

**Interfraternity Council Constitution**  
**Colorado State University**  
**Recruitment Policy**

Section 1.01 Purpose

- (a) The purpose of the IFC recruitment policy is to provide equity among chapters and provide opportunity for perspective members to gain an objective view of all fraternities. Recruitment rules and guidelines promote consistency among chapters. Further, recruitment rules and regulations ensure the proper process is followed, truthful informing, and safety of the perspective member in hopes to create the most positive recruitment experience possible for all students. It will be the responsibility of the V.P. of Recruitment and the IFC President to keep chapters informed of the following policy. It is the IFC community's collective responsibility to remain accountable to this policy.

Section 1.02 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) LSC and Residence Life Policies
  - (ii) University Facility Policies
  - (iii) University Code of Conduct
- (b) Chapters found to be violating recruitment policies will be referred to the IFC Judicial Board and/or AUHB

Section 1.03 Definitions

- (a) "Recruitment" shall be defined as the process a nonaffiliated male participates in gaining information about joining a fraternity.
- (b) "Prospective New Member" shall be defined as any nonaffiliated male who is interested in joining a fraternity.
- (c) "Active Recruitment" shall be defined as any situation, event, or function where at least one prospective member is present. This includes any chapter/ IFC activity that is formal or informal, regardless of location.
- (d) "Large Scale Recruitment Event" shall be defined as any event with a large proportion of active members to potential new members.
  - (i) If the chapter hosting the event is above the all men's average in membership, it is designated a large scale recruitment event when 60% of the chapter is expected.
  - (ii) If the chapter hosting the event is below the all men's average in membership, it is designated a large scale recruitment event when 50% of the chapter is expected.
- (e) "Year Round Recruitment" shall be defined as a recruitment strategy implemented for year-round active recruitment in compliance with all rules and regulations.
- (f) "Bid" shall be defined as any invitation to join a fraternity.
- (g) "Dirty Recruitment" shall be defined as any recruitment technique that violates any recruitment policies and/or demeans another chapter or the Fraternity and Sorority Community as a whole, to benefit their chapter or to unjustly persuade a member to join their chapter.
- (h) "Recruitment Advertising or Publication" shall be defined as any flyer, mailer, Recruitment Poster, Recruitment Shirt used to gain exposure.
- (i) "IFC Four" shall be defined within the first 4 weeks of school in which recruitment is done in a segment of 4 individual periods.
- (j) "IFC Fraternity Introduction Weeks" shall be defined as the first two week of official CSU classes. These week are dedicated to the equal opportunity of each fraternal chapter, and expansion of CSU fraternity life as a whole. IFC will host events during these weeks in order to promote fraternity membership and educate potential new members about the recruitment process.

Section 1.04 Rules and Drug Use

- (a) Alcohol and Drug Use

- (i) There will be no use or possessions of alcohol in any recruitment process by affiliated or potential new members. Recruitment parties and other events in which alcohol is referenced or present are in direct violation of recruitment policies and the University Code of Conduct.
  - 1) The use, presence, or reference of any drug is illegal and is not condoned by the University or IFC.
- (ii) If found in violation of any alcohol or drug policies, chapters may be subject sanctions from the IFC Joint Judicial Board, AUHB and Conflict Resolutions (See Fines and Violations). Violation of the Drug Clause may additionally result in the notification of appropriate law enforcement personnel.
- (b) Presentation and Image
  - (i) Chapters will be held responsible for the actions and presentation portrayed by members and non-members, including hired employees of services or venues.
  - (ii) Women are not to be present at recruitment activities and will not participate in active recruiting for any chapters.
    - 1) The presence of Sorority and non-affiliated women is not permitted.
      - a) 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 above policies.
- (c) Publication and Advertisement
  - (i) All shirt designs, posters and publications/ recruitment themes, should be in good taste and in no way degrade CSU, Fraternity and Sorority Life, or individual chapters.
    - 1) As per residence life policies and procedures, shirts, posters, etc. may not refer to alcohol, drugs, or crude materials in any way.
    - 2) Chapters will be held responsible for any violations of policies, and will be sanctioned appropriately
  - (ii) Chapters will hang posters with consideration to other organizations and will not take down or cover other posters in place of their own.
    - 1) “Wall Papering” of posters on individual presentation surfaces is against policy. Limit four per presentation surface. Violation will result in \$25 fine per policy violation (i.e. each poster).
    - 2) Posters may be hung in designated areas surrounding Clark, Eddy, and the Plaza. Posters may not be posted on any part of the Lory Student Center (Including the pillars between the LSC and Engineering Building).
    - 3) Chapters may mail materials to incoming students, but only after they have been submitted for approval by the IFC V.P. of Recruitment and the IFC President.
    - 4) Chalking the plaza is allowed as long as there is no presence of chalk on the walls of University buildings and the chalking under compliance of all recruitment policies.
      - a) Chalking by Residence halls is strictly prohibited.
  - (iii) “Dirty Recruitment”
    - 1) Dirty recruitment is not condoned and will be addressed by the discretion of the V.P. of Recruitment, The Fraternity and Sorority Office, and AUHB. Offenses include but are not limited to Violation of Alcohol policies, disparaging remarks, and inappropriate recruitment material including but not limited to:
      - a) The use of terms or advertisements presenting crude, sexist, or racist material or messaging.
- (d) Membership Attainment, Year Round Recruitment and Scheduling
  - (i) Colorado State University’s Interfraternity Council endorses a year round recruitment period (i.e. 365 recruitment). The “IFC Four” is a four week long recruitment period conducted within the first 4 weeks of CSU classes.
    - 1) The first four weeks of each semester (Fall and Spring) are to be divided into four main Segments.
      - a) Week one will begin on the first official day of Colorado State University Classes, this will be known as one of the "IFC Fraternity Introduction Weeks". During this week only official IFC events are allowed. Individual Chapters cannot host recruitment events during this time, and cannot distribute bids to Prospective New Members. IFC host PNM interest session and registration events during this period.
        - i) Individual Chapter tabling during this week is allowed.

- ii) Individual events are allowed (i.e. one-on-one coffee with a Prospective New Member).
- b) Week two will be a continuation of week one. (i.e. IFC Fraternity Introduction Week) During this week chapter large scale events may be held when IFC events are not being held. Individual Chapters can host recruitment events during this time as long as they do not conflict with IFC Events. Chapters cannot distribute bids to Prospective New Members.
  - i) Promising of bids is not allowed.
- c) Week three will begin the Saturday following the second “IFC Fraternity Introduction Week” This week is dedicated to individual chapter large-scale events. Chapters cannot distribute bids during this time.
  - d) Bid Distribution may begin at 8:00am on the Friday of Week 3 (the Friday following the first week of large scale chapter events)
    - i) Please note Bids are not allowed to be distributed during Ram Welcome
  - e) Week Four will begin the Saturday following week three. This week is dedicated to individual chapter large-scale events and to the equal opportunity of bid distribution and acceptance.
    - i) Bids should be distributed appropriately and should not be done within Residency Halls.
    - ii) All chapter bid distribution lists must be submitted to the IFC through email, or GreekRush
- 2) An official IFC “Bid-Day Ceremony” event may be installed at the discretion of the IFC Council and current VP of Recruitment. This event will be hosted following the closing of “week4”.
  - a) Bids may be given out privately by recruitment teams of each chapter, on or following the Friday of “week 3” only.
- 3) It is the chapter’s responsibility to submit recruitment schedules at least three weeks prior to the start of each academic semester to the IFC V.P. of Recruitment for posting in IFC recruitment media.
  - (ii) Large-scale events must be pre-approved by the IFC V.P. of Recruitment at least three weeks in advance to ensure that all recruitment policies are being followed.
    - 1) Upon consent of V.P. of Recruitment the event may precede so as long as it follows all recruitment policies, whether or not school is in session.
    - 2) The V.P. of Recruitment is obligated to respond to proposals within 72 hours of their submission.
    - 3) The V.P. of Recruitment reserves the right to cancel any recruitment event if he believes it to be in violation of IFC recruitment policy.
  - (iii) Upon the acceptance of a bid new members should be instructed by recruitment personnel to fill out new members information cards.
    - 1) New member “cards” should be completed online through the Fraternity and Sorority Life Website.
    - 2) New member “cards” must be submitted 72 hours after bid acceptance.
- (e) Fines Violations and Policy Violation
  - (i) Chapters found to be violating recruitment policy will be brought up before the IFC Judicial Board, and may then be referred AUHB. Punitive action can include but is not limited to fines, probations, 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” tab.
  - (iii) Complaints registered by campus (i.e. Residence Halls, LSC, Non-affiliated Students Organizations, etc.) will be dealt with by the IFC Judicial Board, and possibly AUHB, if found to be in violation of recruitment policy.

#### Section 1.05 Policy Acceptance

- (a) In order to conduct recruitment activities each chapter’s President and Recruitment Coordinator must meet with the IFC V.P. of Recruitment at the beginning of their term. This meeting is to review and sign the recruitment bylaws, create a working relationship and ensure adherence to policy.
  - (i) At this meeting Recruitment Coordinator must sign a contract expressing understanding and adherence of recruitment bylaws.