



Interfraternity Council Formal Recruitment Rules

Section I. Purpose

This document is to assist with the recruitment process sponsored by the University of Memphis Interfraternity Council (IFC). The IFC is comprised of the following chapters: Delta Tau Delta, Kappa Alpha Order, Kappa Sigma, Lambda Chi Alpha, Phi Delta Theta, Sigma Chi, Sigma Phi Epsilon, and Zeta Beta Tau. These recruitment rules will be reviewed by the IFC Executive Board and Chapter Presidents in the spring of each year. Each Fraternity has an obligation to abide by the rules set forth; any chapter that acts outside of these expectations are subjected to the ruling of the IFC Judicial Board and/or the Office of Student Accountability, Outreach, & Support.

Section II. IFC Role

It is the expectation that the IFC Executive Board, and each member serving as a recruitment counselor, are to act in an unbiased nature throughout the entire process of recruitment. While IFC will not directly vote upon the rules set forth, it is expected of them to implement the rules and set up the judicial hearings as necessary upon the completion of recruitment for those chapters that have violated any established. Upon receiving a notification of a recruitment infraction, the Judicial Board will convene to discuss the matters and implement fines as set forth by this document. The president of the accused chapter may accept the fine and settle it forthright with IFC without the need of the Judicial Board convening. If the chapter does not accept responsibility, the Judicial Board will convene to create a fair hearing of all parties involved. Neutral Parties are defined as any member of the IFC Executive Council, any recruitment counselor, any staff member from Student Leadership & Involvement, and any University Administrator.

Article I. Filing Infractions

Anyone of the following individuals involved in the recruitment process may file a complaint of any IFC chapter/member for violation of the rules outlined by this document.

1. Chapter Presidents
2. Chapter Recruitment Officer
3. Recruitment Counselors
4. IFC Executive Members
5. Potential New Members
6. Student Leadership & Involvement Staff

Notice of infractions must be sent to chapters no later than one (1) week following the end of the formal recruitment period. The appeal process will be managed by the IFC Executive Board. A chapter may make an appeal of a fine within 48 hours of receiving notice of the sanction.

Article II. Judicial Committee

It is the IFC's responsibility to organize the Judicial Board upon receiving possible complaints of infractions from the individuals stated in this document.

The Judicial Committee shall be comprised of:

1. The Chief Justice, who shall preside as the chair of the Judicial Board
2. One member from each IFC chapter elected by their chapter to represent them on the Judicial Board.

The Judicial Committee should:

- A. Conduct an official appeal process anytime the committee sees necessary or anytime a member fraternity wishes to appeal a case.
- B. Have the power to reduce the fine or penalty enacted by the IFC Executive Board.
- C. Remain neutral at all times during the proceedings of an appeal process.
- D. Sign a confidentiality agreement in regards to the discussions and decisions that take place during the proceedings

All complaints and recruitment infractions may go before the Judicial Board at the request of the chapter president representing the chapter being fined.

Section III. Formal Recruitment

Article 1: Taking a New Member Class

Students currently enrolled at the University of Memphis are the only persons permitted to participate in formal recruitment, participate in a new member program, and/or join a fraternity. All chapters wishing to take a new member class during either the Fall or Spring semester must participate in the designated formal recruitment period for that term. The extension of bids is only permitted at the conclusion of formal recruitment, on the day indicated as Bid Day.

Article 2: Eligibility

Students participating in formal recruitment must register prior to the formal recruitment period. Participating students must have at least a 2.50 high school or collegiate GPA to receive a bid from any chapter. All students participating in formal recruitment will have their GPAs verified as part of the registration process.

Article 3: New Member Process

All new members are required to attend the New Member Symposium hosted by Student Leadership & Involvement. New Member Education Processes are required to have concluded by the last day of classes during the term of education.

Section IV. Interaction with *Potential New Members*

Article II. Sanctioned IFC Events

Potential New Members will be allowed on fraternity properties only during approved Summer and Fall recruitment events that are sanctioned by IFC. These events are designed to help mitigate the issue of fairness.

Article III. Accountability for Chapters

Chapters that disregard these rules will be recommend to the IFC Judicial Board and may have sanctions issued as a result of hosting Potential New Members/first-year students outside of the designated period.

Section V. *Bids & New Member Lists*

Article I. Bids

All Potential New Members participating in the formal recruitment process will receive all bids extended from chapters on the last day of formal recruitment, Bid Day. Potential New Members will have 48 hours to determine which chapter they would like to accept a bid from and confirm that decision. This is the only time within the semester which bids may be extended by chapter and accepted by new members.

Article V. Submission of New Member Class List

Final Submission of the New Member Class lists are due to the designated Student Leadership & Involvement staff member by the Friday following Bid Day at 5 PM.

Section VI. Recruitment Infractions

The following guidelines are divided into three different sections. The first section entails all infractions of the lowest level of priority.

Level I Infractions

- I. Recruitment lists are to be submitted no later than 7:00 a.m. the morning following recruitment rounds.
- II. All Fraternities are expected to have Potential New Members vacate their chapter's designated space by the established time. There shall be a grace period of 3 minutes, before and after the established time, that will allow potential new members to leave the chapter's designated space.
- III. With the exception of chapter/faculty/staff advisors, women may be present during recruitment activities.
- IV. Potential New Members are not permitted on chapter properties outside of their scheduled visits to the respective chapters during the formal recruitment process.

Level II Infractions

- I. Drugs or alcohol may not be offered to, or consumed by, chapter members or other chapter guests. Alumni, national organization representatives, executive members from other chapters, and potential new members are considered chapter guests. There shall be no drug paraphernalia visible during recruitment.
- II. Signaling, defined as chapter members warning each other of IFC Executive Board members, recruitment counselors, and/or University staff whereabouts during the recruitment rounds, will not be tolerated.
- III. Alcohol containers may not be visible during recruitment.
- IV. Fraternity members and Potential New Members may not discuss or portray any other fraternities, sororities, or members of the UofM community in a negative manner.
- V. Derogatory remarks, offensive slurs, harassing statements, or sexual gestures toward any race, creed, gender, or other group or individual will not be tolerated.
- VI. Harassment of Potential New Members, IFC Executive Board Members, and/or recruitment counselors will not be tolerated. IFC abides by and enforces the Harassment Policy as defined in the Code of Student Rights and Responsibilities.

Level III Infractions

- I. Potential New Members may not, at any time during recruitment, consume alcohol with any fraternity member/alumnus. Nor may alcohol be offered to Potential New Members during the formal recruitment period.
- II. Chapter members are not to visit residence halls in which they do not reside during the formal recruitment period. This rule will count as an infraction for as many members are found to be at residence halls where they are not residents. Residential Assistants are exempt from this rule; however, they are to remain a neutral entity within their role as a Resident Assistant.
- III. Chapter members may not speak to Potential New Members between the end of recruitment rounds each day and the beginning of rounds on the following day with the exception of chapter members who are required to speak to potential new members in classes or other academic settings.
- IV. Tampering with recruitment in any form will not be tolerated. Tampering includes, but not limited to:
 - Promissory Bids
 - Advising Potential New Members to withdrawal from recruitment at any time
 - Advising Potential New Members to single intentional preference

If the IFC Executive Board, and/or Student Leadership & Involvement deem any violation extreme, the recruitment committee will convene, and they will decide on a course of action and sanction for said violation.

Section VII. *Recruitment Sanctions*

The amounts below are guidelines for fines accompanying each of the infraction levels. The IFC Judicial Board and/or Student Leadership & Involvement may impose additional punitive and/or educational sanctions to accompany fines due to infractions. Each sanction may be appealed, as stated in Section II.

Level I	\$100
Level II.....	\$250
Level III	\$500