

Massachusetts Institute of Technology
InterIFC Organization Council
2021 Recruitment Rules

Preamble

Spirit of Recruitment

Formal Recruitment Rules are created and enforced with the intent of fostering a safe, efficient, and fair Recruitment for the benefit of the InterIFC Organization Council Community (IFC). They serve to protect the potential new members (pnms), individual chapters, and the overall interests of the IFC, especially with regards to maintaining a positive relationship with MIT. Any action committed by an IFC Organization or member of the IFC to the detriment of another IFC Organization, IFC Organization member, pnm, or the MIT community is a violation of the Spirit of Recruitment, and the Spirit, rather than the literal interpretation of the rules, shall be enforced. Any information regarding alleged Recruitment violations must be given to the Recruitment Chairman or any Judicial Committee inspector upon request and failure to do so is itself a violation. All questions regarding the interpretation of the rules will be immediately referred to the Judicial Committee for proceedings, and all violators are subject to any and all fines, sanctions, and punishments that the Judicial Committee Chairman deems appropriate.

Definitions

- *Associated:* Any person that has connections with the IFC Organization in question. This includes, but is not limited to, IFC Organization members and alumni.
 - *Day:* As used in the Rules, it will be defined as the period from 9:30 am to 3:00 am.
 - *Event:* An event will be defined as any time an organization or IFC Organization member pays for a first year, takes a first year off campus, or hosts an occurrence for which it has openly advertised. An event is also defined by the Association of Student Activities (ASA) for the three-week moratorium period preceding the Activities Midway.
 - *Formal Recruitment:* The period of time between the beginning of the Kresge Kickoff and until inspections are completed on the second Wednesday after the Kickoff (11 days).
 - *IFC Organization House:* The house, grounds, parking lots, walkways, living space and any other area that is directly associated with an organization or its members.
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- *Jaunt*: Any event that does not take place on campus or at the IFC Organization house.
- *MIT Campus*: For the purposes of these rules, any building associated with MIT is considered on campus. This includes but is not limited to MIT numbered buildings, dorms, MIT fields common areas, and FSILG houses.
- *Prefrosh*: A prefrosh is any prospective student, male or female, who is visiting MIT in a capacity to evaluate the school for actual or potential future enrollment.
- *Posting*: Physical or digital means of advertising recruitment events - this includes but is not limited to business cards, FB events, and chalking. All posting must adhere to ASA rules and be in good taste.
- *Potential New Member (PNM)*: An individual being recruited by an IFC Organization.

Article I: General

1. Any event that is used to “sell” an IFC Organization to pnms is considered a Recruitment event.
 2. All MIT rules governing the provision and consumption of alcohol and drugs apply at all times.
 3. All recruitment events and paraphernalia must be in good taste, meaning that they cannot contain anything derogatory or involving or suggesting drugs or alcohol. The Recruitment Chairman shall be the final interpreter of what is considered “good taste”.
 4. When posting, chalking, or advertising for an event, the IFC and its member organizations will follow ASA policies as outlined below:
 - (a) You may have one poster per event per board.
 - (b) You may only poster in designated spaces.
 - (c) MIT groups have priority.
 - (d) You must include the sponsoring party and contact information for the event.
 - (e) You must date your poster.
 - (f) You can:
 - i. Use flat flyers up to 22” by 17”.
 - ii. Poster over repeated flyers.
 - iii. Poster over flyers of past events.
 - iv. Poster over non-MIT flyers if the boards are full.
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- (g) You cannot:
- i. Tear down other posters. Poster over them, if applicable above, but do not tear them down.
 - ii. Poster outside designated areas (e.g. on windows, doors, walls, etc.).
 - iii. Poster over current flyers.
- (h) Groups may use chalk to advertise events on sidewalks provided.
- i. All chalking is done only on walkways and paths around campus, not on vertical surfaces such as the sides of buildings or steps.
 - ii. Chalking may only be done with washable chalk.
5. No person associated with an IFC Organization shall badmouth any other IFC Organization or sorority to the detriment of that organization's reputation to the community as interpreted by the Judicial Committee Chairman.
 6. No IFC Organization apparel may be given to an IFC Organization or prefrash until a bid is accepted. See Appendix for details.
 7. No IFC Organization member should contact a pnm if they have expressed that they do not wish to be contacted.
 8. No IFC Organization member shall reveal the affiliation of any Panhellenic Recruitment Counselor to a pnm of an IFC Organization or sorority.
 9. Fraternities will not use pictures of Panhellenic Sorority Women in any material related to recruitment, printed or digital.
 10. No scholarships shall be awarded or promised until one week after Formal Recruitment.
 11. No bids for membership shall be promised or given to a pnm before Formal Recruitment or before bids are allowed to be extended, see Art. V, 2.1, during the pnm's first year.
 12. Fraternities must allow the IFC Executive Council or appointed individuals onto their premises if it is deemed necessary by the IFC Executive Council in order to confirm adherence to these Recruitment Rules.
 13. These rules apply to all IFC Organizations and their property, members, alumni, graduate residential advisors (GRAs), Recruitment helpers, and anyone associated with a particular IFC Organization regardless of his or her location or affiliation.
 14. Amendments to these rules must be made by the Recruitment Chairmen by vote at a meeting of said chairmen and must have $\frac{3}{4}$ approval to pass.
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15. No apparel which is intended solely to advertise an IFC Organization's Recruitment period shall be distributed to women who are members of a sorority which subscribes to the National Panhellenic Council during recruitment.

16. Electronic advertising for individual Recruitment events (e.g. Facebook events) can be published at most one week before the event occurs. Electronic advertising for individual chapter Recruitment schedules may be published starting at midnight on the day of the Kresge Kickoff.
 - (a) Chapters can invite a maximum of 250 MIT affiliates to any Facebook events and can invite a maximum of 150 students from outside MIT to said events.
 - (b) Outward facing events should not be described or conducted in "bad taste". The Recruitment Chairman shall be the final interpreter of what constitutes "bad taste".
 - (c) Rush parties will have a maximum of 150 people at any given time.

17. The President and Recruitment Chairmen of each organization must sign a Recruitment Contract that acknowledges their organization's understanding of all the rules and their willingness to comply with them.
 - (a) Organizations that do not sign the Recruitment Contract will forfeit the right to participate in Formal Recruitment and host potential MIT students during Campus Preview Weekend (CPW). See Appendix for details.

Article II - Campus Preview Weekend

The general purposes of Campus Preview Weekend (CPW) and hosting prefrash are to convince high school students to attend MIT, to promote the IFC Organization system, and to aid Admissions and MIT in their goals towards recruiting prospective new students.

1. CPW is **dry**. There may not be any alcohol, alcoholic containers, or suggestion of alcohol consumption on the premises of any chapter or living area of a member of an IFC organization. Houses will be dry for inspection at 9 pm the night before CPW. See Appendix for details.
 2. All members or anyone associated with a particular IFC organization must obey the rules of the Admissions Office and any other relevant MIT department or office at all times.
 3. Visiting prefrash are allowed to change housing assignments at any time. All changes must be directed to and approved by the Admissions Office before the change actually occurs. No person associated with an IFC organization shall actively coerce prefrash
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being hosted by another IFC organization to make a housing change.

4. All prefrash must be registered accurately with the Admissions Office at all times.
5. All chapters will provide two alcohol inspectors to the Judicial Committee. The Judicial Committee reserves the right to allow chapters out of providing two inspectors.
6. Any IFC organization that violates any of these rules will be subject to sanctions by the Admissions Office and/or by the Judicial Committee, depending on the violation.
7. All CPW events must be registered with the Admissions Office. A list of these events will be shared with the IFC.
8. Postering and Chalking is allowed throughout CPW, given that it is in good taste and adhering to the ASA rules.
9. Apparel with a organization's name or letters may not be distributed during CPW. Such apparel may be worn by members of the IFC Organization. Pamphlets, cards, and the like may be distributed.

Article III - Pre-Orientation

The period extending from the date at which preseason sports begin until the beginning of Orientation (please note the variable nature of these dates) is considered "Pre-Orientation".

During this period prior to Orientation, enrolled first years arrive on campus to participate in various programs affiliated with MIT. The sole purpose of the first years arriving on campus during this time is to participate in their retrospective programs. Ergo, organizations should not interfere with a first year's involvement in their objective program nor the relationships that can be made from these programs. To ensure that the Pre-Orientation period is not used for Recruitment, the following rules apply to this period.

1. No first years are allowed in any IFC Organization house during the Pre-Orientation period.
 - (a) Petitions for exemptions to this rule can be made to the Recruitment Chairman. These petitions must include a written plan, submitted at least two days in advance of the first specific time, detailing the times requested, the events to occur, which fraternities will have members present, and an explanation of why this event must occur. Events must comprise members of at least two fraternities, and be specifically related to varsity sports with pre-season. Final approval must be given by the Recruitment Chairman.
 - i. Petitions may not be made for any date on or after the beginning date of the first on-campus FPOP.
 - ii. Any house petitioning for an event must be dry starting the night before their
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- first event, and must remain dry until the end of Formal Recruitment. The IFC reserves the right to conduct spot checks outside of regularly scheduled alcohol inspections to ensure compliance.
- iii. After approval, the Recruitment Chairman must send notice of the event to all IFC Organization Recruitment Chairs at least one day in advance of the specific time.
2. No IFC Organization Recruitment event can be held during the Pre-Orientation period. Activities encompassed by an “event” are defined in the *Definitions* section of these rules. This includes, but is not limited to, an IFC Organization paying for a first year and taking a first year off-campus.
 - (a) Petitions for exemptions to this rule can be made in cases of events mandated by varsity sports with pre-season. These require a written plan detailing the event and its participants to be submitted to and approved by the Recruitment Chairman. These events may be petitioned for up to the first day of First-Year Pre Orientation Programs (FPOPs).
 3. All chapters and their members must comply with all other pertinent MIT rules, as well as rules created by MIT-affiliated programs. See Appendix for details.
 4. Any IFC Organization found in violation of the aforementioned rules will, at minimum, for the first offense, automatically forfeit the opportunity to have jaunts on the Sunday following the Kresge Kickoff and may also be fined at the discretion of the Judicial Committee.
 5. No person associated with an IFC Organization shall be present in a situation where first years are being served/drinking alcohol nor can they be the ones to provide it.
 6. During the Pre-Orientation period, IFC Organization apparel (e.g. letter shirts) may be and is encouraged to be worn, provided that person wearing the apparel is not an Orientation Leader, FPOP Counselor, or International Student Orientation Leader. The Recruitment Chairman shall be the final interpreter of this rule.
 7. IFC Organization members may not publicize events with mass advertisement but may advertise by person-to-person communication (e.g. text, messenger, word of mouth). The Recruitment Chairman will be the final interpreter of “person-to-person communication”.

Article IV - Orientation

The purpose of Orientation is to introduce first years to MIT. These rules are designed to ensure that first years can explore the entirety of MIT, including, but not limited to, the IFC Organization community.

1. The Orientation period lasts from the Sunday preceding the last full week of August until the beginning of Formal Recruitment, see Definitions.
2. Orientation is **dry**. There can be no alcohol, alcoholic containers, or suggestion of alcohol consumption on the premises of any chapter or living area of a member of the IFC. Houses will be dry for inspection at 9 pm the night before Orientation.
3. No first years are allowed in any IFC Organization house during this period.
4. No IFC Organization may hold an event.
5. No person associated with an IFC Organization shall be present in a situation where first years are being served/drinking alcohol nor can they be the ones to provide it.
6. All members associated with an IFC Organization must obey all additional rules associated with any IFC-sponsored events.
7. During the Orientation period, IFC Organization apparel, (e.g. letter shirts) may be and is encouraged to be worn, provided that the person wearing the apparel is not an Orientation Leader. The Recruitment Chairman shall be the final interpreter of what is considered to follow this rule.
8. IFC Organization members may not publicize events with mass advertisement but may advertise by person-to-person communication (e.g. text, messenger, word of mouth). The Recruitment Chairman will be the final interpreter of "person-to-person communication".

Article V - Formal Recruitment

Formal Recruitment is a very competitive period and these rules are designed to ensure that the playing field is as level as possible.

Section I - General

1. Formal Recruitment is **dry**. No alcohol or alcoholic containers may be on the premises of any IFC Organization or in the living area of any IFC Organization member during this period.
 2. No person associated with an IFC Organization shall be present in a situation where first years are being served/drinking alcohol nor can they be the ones to provide it.
 3. Each IFC Organization shall provide the Recruitment and Judicial Committee Chairmen at least two telephone numbers that shall be operational at all times.
 4. All chapters will provide two alcohol inspectors to the Judicial Committee. The Judicial Committee reserves the right to allow chapters out of providing two inspectors.
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5. Postering and chalking will not begin before 8PM the night before Kresge Kickoff.
 6. Individual organizations' Recruitment schedules cannot be mass distributed until the day of the Kresge Kickoff. This includes, but is not limited to, links to chapter websites posted on online forums.
 7. At the Kresge Kickoff, an IFC Organization can have, at most, 8 associated members present, unless the IFC Organization's members are volunteering to set-up the event. In this case, they can have a maximum of 12 associated members present.
 8. AN IFC Organization or any of its associate members cannot take a first year from the Kresge Kickoff within the first 60 minutes of the event
 9. No IFC Organization may attempt to contact a pnm between the hours of 3:00 am and 8:00 am, unless the pnm has given written permission to the specific IFC Organization stating that they can contact him earlier. No IFC Organization may attempt to physically reach the pnm during this time (i.e. go to their dorm room and knock on their door).
 - (a) For the purposes of this clause, "written permission" is defined as a handwritten note, a sheet with signatures collected by the IFC Organization, an email, or a text message addressed to the Recruitment Chair of the IFC Organization.
 - (b) Should a pnm give permission to the IFC Organization to contact them earlier, this communication shall only be done via electronic means such as the phone or the internet.
 - (c) The pnm may revoke this permission at any time by contacting any member of the IFC Organization or the IFC Recruitment Chairman via the same written media outlined in this clause.

Section II - Bids and Acceptance

1. Bids for membership to first year and upperclassmen may only be given out starting at 8:00 am on the Friday following the Kresge Kickoff and may only be accepted starting at 8:00 am on the Saturday after.
 2. All bids extended during the Formal Recruitment period shall remain open until at least 5:00 pm on the Wednesday after the end of Formal Recruitment. See Appendix for details.
 3. Each IFC Organization must submit to the Recruitment Chairman records confirming the status of all bids extended within one week of the conclusion of Formal Recruitment or an automatic fine of \$500 will be assessed, with an additional \$100 fine for each subsequent day the records are still not submitted.
 4. After a pnm has pledged an IFC Organization, no other IFC Organization may
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5. No IFC Organization may invite a first year whose bid is open to an event with alcohol.

Section III - Clearinghouse

1. There are three main purposes of the Clearinghouse system.
 - (a) The IFC will keep track of the movements of pnms throughout Recruitment, in order to track statistics for later analysis and to ensure that all fraternities are adhering to the same standard.
 - (b) Houses have access to a full list of the pnms which have attended their events, at which time they arrived, and how long they have stayed, so that they can better keep their own records.
 - (c) The IFC will be able to report to MIT and its administration the whereabouts of any first years who have been entered in the system, in the case that they cannot be found.
2. The Clearinghouse system will be live starting at 9:00 am on the day of the Kresge Kickoff and will close at 3:00 am the following Saturday morning.
3. Each IFC Organization shall enter the following information into Clearinghouse via scanner or done manually within the first 15 minutes of a pnm's arrival at an IFC Organization.
 - (a) The name of the pnm being entertained.
 - (b) The times of their arrivals and departures from the IFC Organization.
 - (c) When applicable, bids for pledging an IFC Organization.
4. Pnms may opt out of the Clearinghouse attendance system, as described in Art. V, 3.3.(a) and 3.3.(b), by emailing the IFC Recruitment Chairman from their official MIT email. This email must contain the name of the IFC Organization that informed them of the opt-out clause. Fraternities are not required to notify pnms of this option. They are not permitted to opt out of the Clearinghouse bid system, as described in Art. V, 3.3.(c).
5. Fraternities may be subject to punishments below, if it is determined that they have not been using the Clearinghouse system, or if it can be shown that they are purposefully neglecting to scan particular pnms.
 - (a) If the IFC Organization is shown to have not used the system at an event, where it is known that pnms were in attendance, and this is the first occurrence, then they may be assessed a fine or receive a different punishment, subject to the decision of the Judicial Committee Chairman.
 - (b) If the IFC Organization is shown to have not used the system at an event, where it is known that pnms were in attendance, and this is not the first occurrence, then they may be assessed a fine, lose the right to an event, or receive a different

punishment, subject to the decision of the Judicial Committee Chairman.

- (c) If the IFC Organization is shown to have purposefully neglected using the Clearinghouse system with a particular pnm, then the IFC Organization may be subject to sanctions decided by the Judicial Committee Chairman.
- (d) In the case of any other complaints that may arise, the Judicial Committee Chairman, in consultation with the Recruitment Chairman, shall be the final interpreter of whether or not the case constitutes an infraction, at which point it may be handed over to the Judicial Committee.

Section IV - Schedules and Jaunts

1. Each IFC Organization shall subscribe to the schedule of deadlines below concerning their Recruitment schedule. Changes to the final schedule before the due date are acceptable as long as they are reported to the Recruitment Chairman with a valid reason.
 - (a) July 16: House Descriptions
 - (b) July 16: Events
 - (c) July 30: I3 videos
 - (d) July 30: Safety Plans
 - (e) August 15: Final Sched Edits
2. No IFC Organization is to have an off-campus jaunt on the first day of Formal Recruitment. See Appendix for details.
3. No off-campus jaunts on the second, third, and fourth days of Formal Recruitment are to last more than 8 hours. No exceptions other than legitimate emergencies will be made. The Recruitment Chairman shall be the final interpreter of this rule.
4. No Recruitment activity should interfere in any way with a first year's classes and should be timed accordingly. No jaunts or other formalized events are to be scheduled between the hours of 9:00 am and 5:00 pm on any Institute day of classes. The Recruitment Chairman will determine if an IFC Organization's members interfere.
5. Although multiple jaunts may take place in one day, jaunts that run back-to-back or overlap will be considered a single jaunt with respect to time limits.
6. There must be a two-hour buffer period between jaunts in order for the time limitations of a jaunt to be reset.
7. An IFC Organization may not return from a jaunt later than 3 am.
8. An IFC Organization may not directly interfere with Sorority Recruitment events.

Appendix

1. IFC Organization apparel is defined as any item of clothing or accessory with the IFC Organization's name or letters written on it.
 2. If a chapter is deemed unable to participate in Formal Recruitment, its abilities to hold events, advertise for future events, allow first years in their house, or give out any bids will be restricted until Formal Recruitment ends. See Definitions for end of Formal Recruitment.
 3. The first alcohol inspections of CPW and the Orientation period, which occur on the nights before their respective starts, will be considered a "dry run", where by fraternities can ensure that they are in conformance with the rules without threat of punishment.
 4. Large established collections of empty alcoholic containers (aka "shrines") are permitted during CPW, Orientation and Formal Recruitment, on the condition that they are registered with the Recruitment and Judicial Committee Chairmen. These will be documented via photographs by the alcohol inspectors on the first night of inspection.
 5. MIT-affiliated programs include, but are not limited to, First-Year Pre-Orientation Programs (FPOPs), ASA events, and meetings of MIT Varsity Sports.
 6. As stipulated in Art. V, 2.2, bids must remain open until at least 5:00 pm on the Wednesday at the end of Formal Recruitment. If fraternities would like to keep their bids open longer, they must remain dry until their bids close and must notify the Recruitment Chairman of their intentions to keep bids open.
 7. The purpose of keeping bids open, at least, until the end of Formal Recruitment is to allow pnms the time to consider their options and protect them from being pressured into a rushed decision.
 8. The Admissions Office expects that hosts, including IFC Organization members, are responsible for the well-being of prefrosh during CPW. As such, chapters do not need to report the entry and exit of prefrosh in their house to the IFC.
 9. Orientation Leaders and other volunteers will undoubtedly have more exposure to first years during the Orientation period. It is to our benefit as a community to have as many Orientation Leaders and volunteers as possible, but these advantages (which may be unequally distributed) come with the responsibility to not take advantage of the Orientation Program or the Recruitment Rules. The Recruitment Chairman or a staff member of the FSILG office shall explicitly discuss with all the affiliated workers what their expectations are of them during Orientation, as well as what their obligations are both to the Orientation Program and the IFC.
 10. The day of the Kresge Kickoff is to be considered an "Open House" day, where first years are encouraged to explore as many fraternities as possible. For this reason, there are no jaunts on this day.
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