

Cornell IFC Recruitment Rules 2024

Presented by the IFC Executive Board
Introduced to the President's Council on 9/18/2024
Amended on 9/25/2024

I - Procedures

1. The recruitment **schedule** is to be set each year by the current IFC Executive Board Vice President of Recruitment in conjunction with the Sorority and Fraternity Life (SFL) office. Timing of events, dates, and event structuring is up to their discretion. Generally, recruitment schedules last 1-2 weeks, and consist of the events in the following order:
 - a. Recruitment event registration deadline, mandatory training and workshops for Potential New Members (PNM) and chapter leadership,
 - b. Open 'Meet the IFC' or 'smoker' style events where all chapters meet PNMs in a central location,
 - c. 2-3 rounds of open houses,
 - d. 3-4 'invite only' event nights,
 - e. bid night,
 - f. A 2-3 day grace period for PNMs to sign their bids.
 2. To **participate** in a formal recruitment cycle, chapters must be in **good standing** with Cornell University and Sorority and Fraternity Life. Good standing can be taken away by the following (but is not limited to) social event violations, suspensions, ongoing investigations, prior recruitment violations, chapter re-registration, and chapter development plans. In addition to good standing, to participate in recruitment, chapters must have paid their IFC council dues for that semester either prior to recruitment or before the deadline set by the VP of Finance.
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II - Regulations

1. The following are **prohibited** during formal recruitment periods:
 - a. Having alcohol or other controlled substances or drugs at any recruitment events during the formal recruitment time period and during continuous open bidding (COB).
 - b. Having sorority members, sweethearts, or any woman present at formal recruitment events or during COB whether at chapter facilities, annexes, or third party venues.
 - c. Having social events during recruitment period (if your chapter is participating), regardless of presence of PNMs.
 - d. Providing PNMs with alcohol or other controlled substances in any way shape or form at any time whether during formal recruitment or not, whether at events or not, or at chapter facilities or not.
 - e. Hosting events with PNMs that are not registered with the IFC or SFL office.

- f. Implicitly or explicitly forcing PNMs engage in harmful, disrespectful, or embarrassing activities with the implication that those activities are necessary for membership to your chapter, otherwise known as hazing.
 - g. In the event of an emergency, failing to allow emergency services to quickly attend to an injured party whether that be a chapter member or PNM.
 - h. 'Bid promising' at any point either during formal recruitment or in the prior semester. This includes promising a bid to a PNM the semester before recruitment as well as during the formal recruit period PRIOR to bids being released.
 - i. 'Bid coercion' at any point either during formal recruitment or in the prior semester. This includes providing a bid to a PNM ahead of the deadline and pressuring the PNM to sign early.
2. The following are **mandatory** during the formal recruitment period:
- a. Participation in all IFC or SFL recruitment events, including 'Smokers', 'Meet the IFC/Greeks', information sessions, and more that may occur during the formal recruitment period or during the prior semester leading up to formal recruitment (usually events in the fall semester regarding spring recruitment).
 - b. Registering all events, whether at the Chapter House, a third party venue, or an affiliated colleegetown residence/annex with IFC/SFL by the recruitment registration deadline which will be set along with the recruitment schedule.
 - c. The attendance of relevant position holders (President, Risk Manager, Recruitment Chair, and other positions as deemed necessary by the IFC VP of Recruitment) at recruitment information sessions and workshops.
 - d. Submitting all invite-only, preference, and bid lists on Campus Director on time in accordance with deadlines set by the IFC.
 - e. For Spring recruitment specifically, chapters must have held a service event in the community that PNMs are invited to attend during the fall semester

III - Accountability

1. Fines will be instituted based on the following violation levels. The level a violation falls into will be determined by the IFC VP of Judicial in conjunction with the IFC advisor at the time of the infraction. Repeated infractions may raise the level of the following infraction. Note that in the event of a violation of conduct not explicitly outlined here, the IFC executive board holds the right to institute fines at their discretion. The following examples are not an exhaustive list of what constitutes an infraction of that level.
 - a. Level 0 : \$50 Fine

- i. An example could be failing to submit Campus Director rounds on time, or sending PNMs texts regarding events with alcohol or unregistered events
 - b. Level 1: \$201 - 350
 - i. An example could be having an unregistered event, having an event with non-brothers or non-PNMs (eg. sorority members, girlfriends) present
 - c. Level 2: \$351 - 500
 - i. An example would be providing PNMs with alcohol
 - ii. Consequences for violations on this level may be partially mitigated by clearly expressing priority for the safety of PNMs
 - d. Level 3: \$500+
 - i. An example would be hazing PNMs or providing them with serious illicit substances or forcing PNMs to consume alcohol or serious illicit substances
 - 2. Repeated violations or extremely serious level 3 infractions may also result in social probation, loss of formal recruitment privileges, or suspension as deemed necessary by a majority vote by the IFC executive council.
 - 3. The IFC executive council, in pursuit of safe recruitment practices, may investigate potential violations by attending chapter recruitment events or creating individual chapter meetings to review conduct.
 - 4. Note that extremely serious violations may also result in an investigation by OSCCS beyond the realm of the IFC Executive Council.
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