, the event may precede as described in the confirmed event description.
- (iii) The IFC Recruitment Team is obligated to respond to event registration requests within 72 hours of their submission.
 - 1) Chapter hosting unconfirmed or unregistered recruitment events will be referred to the IFC Judicial Board.

(f) Event Expectations

- (i) All chapter sponsored recruitment events should maintain affiliated and potential new member safety and positively represent the Interfraternity council.
 - 1) All chapter sponsored events must be substance free.
 - 2) The following events are prohibited:
 - a) Car smashes
 - b) Rafting or tubing
 - c) Slip-n-slides
 - d) Eating contests or the rapid consumption of food or beverages
 - 3) The IFC Recruitment Team reserves the right to deny any chapter sponsored recruitment event that is deemed unsafe or could negatively represent the IFC community.

(g) Bid Distribution

- (i) Chapters will not distribute bids during the first four weeks of each semester.
- (ii) Chapters may begin distributing bids at 8am of the fourth Friday of each semester.
 - 1) Bids may be distributed to potential new members directly by recruitment teams of each chapter.
- (iii) Potential new members will be given a minimum of 72 hours to consider their invitation for membership.
 - 1) Chapters are not allowed to pressure potential new members to accept invitations for membership.
 - 2) Upon accepting an invitation to membership, new members should be instructed by recruitment personnel to fill out new membership information form on the Fraternity and Sorority Life Website within 72 hours of accepting their bid.
- (iv) Chapters that identify (inter)nationally as having a specific interest or focus are exempt from the delayed bid distribution and may distribute bids at any point during the year.
 - 1) The following interest or focused chapters are exempt from delayed bid distribution:
 - a) Alpha Epsilon Pi, , Alpha Gamma Rho, Nu Alpha Kappa Fraternity, Inc., Phi Kappa Theta, and Triangle Fraternity

Section I.04 Fines and Policy Violation

- (i) Chapters found to be violating recruitment policy will be brought before the IFC Judicial Board and may then be referred JJB or AUHB.
 - 1) Punitive action may include but is not limited to fines, probation, educational sanctions and limited intramurals for the following semester or semesters.
- (ii) Any individual may file a complaint against any other individual or chapter. Complaints must be filled out on the proper form, which is available through the FSL website by clicking the "Report Violation" button.

Section I.05 Policy Acceptance

- (a) To conduct recruitment activities each chapter's president and recruitment officer must attend the IFC Recruitment Compliance Roundtable at the beginning of each semester.
 - (i) To review and sign the recruitment policies, create a working relationship, and ensure adherence to policy.
 - (ii) At this meeting, the president and recruitment officer must sign a policy agreement statement expressing understanding and adherence of the IFC recruitment policy.