



MIT Interfraternity Council

Massachusetts Institute of Technology

Interfraternity Council

2020 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 Interfraternity Council (IFC) and its entire member community. They serve to protect the potential new members, individual chapters, and the overall interests of the IFC, especially with respect to the maintenance of a positive relationship with the Institute. Any action committed by a member of the IFC to the detriment of another member, member organization, potential new member, or the MIT community in general 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

Fall Rush Circles: For the Fall 2020 semester, Rush Circles will take place over the first three weekends of September.

Fall Recruitment: For the Fall 2020 semester, Fall recruitment will begin at the end of the Fall Orientation period on Friday, August 28 at 1 PM EST and finishes on Friday, November 20 at 11:59 PM EST. Any official or unofficial IFC-sponsored or chapter-sponsored event during, but not limited to the duration of the time frame constitutes a Fall recruitment event. The Fall recruitment period consists of the Fall Rush circle meetings in September, followed by the informal events hosted in the Fall semester.

Spring Recruitment: The IFC will host a Spring Formal Recruitment period during IAP 2021, subject to change.

Spring Bid Period: The IFC will allow bids to be given following the Recruitment period in IAP 2021.

IFC Organization: includes all designations of IFC organization recognized by the MIT Division of Student Life.

IFC Member: a member of an IFC member organization.

Associated: Any person that has connections with the fraternity in question. This includes, but is not limited to, fraternity members and alumni.

Day: As used in the Rules, one “day” 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 fraternity member pays for a first year, takes a first year off campus, or hosts an occurrence for which it has openly advertised.

Special restrictions for events in the Fall 2020 semester include that IFC Organization members may not pay for first-years or potential new members. IFC Organizations cannot financially sponsor a concerted effort or individual effort to meet PNMs. A one-on-one meeting is allowed, provided each individual provides for themselves. The recruitment chairman shall make the final decision as to violations of this policy.

Excursion: Equivalent to “Jaunt”. Any event that does not take place on campus or at the fraternity house.

Fraternity Apparel: Any paraphernalia that bears organization-specific insignia or letters qualifies as fraternity apparel.

Fraternity House: The house, grounds, parking lots, walkways, living space and any other area that is directly associated with an organization or its members.

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.

Premises: In addition to physical spaces owned by the fraternity, premises includes any virtual spaces, including, but not limited to, Zoom (and other video conferencing service) calls.

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: An individual being recruited by a fraternity. This designation is not limited by class or graduation year. *Abbr.* “PNM”

Recruitment Apparel: Any paraphernalia produced for the purpose of organization-specific events or to be worn or carried by a fraternity as the unit qualifies as recruitment apparel.

Rush Circle Captain: See Appendix: “Rush Circle Captains”. *Abbr.* “RCC”

Article I: General

1. As per MIT restrictions due to COVID-19, the fraternity houses are closed for the Fall 2020 semester.
2. Any event open to PNMs at which they can be recruited for potential future admission/awarding of a bid to the fraternity, even during a non-bid period, is considered a Recruitment event.
3. All MIT rules governing the provision and consumption of alcohol and drugs apply at all times. This includes, but is not limited to, the policy *II (2). Alcohol and Other Drugs* from the MIT Mind and Hand Book.
4. All recruitment events and paraphernalia must be in good taste. References to suggestive or illegal content, including drugs and alcohol, are prohibited. The Recruitment Chairman shall be the final interpreter of what is considered “good taste”.
5. When advertising for an event, the IFC and its member organizations will follow ASA policies including those outlined below
 - a. MIT groups have priority.
 - b. You must include the sponsor organization and contact information for the event.
 - c. You must date your advertisements.
6. No person associated with a fraternity shall make disparaging comments or disseminate information designed to work to the detriment of any other fraternity or sorority. The interpreter of violations of this policy is the Judicial Committee Chairman.
 - a. This includes disparaging remarks about recruitment for other organizations on campus. It should be emphasized that while communicating the value of an experience as a member of an Interfraternity Council is always encouraged, commentary and actions that would work to the detriment of the reputation of other organizations on campus is not condoned.
7. IFC member organizations may not directly interfere with Sorority Recruitment events.
8. No fraternity or sorority apparel or recruitment apparel may be given to a PNM or prefrosh until a bid is accepted.
9. IFC apparel will be permitted for distribution to PNMs and prefrosh.
10. No IFC member may contact a PNM if they have expressed that they do not wish to be contacted.
11. No fraternity member shall reveal the affiliation of any Panhellenic Recruitment Counselor to a PNM of a fraternity or sorority.
12. No scholarships shall be awarded or promised until one week after Formal Recruitment.
13. No bids for membership shall be promised or given to a first year PNM before bids are allowed to be extended.

14. Fraternities must allow the IFC Executive Council or appointed individuals onto their premises if it is deemed necessary by the Executive Council in order to confirm adherence to these Recruitment Rules.
15. These rules apply to all IFC members, IFC organization property, fraternity members, fraternity alumni, graduate residential advisors (GRAs), Recruitment helpers, and anyone associated with a particular fraternity regardless of their location or affiliation.
16. Amendments to these rules must be made by the IFC organization Recruitment Chairmen by vote at a meeting of said chairmen and must have $\frac{3}{4}$ approval to pass.
17. No apparel which is intended solely to advertise an IFC member's recruitment period shall be distributed to women who are members of a sorority which subscribes to the National Panhellenic Council.
18. Electronic advertising for individual Recruitment 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. Events should not be described or conducted in "bad taste". The Recruitment Chairman shall be the final interpreter of what constitutes "bad taste".
19. The President and Recruitment Chairman of each fraternity must sign a Recruitment Contract that acknowledges their fraternity'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.

Article II: Pre-Orientation

The period extending prior to Orientation (please note the variable nature of these dates) is considered "Pre-Orientation". During this period prior to Orientation, enrolled first years participate in virtual programs affiliated with MIT before Orientation Week. The sole purpose of the first years during this time should be to participate in Office of the First Year and Orientation-related programs including, but not limited to, learning communities and FPOPs. Ergo, fraternities 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 fraternity Recruitment event can be held before Orientation period. This includes, but is not limited to, a fraternity paying for a first-year.
2. All chapters and their members must comply with all other pertinent MIT rules, as well as rules created by MIT-affiliated programs.
3. No person associated with a fraternity shall be near alcohol being served to first years.

4. During the Pre-Orientation period, fraternity apparel may be and is encouraged to be worn, provided that the person wearing the apparel is not an Orientation Leader, FPOP Counselor, or International Student Orientation Leader.
5. Fraternity members may not publicize events with mass advertisement until the beginning of the Recruitment Period on Friday, August 28th at 1 pm EST.
6. Fraternity members may publicize the registration of Rush Circles to any unaffiliated student at MIT.

Article III: 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 fraternity community.

1. The Orientation period begins on Sunday, August 23rd, and ends on Friday, August 28th.
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.
3. No fraternity may hold an event.
4. No person associated with a fraternity shall be near alcohol being served to first years.
5. All members associated with a fraternity must obey all additional rules associated with any IFC-sponsored events.
6. During the Orientation period, fraternity 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.

Article IV: Fall Recruitment

Fall recruitment for the Fall 2020 semester will forego formal “rush” for a more informal experience. This will include Rush Circles, where groups of first-years can get to know each other in groups captained by IFC members acting as impartial liaisons to the MIT IFC organizations.

Section I – General

1. The entire Fall Recruitment period will last from Friday, August 28th (the end of Orientation Week) to Friday, November 20th (beginning of Thanksgiving break)
2. The goal of Fall Recruitment is for students to explore IFC member organizations in advance of the Spring Recruitment period, which tentatively is scheduled for the

beginning of the Spring semester 2021 and tentatively slated to include both an in-person “rush” and bid period.

3. Fall Recruitment is dry. Alcohol and alcohol references are not permitted in events where first years are in attendance.
4. No IFC member shall act in a way that contradicts or inhibits the ability of a Rush Circle Captain to maintain their adherence to the Rush Circle Captain guidelines.
5. No IFC member shall reveal the affiliation of any Rush Circle Captain to a PNM of a fraternity or sorority.
6. Advertising for Rush Circles is permitted on social media, and each IFC member is expected to promote the entire fraternity experience. You cannot advertise the Rush Circle Captain from your chapter.
7. Event advertising for Informal events cannot begin until 1 PM on Friday, August 28th after the Orientation Week Closing Ceremony has finished.
8. Individual fraternities’ Recruitment schedules cannot be mass distributed until the end of the Orientation Week. This includes, but is not limited to, links to chapter websites posted on online forums.
9. Special restrictions for events in the Fall 2020 semester include that IFC Organization members may not pay for first-years or potential new members. IFC Organizations cannot financially sponsor a concerted effort or individual effort to meet PNMs. A one-on-one meeting is allowed, provided each individual provides for themselves. The recruitment chairman shall make the final decision as to violations of this policy.
10. No fraternity may attempt to contact a PNM between the hours of 3:00 am and 8:00 am in the PNM’s local time zone, unless the PNM has given written permission to the specific fraternity stating that they can contact him earlier. No fraternity may attempt to physically reach the PNM during this time (i.e. go to their dorm room and knock on their door).
11. For the purposes of this clause, “written permission” is defined as a handwritten note, a sheet with signatures collected by the fraternity, an email, or a text message addressed to the Recruitment Chair of the fraternity.
12. Should a PNM give permission to the fraternity to contact them earlier, this communication shall only be done via electronic means such as the phone or the internet.
13. The PNM may revoke this permission at any time by contacting any member of the fraternity or the IFC Recruitment Chairman via the same written media outlined in this clause.

Section II – Bids and Acceptance

1. There will be no bids extended during the entire Fall 2020 semester.

Section III – Schedules and Excursions

1. Fraternity-sponsored excursions are not permitted.
2. No Recruitment activity should interfere in any way with a first year's classes and should be timed accordingly. No formalized events are to be scheduled between the hours of 9:00 am and 5:00 pm US Eastern time on any Institute day of classes. The Recruitment Chairman will determine if a fraternity's members interfere.

Section IV - Rush Circle Captains

1. A Rush Circle Captain (RCC) cannot invite other non-RCC IFC-affiliated members to attend the Rush Circle meetings
2. RCCs cannot reveal their chapter affiliation at any time until the three weekends have concluded.
3. After the rush circle weekends close, RCCs and other IFC members can continue to engage with the PNMs they meet from Rush Circle Meetings
4. RCCs cannot share any contact information of the PNMs from their Rush Circle with any chapter until the three weekends conclude, unless a PNM asks specifically to connect with someone from a chapter or voluntarily shares their information with other members of a chapter.
5. RCCs cannot prevent a PNM from attending any Rush Circle event.
6. RCCs must maintain a respectful environment for all IFC members and PNMs, and should not speak or suggest any negative comments about another IFC or Greek organization on campus.
7. The IFC Recruitment Chairman has the power to remove a Rush Circle Captain from their role if the RCC violates any of the Recruitment Rules.

Section IV - Rush Circle Meetings

1. Rush Circle Meetings will take place over the first three weekends of September on September 5, September 12, and September 19th
2. Each chapter will have 30 minutes every weekend with the PNMs to give a presentation.
3. No chapter can spend more than 30 minutes during their assigned time slot, and are encouraged to prepare a 15-20 minute presentation to avoid cutting into another chapter's presentation time.
4. Rush Circle meetings are still "dry". Alcohol or alcoholic references are not permitted.
5. No prizes of value may be given out at the Rush Circle meetings.
6. Chapters can publicize their own upcoming events and schedule as well as any social media information.
7. Chapters can collect contact information of PNMs through Google forms, Zoom chats, or other methods over the virtual call at the Rush Circle meetings, but may not require all PNMs to share their contact information.

8. Chapters cannot require the PNM's to participate in any activity that they are not comfortable with.
9. The IFC Recruitment Chairman has the power to suspend a chapter from participating in Rush Circle meetings if a chapter or the RCC from a chapter violates any of the Recruitment Rules.

Section V - Informal Rush Events

1. Informal Fall Rush Events may occur as early as September 7th (after the first Rush Circle Meeting), and can go until Friday, November 20th (beginning of Thanksgiving Break).
2. Each chapter can host at most one event per week, and no events can be scheduled during Rush Circle Meetings.
3. Each chapter must register their event at least one week in advance with the IFC, and it must be approved 48 hours before the event takes place.
4. No informal rush event can last more than two hours.
5. No prizes of value may be given out at informal rush events.
6. Each event registration must include an event name, description, start time, end time, any other information asked after the initial submission by the Interfraternity Council or FSILG office.
7. No informal rush event can be scheduled between the hours of 9:00 am EST and 5:00 pm EST on any Institute day of classes
8. All recruitment events must be registered with the IFC.
9. A chapter cannot provide any provisional bids to any PNM during the informal rush events.
10. Each week, the IFC will be sending a weekly schedule of events to all the PNM's registered from Rush Circles.
11. The IFC Recruitment Chairman has the power to suspend a chapter from hosting informal rush events if a chapter violates any of the Recruitment Rules.

Article V: Spring Recruitment

MIT has not yet issued guidance on what the spring semester will look like. The intended shape of the spring semester guides our preparation for the spring semester, but all policy in Article V: Spring Recruitment is tentative and subject to change. Policy revisions will be made once the Institute releases guidance regarding the spring, and updates to the Recruitment Rules will be made not more than thirty (30) institute days following the release of new guidelines.

Section I - General

1. Spring Recruitment tentatively is scheduled for the beginning of IAP 2021 and tentatively slated to include both an in-person “rush” and bid period.
2. Spring Recruitment is dry. Alcohol and alcohol references are not permitted in events where first years are in attendance.
3. Each fraternity shall provide the Recruitment and Judicial Committee Chairmen at least two telephone numbers that shall be operational at all times.
4. No fraternity 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 fraternity stating that they can contact him earlier. No fraternity 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 fraternity, an email, or a text message addressed to the Recruitment Chair of the fraternity.
 - b. Should a PNM give permission to the fraternity 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 fraternity 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 years and upperclassmen may not be given out until the Spring 2021 Bid Period.
2. All bids extended during the Formal Recruitment period shall remain open until at least 5:00 pm on the last day of the Spring Bid Period.
3. Each fraternity 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 member organization, no other IFC member organization may attempt to recruit them.
5. No organization may invite a first year whose bid is open to an event with alcohol.

Section III - Clearinghouse

1. The main purposes of the Clearinghouse system are those as follows.
 - 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 3:00am the following Saturday morning.
 3. Each IFC member 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 event.
 - a. The name of the PNM being entertained.
 - b. The times of their arrivals and departures from the fraternity.
 - c. When applicable, bids for pledging a fraternity.
 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 member organization that informed them of the opt-out clause. IFC organizations are not required to notify PNMs of this option. They are not permitted to opt out of the Clearinghouse bid system 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 intentionally neglecting to scan particular PNMs.
 - a. If the IFC member 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 member 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 member organization is shown to have purposefully neglected using the Clearinghouse system with a particular PNM, then the IFC member 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 Excursions

1. Each fraternity 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.
2. No Recruitment activity should interfere in any way with a first year's classes and should be timed accordingly. No 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 a fraternity's members interfere.

Appendix

1. If a chapter violates policy and the decided sanction is a prohibition on participation in Formal Recruitment, its abilities to hold events, advertise for future events, or give out any bids will be restricted.
2. MIT-affiliated programs include, but are not limited to, first years Pre-Orientation Programs (FPOPs), ASA events, and meetings of MIT Varsity Sports.
3. As stipulated in Art. V, 2.2, bids must remain open for the duration of the Spring Bid Period. 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.
4. The purpose of keeping bids open, at least until the end of the Spring Bid Period is to allow PNMs the time to consider their options and protect them from being pressured into a rushed decision.
5. 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 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.
6. 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.
7. Rush Circle Captains:
 - a. A Rush Circle will consist of two members of a chapter in the IFC and up to 15 First Year students. It will run similarly to an orientation group, with the RCC acting as the orientation leader of the group.
 - b. The four main duties of an RCC:

- i. Be unbiased mentors and counselors for all unaffiliated students interested in joining a member organization of the IFC
 - ii. Publicize every IFC-member event to their group of first years
 - iii. Have a weekly check in with their group of first year students to discuss what they think, address any questions that they have, and connect first years with relevant IFC members
 - iv. Check in regularly with IFC officers to discuss any possible questions or concerns
- c. An RCC is expected to "disaffiliate" from their chapter for the duration of the Fall 2020 semester, until all finals are over. This disaffiliation restricts you from being present in your chapter's social media or publicizing your own chapter outside of IFC rush circle events but would allow you to continue all chapter activities as a full member.