

Westminster College Interfraternity Council 2024-2025 Recruitment Rules

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Recruitment Dates and Deadlines

Fraternity & Sorority Move-In	August 14th
Fraternity Informational Session	August 18th
Fraternity House Tours	August 29th
All IFC Recruitment Event	September 5th
Last Day to Register for Recruitment	September 5th
Chapter Recruitment Events #1	August 21st – August 23rd
Chapter Recruitment Events #2	August 26th – September 4th
Preference Round	September 6th
Bid Day	September 7th

This document is as comprehensive as possible but, in the case, that there are questions you feel are not adequately addressed in the Recruitment Rules document, please refer to the NIC Resources and the Westminster College Interfraternity Council Bylaws or contact the current Interfraternity Council VP of Recruitment. In all cases, these situations should be handled with the best interests of the fraternity community in mind.

Westminster College IFC Recruitment Rules

This document does NOT diminish the NIC Standards. It shall be the responsibility of each member chapter of the Interfraternity Council to uphold and enforce the social rules of Westminster College. A fraternity may be subject to the jurisdiction of the Interfraternity Council Judicial Board.

The dates for the 2024 Interfraternity Council Formal Recruitment period are **August 21 – September 7, 2024.**

Section I: REGISTRATION for New Students Participating in Fraternity Recruitment

1. Prospective students may register for the Fall Recruitment period (including formal and informal recruitment) by completing the necessary online form (via CampusDirector).
2. There will be no fee to register for fraternity recruitment. Each chapter will donate to cover the IFC fraternity recruitment fee. The total amount will be divided up between the chapters evenly.
3. All men interested in the Fall Recruitment period must register no later than **TBD**.
4. Incoming Westminster students will be notified through SOAR activities, e-book/recruitment guide, social media posts, IFC Canvas Page, and follow-up emails regarding recruitment dates and registration instructions. Summer communication will direct PNMs to the Westminster Interfraternity Council webpage/Instagram/Canvas and online pamphlet to view information about specific chapters.

5. All questions regarding registration may be referred to Westminster College IFC Executive Board or the IFC Advisor.
6. To be eligible to participate in the formal recruitment process, a student must:
 - a. Not be simultaneously enrolled in high school and attending college
 - b. Be an undergraduate, regularly matriculated student, according to the definition of matriculation established by that institution.
 - c. Have at least a cumulative 2.5 GPA

Section II: SUMMER GUIDELINES

1. Chapters must register all summer recruitment events with the Interfraternity Council, at least one week prior to the event.
2. A recruitment event is defined as any instance in which three or more members of an organization meet with non-members with the intention of introducing the non-members to their organization. A recruitment event should be registered if the intentions for the event are to introduce at least one non-member to the organization.
3. Chapters will not host any recruitment events with alcohol present
4. For summer recruitment, chapters can only extend bids to individuals who have been on campus for at least one semester prior to the start of summer recruitment.
5. Chapters cannot distribute bids to potential members until verifying eligibility requirements.
6. The summer recruitment time period begins the day of graduation and runs until the new student move-in day in the fall semester.
7. Chapters will not host pre-recruitment events in the fraternity facilities over the summer.

Section III: YEAR-LONG RECRUITMENT RULES

1. During any informal recruitment period, chapters are required to verify the eligibility of students they are interested in distributing a bid to by sending a list of students to the IFC Advisor.
2. **Fall** – Chapters cannot distribute bids from new student move-in day until bid night, regardless of their year in school. Immediately following bid distribution by the Interfraternity Council on bid day, chapters can extend bids to individuals after they verify eligibility with the IFC Advisor. The specific time for the end of bid distribution will be communicated by the IFC VP of Recruitment. Chapters must verify eligibility with the IFC Advisor prior to extending bids.
8. **Winter** – Chapters can only extend bids to individuals who have been on campus for at least one semester prior to the start of winter break which is from the last day of finals in the fall semester until the first day of classes in the spring semester. Chapters must verify eligibility with the IFC Advisor prior to extending bids.
3. **Spring** – Chapters can distribute bids in the spring semester starting the first day of classes in the spring semester until graduation day. Chapters must verify eligibility prior to extending bids.
4. Alcoholic beverages are prohibited during all Informal and Formal Recruitment activities. Actives and potential members are prohibited from participating in Formal Recruitment under the influence of any substances.

Section IV: RECRUITMENT COUNSELOR EXPECTATIONS

1. IFC Recruitment Counselors should promote Fraternity Life and have a positive attitude throughout the pre-recruitment and recruitment periods.
2. Recruitment Counselors may not recruit for their organization while performing IFC duties or wearing IFC apparel.
3. The Interfraternity Council Recruitment Counselors serve as a resource to PNMs during the recruitment process, reminding them of upcoming events, and answering questions about Fraternity Life and recruitment updates. IFC Recruitment Counselors serve as a mentor for potential new members and should be able to answer recruitment questions for PNMs and the

chapters. If they cannot answer a question, they should direct the individuals to the IFC VP of Recruitment and the IFC Advisor.

4. Recruitment counselors monitor recruitment events in chapter facilities to ensure the health and safety of the potential new members. Recruitment Counselors may enter any house during recruitment events when operating in this role on behalf of IFC.

Section V: CONTACT WITH PROSPECTIVE MEMBERS

1. Prospective members are not allowed to visit fraternity facilities until Wednesday, August 14, 2024, unless invited to an IFC-approved recruitment event. Any visits to houses or recruiting on the part of one chapter will be considered a recruitment violation.
 - a. After August 14, 2024, PNM's are allowed to visit fraternity facilities outside of the designated individual chapter events and formal recruitment events, as long as the interactions are outside of the timeframe that chapter individual events are hosted each night. When PNM's are visiting fraternity facilities outside of the designated individual and formal chapter events, PNM's are only permitted to be in common areas (living rooms, dining rooms, front/back lawns, etc.)
2. Active Fraternity men, Alumni, Advisors, or new members are not allowed to visit a prospective member's living spaces in the Quad, Triangle, Townhouses, or Apartments (this includes suites and townhouse/apartment common areas) unless it is approved through the IFC Executive Team or the IFC Advisor.
3. Contact from active members to prospective members will be allowed, as long as the contact is promoting the fraternity experience and not discussing or demeaning other organizations.
4. Chapters must provide accurate information about their chapter, the cost of dues, and their new member process.
5. Every prospective member who registers to participate in Fraternity Recruitment must attend all parties to which he is invited unless excused by IFC Executive Team. In the case that he misses a party without prior notice and approval from the IFC Executive Team and/or IFC Advisor, he will be deemed to have withdrawn from formal recruitment. The PNM could then choose to join a fraternity following Bid Day on September 9^h.
6. Every prospective member must attend Preference Rounds on Friday, September 6th, unless excused by the IFC Executive Team. In the case that he does not attend without prior notice and approval from the IFC Executive Team and/or IFC Advisor, he will be permitted from receiving a formal bid on September 7th and will be withdrawn from formal recruitment. The PNM could then choose to join a fraternity following Bid Day on September 7th.
7. Alcoholic beverages are prohibited during all Informal and Formal Recruitment activities. Actives and potential members are prohibited from participating in Formal Recruitment under the influence of any substances.

Section VI: PRE-RECRUITMENT EVENT POLICIES

1. The IFC VP of Recruitment will hold at least one meeting with the recruitment chairs from the other chapters. This meeting needs to be early on before recruitment starts. At this meeting, the IFC VP of Recruitment will discuss the designated dates for recruitment.
2. For pre-recruitment events such as "Meet the Greeks", House tours, and other informational sessions or pre-recruitment activities, the same recruitment rules apply as the traditional recruitment events.
3. The Interfraternity Council will sponsor at least two informational events or gatherings for PNM's and active members to mingle in a controlled environment. The dates for these sessions/events will be shared with the recruitment chairs of each chapter during the meetings prior to recruitment in the fall semester.
4. All recruitment videos, skits, speeches, and presentations must be turned in to the IFC VP of Recruitment and IFC Advisor by **TBD** through Canvas. The IFC Executive Board will review the

videos, skits, speeches, or presentations and return them to the chapter to make any changes by **TBD**.

Scheduled Pre-Recruitment Events

1. IFC Informational Session

Sunday, August 28th – CSC Lecture Hall – 7:00PM

- a. IFC Exec will host the information session that covers the basics of fraternity life and recruitment schedule details.

2. House Tours

Monday, August 19th - Individual Chapter Houses – 5:30-8:30PM

- a. Chapters are allowed to show common areas/spaces of their house as well as 4 pre-approved individual rooms of the house.
- b. Rooms that will be open for viewing will be checked by an IFC Executive Team member prior to events starting
- c. Recruitment Counselors will check in students when they arrive and encourage students to register for recruitment if they have not
- d. PNMs will be brought down to a house to start by Recruitment Counselors/Chapter Presidents/Recruitment Chairs/Chapter representatives and will be navigated to each house by the Recruitment Counselors.
- e. Groups will spend 30 minutes at each house, and they must visit each house during the night
- f. A passport system will be used to ensure PNMs visit each house
- g. At the conclusion of the night, Recruitment Counselors will bring the group of PNMs at the house they are at back to Sloss Lounge for them to turn in their passports and receive their recruitment t-shirts.
- h. Conversations should include the requirements for living in the house.

***Passport system – PNMs would receive a card with sections for each chapter to initial/sign when they visit their chapter. This could be utilized for pre-recruitment events to ensure they attend all groups or could be utilized for the informal events hosted by chapters to monitor if they are only attending one chapter.*

3. Financial Transparency Presentations + Q&A

Tuesday, August 20th – CSC Lecture Hall – 7:00PM

- a. Each chapter will give their Financial Transparency presentation
- b. Following all 6 presentations, there will be a Q&A panel session
- c. Questions will be centered on the requirements of being in each fraternity.
 - a. Examples: financials, time requirements, GPA/academic requirements, etc.
 - b. A QR Code will also be given so that PNMs may ask any question they have anonymously
- d. Chapters will bring their Finance Chairs, Chapter Presidents, and Recruitment Chairs
- e. All information given at the Financial Transparency presentations will be uploaded to the IFC Canvas to ensure PNMs can refer back to the information.

4. IFC Event - Dodgeball

Thursday, September 5th – HAC Gym – 5:30PM

- a. Chapter members and PNMs will socialize and meet each other.
- b. This event is expected to be an informal gathering before Preference Rounds.
- c. IFC Executive Officers will serve as team captains and will choose their teams of intermixed chapter members. As PNMs show up they will be randomly assigned to a team.

- d. Each chapter will bring 5-10 members determined on how many PNMs register and show up to the event.
5. Attendance Policy
 - a. All chapters must have 75% attendance at Freshman Move-in, Rock the Hill, and the Glow Party. All chapters are also encouraged to attend other New Student Week events as a pre-recruitment opportunity.

Section XII. Financial Transparency Program for Formal Recruitment

The Interfraternity Council will require chapters to share detailed financial information (member dues, chapter fees, assessments, etc.) with potential new members during a specified round of recruitment. Each chapter will share the financial information in a brief group presentation and individual conversations. A potential new member will leave each chapter's event with a single sheet of paper containing the chapter's dues and fees information using the approved IFC template.

Financial Transparency Form

Each PNM that attends the Financial Transparency Presentations must receive information, in the form of a presentation, regarding the chapter's financial breakdown. PNMs will receive the financial information for all the chapters.

The financial transparency forms are to be completed by the chapter and will be due to the IFC Advisor by **August 1st, 2024** via assignment location on Canvas. From that information, a range for dues will be calculated and shared with men interested in participating in formal recruitment.

Financial Transparency Presentation

This information will be presented during the Financial Transparency Presentations. The formal presentation to address this information must be at least 5 minutes and no longer than 10 minutes. This presentation can be given by the chapter President, Treasurer, and/or Membership/Recruitment chair. The format for this presentation is a PowerPoint presentation given by the previously mentioned officers.

Each chapter can only discuss the financial breakdown for their respective chapter. Chapter members cannot discuss the finances of other chapters with PNMs. Recruitment counselors will not discuss the financial breakdown with PNMs but will direct a PNM to the IFC Advisor to answer questions. The final presentation and forms must be submitted to the IFC Advisor by 5:00PM on **August 1st, 2024**.

Required Information to Cover in the Presentation:

- Cover the first and second semester overall fees
- Discuss why the costs for the first year might be different from the next three years
- Discuss the fraternity requirement for living in the fraternity facility.
- Discuss that a meal plan is required when living in a fraternity house
- Discuss when fees would be due (each semester, prior to initiation, etc.)
- Payment methods/dates
- Scholarship information and opportunities

Section VII: FALL 2024 RECRUITMENT POLICIES

1. The dates for the Fall 2024 Recruitment period are August 21st – September 7th.
2. The Interfraternity Council Executive Board will be responsible for coordinating and governing a Formal Recruitment Program. The IFC VP of Recruitment shall schedule and coordinate this event with the aid of recruitment chairmen from member fraternities. Only fraternities recognized by the IFC and in good standing may participate.

3. The presence of alcohol or drugs at any time at an informal or formal recruitment event is prohibited. A recruitment event is defined as any instance in which members of a chapter meet with non-members with the intention of introducing the non-members to their organization.
4. The order and length of the three rounds are as follows:
 - a. First Chapter Individual Events: 1.5 hours each
 - b. Second Chapter Individual Events: 2 hours each
 - c. Preference Night Rounds: 50 minutes each
5. There will be no dress code for nights 1 and 2. For Preference Rounds, PNMs will be encouraged to wear business casual attire.
6. During the formal recruitment period, no chapter may give out, verbally or in writing, a formal bid or accept a potential new member.
7. Fraternity advisors and alumni may attend fraternity recruitment events but are required to wear a name tag provided by IFC.
8. All informal and formal Recruitment events are to be confined to the given location approved by Westminster Interfraternity Executive Team.
9. For all recruitment events between August 21st - September 6th - all rooms within the chapter houses shall have their doors closed and unlocked except the four designated interview rooms, which are to be marked with the signs provided by IFC.
10. Only the following individuals are permitted to be in the Preference Night/Bid List selection room: IFC Executive Team members, the IFC Advisor(s), Chapter Membership/Recruitment Chairs, Chapter Presidents, and Chapter Advisors or Alumni – as designated by the chapter presidents. This number may not exceed five members per chapter.
11. No fraternity may disgrace another fraternity in the form of dirty recruitment. Deliberate rumors, accusations, statements, or songs of a false or misleading nature directed against another fraternity, an individual in another fraternity, or against the best interests of the fraternity system are prohibited.

Recruitment Schedule

Individual Chapter Recruitment Events – Wednesday, August 21st – Friday, August 23rd and Monday, August 26th – Wednesday, September 4th

1. Chapters will host two open recruitment events on the days listed above.
2. Chapter event schedule will be facilitated by IFC in collaboration with the IFC Advisor and IFC VP of Recruitment.
3. Chapters will be expected to invite and market their events.
4. Following the final informal event, PNMs will be expected to rank the chapters to prepare for Preference Rounds.
 - a. Event date/time selection for the events on August 21st – August 23rd will be randomly selected
 - i. Wednesday, August 21st
 1. KA 5-6:30PM
 2. Beta 7-8:30PM
 - ii. Thursday, August 22nd
 1. Delt 5-6:30PM
 2. Phi Delt 7-8:30PM
 - iii. Friday, August 23rd
 1. SAE 5-6:30PM
 2. Sigma Chi 7-8:30P
 - b. Event date/time selection order will be based on the chapter's most recent term GPA.
 - i. GPA Rank 1 – first choice
 - ii. GPA Rank 2 – second choice
 - iii. GPA Rank 3 – third choice

- iv. GPA Rank 4 – fourth choice
- v. GPA Rank 5 – fifth choice
- vi. GPA Rank 6 – sixth choice
- Examples of these events can be a BBQ, movie night, game night, dodgeball, etc.
- 5. IFC will release the schedule of chapter recruitment events and assist in marketing these events to students registered for recruitment.

Preference Rounds – Friday, September 6th

1. On September 6th, there will be a preference round for all PNMs to attend that concludes the scheduled recruitment period.
 - a. PNMs will visit 3 chapters for 50 minutes per round with a 10-minute break in between each round.
 - b. Following the final round, PNMs will make their final selections.

Bid Day – Saturday, September 7th

1. September 7th in the evening will be Bid Day
 - a. PNMs will come to HAC to receive their bids.
 - b. PNMs will receive paper bids at this time
 - c. After accepting their bid, students will stand on the hill until all bids have been received.
 - d. All events following the distribution of bids, dependent on campus policies and local, state, and federal guidelines, must be registered with the Office of Fraternity & Sorority Life.

*****The full recruitment event details with specific technology needs for each round are included at the end of this document.***

Section VIII: BID DAY PROCEDURE

1. From the end of a potential new member's last event until he reports to the fraternity from which he accepts a bid, there will be a period of STRICT SILENCE during which no active fraternity member, alumni, advisor, or new member shall converse with any potential member beyond the normal courtesy of campus greetings.
2. Strict Silence shall be observed between the end of preference parties and bid presentation. There will be NO conversation or contact with PNMs by members, new members, or alumnae. This includes ALL contact – oral, written, printed, typed, or electronic messaging of any kind (e-mail, online, or text message). PNMs will not converse with one another from the time the first Preference Round ends until they have signed their preference cards. PNMs may only talk to Recruitment Staff.
3. The IFC Bid Day will take place on The Hill on September 7th, 2023.
4. Any defacement of Westminster College property is strictly prohibited throughout the duration of the formal and informal recruitment periods.
5. All Bid Night celebrations must be registered and approved through the College two weeks prior to the event, through the appropriate Event Notification Form located on MyWC.

Section IX: WITHDRAWAL OF NEW MEMBER STATUS

1. A fraternity is free to revoke the new member status of a person at any time, and a person is free to withdraw from new member status of a fraternity at any time. The revoking of new member status cannot be due to discrimination on the basis of race, color, religion, national origin, sex, sexual orientation, gender identity, age, genetic information, disability, or status as a protected veteran. Withdrawal is defined as the termination of a person's affiliation with a fraternity before he has been initiated.

Section X: CONDUCT

1. The Interfraternity Council Executive Board is the final campus authority on all interpretations of Recruitment Rules. The Interfraternity Council shall strive to achieve a fair and reasonable resolution for infractions. Sanctions should fit the nature and degree of the offense.
2. No attempt shall be made by an individual or fraternity to physically disorient a prospective new member, using alcohol or any other substances, in an effort to pledge him.
3. Each member fraternity of the IFC concerning proper decorum at recruitment functions shall maintain the standards of gentlemanly conduct. Engaging in any activity that can be considered “dirty recruitment” can result in a recruitment infraction which would require the organization to go through the IFC Judicial Process. “Dirty Recruitment” includes, but is not limited to, the following actions:
 - a. Speaking about other Fraternity/Sorority chapters in a demeaning manner
 - b. Conveying inaccuracies about any chapter on campus, including one’s own chapter, regarding awards, grades, intramural, etc.
 - c. Stereotyping other Fraternity/Sorority chapters in order to deter the interest of the potential new member(s) to join other chapters.
 - d. Attempting to sign a man who has already signed a bid card with another chapter.
 - e. Signing or attempting to sign a potential new member prior to the final round of the Formal Recruitment period (which is prohibited).
 - f. Discouraging a potential new member from participating in the Formal Recruitment process or visiting other chapters (which is prohibited).

Section XI: REPORTING CONDUCT VIOLATIONS

These standards of recruitment conduct, as defined by the IFC, shall be followed by all member fraternities, and any violations shall be reported through the IFC Judicial Complaint Form available in the Fraternity & Sorority Life Office. Recruitment violations will be referred to the IFC VP of Judicial Affairs and the IFC Advisor.

Filing of Complaints

Any individual or group may file a complaint against a Member Fraternity, specifying in writing the particular alleged acts of the accused. This must be done by submitting an IFC Judicial Complaint Form to the IFC Vice President of Judicial Affairs. The IFC Vice President of Judicial Affairs shall promptly review and investigate the allegation. Upon determination that an allegation has merit, the IFC Vice President of Judicial Affairs may charge a Member Fraternity with a violation.

Notification of Charges

Once the IFC Vice President of Judicial Affairs has determined the filed complaint has merit, the Member Fraternity is to be provided written notification of the charges at least one week in advance of the hearing. This written notification shall include the following:

- A. Date, time, and location of their Informal Resolution Hearing;
- B. Description of the alleged violation; and
- C. Due Process Rights.

Informal Resolution Hearing

Upon a finding of the IFC Vice President of Judicial Affairs that a filed complaint has merit, he may offer the charged Member Fraternity the opportunity to participate in an Informal Resolution Hearing unless he feels that potential sanctions could include suspension or loss of IFC Recognition.

In cases in which the charged Member Fraternity accepts an Informal Resolution Hearing, the IFC Vice President of Judicial Affairs shall meet with a representative of the charged Member Fraternity to discuss the allegations of the complaint. Within three (3) business days of the Informal Resolution Hearing, the

IFC Vice President of Judicial Affairs may dismiss the complaint with a finding of no violations, provide the charged Member Fraternity with his finding of violations, and recommendation for a resolution through disciplinary or corrective sanctions. The charged Member Fraternity has three (3) business days to accept or reject the terms of resolution. If the charged Member Fraternity accepts the resolution, the charged Member Fraternity waives all rights of appeal and the outcome is final.

If the charged Member Fraternity rejects the offer of an Informal Resolution Hearing or the resolution, a Formal IFC Judicial Board Hearing will be convened to hear the case.

Formal IFC Judicial Board Hearing

If the charged Member Fraternity rejects having an Informal Resolution Hearing; or the charged Member Fraternity rejects the findings and/or sanctions of the Informal Resolution Hearing, or the IFC Vice President of Judicial Affairs determines the allegation is egregious enough to warrant potential suspension or loss of IFC recognition, or the IFC Vice President of Judicial Affairs chose not to offer an Informal Resolution Hearing then the IFC Vice President of Judicial Affairs shall convene a Formal IFC Judicial Board Hearing.

The IFC Vice President of Judicial Affairs will select five (5) Judicial Committee justices, as predetermined by an alphabetical rotation of the Member Fraternities, to hear the case. In the event the IFC Judicial Committee rotation for service on a Judicial Board hearing falls upon an IFC Justice whose Member Fraternity is involved in the alleged violation, the rotation will skip to the next Member Fraternity in the alphabetical rotation. The IFC Vice President of Judicial Affairs shall serve as a non-voting Chief Justice and the procedural officer for all Judicial Board hearings.

Section XII: RECRUITMENT INFRACTIONS

The following are sanctions that may be imposed by the IFC Judicial Board and/or IFC Vice President of Judicial Affairs (including, but not limited to):

- A. Letter of apology
- B. Fines
- C. Restitution
- D. Educational programming
- E. Public service to the campus or community
- F. Meetings with campus office/departments
- G. Loss of social event and/or campus event privileges
- H. Loss of eligibility for IFC Awards
- I. Censure

All member organizations are encouraged to resolve alleged infractions as soon as possible through informal discussion with the involved parties before filing an infraction. Recruitment Infractions may also occur after Bid Day. All oral comments, online postings, or correspondence should follow all Membership Recruitment Rules and remain Fraternal.

The following rules are divided into three different sections. The first section entails all infractions by levels of severity. Section XII goes into detail about the sanctions based on each level of infraction. As the level of infraction increases, the severity of the infraction increases as well.

Level I Infractions

I.II All skits, presentations, and videos that mention alcohol are expected to do so in a non-descriptive manner.

II.I All Fraternities are expected to have Potential New Members vacate their chapter house by the time set forth by IFC for each round of recruitment. There shall be a grace period of 3 minutes, before and after the time set forth, that will allow potential new members to leave the chapter's housing premises.

II.II. No additional guests, except for house directors, cooks, and/or faculty advisors may be present during recruitment activities. Only house directors may actively participate in recruitment activities.

Level II Infractions

II.III No potential new members are permitted on Fraternity Property outside of their scheduled visits to the respective chapters during the formal recruitment process.

II.IV Signs will be provided to each fraternity chapter to designate which doors are off-limits during recruitment. If a door has a designated sign, it is expected that no member or guest of the chapter house will use such door. Moving signs will not be tolerated without the approval of the Vice President of Recruitment, or President of IFC.

II.V. Any violation of the summer recruitment guidelines outlined in this document. Violations could include but are not limited to, not properly registering a summer recruitment event, adding members before verifying eligibility, or falsifying registration paperwork.

III.III During formal recruitment the maximum ratio of members to Potential New Members is three to one. This stipulation is waved during recruitment groups' movement throughout the chapter.

III.VI There shall be no alcohol containers visible during recruitment. Alcohol containers are defined as objects that contain alcohol in their present state.

Level III Infractions

III.II Chapters may not disclose to the Potential New Members which third-round recruitment list he is on.

III.V Signaling, defined as chapter members warning each other of IFC recruitment staff whereabouts throughout the house, will not be tolerated.

III.VII Fraternity chapters may not refer to other chapters, sorority or fraternity, in a verbal or non-verbal manner.

III.VIII Derogatory remarks, offensive slurs, harassing statements, or sexual gestures toward any race, creed, gender, or other group or individual will not be tolerated.

III.IX Harassment of Potential New Members or IFC recruitment staff will not be tolerated. IFC abides by and enforces the Harassment Policy as defined in the Student Handbook.

III.X Chapter members are not to be in freshman-designated residence halls during formal recruitment, designated by IFC. This rule will count as an infraction for as many members are found to be at the freshmen residence halls. Residential Assistants are exempt from this rule; however, they are to remain a neutral entity.

III.XI Chapter members may not speak to Potential New Members between the end of the third round and the Bid Day events on Saturday evening.

III.XII. Tampering with recruitment in any form will not be tolerated. Tampering includes, but is not limited to:

- i. Promissory Bids
- ii. Advising Potential New Members to withdraw from recruitment at any time
- iii. Advising Potential New Members to single intentional preference at any point in the recruitment process.

Level IV Infractions

IV.I Drugs or alcohol may not be offered or consumed by chapter members or other chapter guests. Alumni, national organization representatives, executive members from other chapters, Westminster faculty or staff, and IFC recruitment counselors and executive members are to be considered chapter guests.

IV.II Active members may not, at any time during recruitment, provide or serve alcohol to Potential New Members during the weeks of recruitment.

IV.III There shall be no drug paraphernalia visible during recruitment.

Section XIII. Recruitment Fines

Each level of fine will be given a separate monetary fine value. Each fine may be appealed, as stated to IFC. The appeal process will be processed by the IFC Executive Council and will be issued to each fraternity accordingly. At the issue of an infraction given to any of the five fraternity chapters, an appeal may be made within 48 hours of receiving the infraction complaint. Upon receiving the appeal, IFC will form the Judicial Board.

1. The rule infractions monetary fines are as follows:

- 1. Level I..... \$100
- 2. Level II.....\$250
- 3. Level III..... \$500
- 4. Level IV \$1,000

The fines outlined above are not the only sanctions that can be associated with the levels of violations. If any violation extends beyond the scope of the Interfraternity Council, the incident will be referred to the Student Accountability staff in Student Life for proper adjudication.

The Westminster College Interfraternity Council Executive Board advises each fraternity’s President, Recruitment Chair, and IFC Recruitment Counselors to familiarize themselves with the Westminster College IFC Recruitment Rules. It then becomes the responsibility of these members to educate their individual chapters.