

Interfraternity Council Constitution
Colorado State University
Recruitment Policy

Section 1.01 Purpose

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

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) Fraternity & Sorority Joint Risk Management Policy
 - (iii) University Code of Conduct
 - (iv) State and Federal Law
- (b) Chapters found to be violating recruitment policies will be referred to the IFC Judicial Board and/or AUHB

Section 1.03 Rules and General Expectations

- 1) Violations of alcohol and drug policies, IFC recruitment scheduling expectations, 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. Are in direct violation the IFC Recruitment Policy and will be subject to sanctions from the IFC Joint Judicial Board, AUHB and Conflict Resolution.
- (b) **Alcohol and Drug Use**
 - (i) There will be no use or possessions of alcohol in any recruitment process by affiliated or potential new members.
 - 1) 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.
 - 2) 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).
 - (iii) Violation of the Drug Clause may additionally result in the notification of appropriate law enforcement personnel.
- (c) **Presentation and Image**
 - (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.
 - 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.
- (d) **Publication and Advertisement**
 - (i) All shirt designs, posters and publications/ recruitment themes, should be in good taste and in no way degrade anyone including but not limited to:
 - 1) CSU, Fraternity and Sorority Life, or individual chapters.
- (e) **Scheduling**
 - (i) Colorado State University's Interfraternity Council endorses a year round recruitment period (i.e. 365 recruitment).
 - i) Individual recruitment events are always allowed (i.e. one-on-one coffee with a Prospective New Member).
 - ii) Individual Chapter tabling is always allowed.

- 2) That being said large scale chapter events may not be held during the first week of classes each semester.
 - a) Chapter Events may begin at 8am the Saturday following the first week of classes
 - b) Individual Chapters are not allowed to pressure potential new members to accept invitations of membership
 - i) PNM's will be given a minimum of three days to consider their invitation for membership
 - c) Individual Chapter tabling is always allowed.
 - d) Bids may be given out privately by recruitment teams of each chapter.
 - 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.
 - 4) Upon the acceptance of a bid new members should be instructed by recruitment personnel to fill out new member's information form on the Fraternity and Sorority Life Website within 72 hours of accepting their bid.
- (f) Fines 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, 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" 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 1.04 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 the IFC recruitment policy.