

# Recruitment Bylaws

## 1. Recruiting

- a. Recruiting shall be defined as any communication between a fraternity member and an unaffiliated student for the purpose of influencing their decision to join a fraternity.
- b. Recruitment materials shall be defined as any physical or digital content that is used for the sole purpose of influencing an unaffiliated student's decision to join a fraternity.
- c. Recruitment events shall be defined as any social function or gathering whose primary purpose is to attract unaffiliated students to consider joining a fraternity and/or to influence an unaffiliated student's choice of fraternity.
- d. Bid shall be defined as a formal invitation to an unaffiliated student to join a fraternity as an associate or new member.

## 2. Recruitment Timeline

- a. The recruitment period begins on the first day of classes and ends on the last day of classes within the semester.
- b. Fraternities may only hold recruitment events during the recruitment period.

## 3. Marketing of Recruitment Events

- a. Physical and recruitment materials may not be distributed or posted on-campus during the First-Year Student Orientation.
- b. Physical and **electronic** recruitment materials may not be distributed or posted on-campus **until the day before the first day of classes for the semester.**
- c. **No advertising recruitment** during the First-Year Student Orientation.
- d. The distribution of all recruitment materials on campus or in/around residence halls must comply with all University and Department of Residential Life policies regarding the distribution and/or posting of flyers and other materials.
- e. Ripping down, covering up, or defacing other fraternities' flyers and advertisements is strictly prohibited.
- f. **Painting the Spirit Wall between TVUC and Thwing and the Rock by The Den can be painted for specific recruitment events. Not for the entirety of recruitment.**
- g. Recruitment materials may not contain references to alcohol and drugs and may not include obscenities.

## 4. IFC Recruitment Event(s)

- a. **The IFC Executive Board in conjunction with the PHC Executive board**, under the supervision of the Vice Presidents of Recruitment, **will hold one community recruitment event during Orientation Week** at the beginning of the fall semester. Chapters will be notified of the date and time of the event by July 1st each summer.
- b. The IFC Executive Board, at their discretion, will hold **one IFC only recruitment event** during the first week of **fall** recruitment. Chapters will be notified of the date and time of the event by July 1st for the Fall events. **and the last fall GB meeting for the Spring events.**
- c. The IFC Executive Board, at their discretion, will hold one IFC recruitment event during spring recruitment, and will notify all chapters of the event date by Dec 1st.
- d. It is mandatory for all chapters to send **at least three representatives** to the IFC recruitment events. These representatives are **expected to stay the entire duration** of the event.

## 5. Improper Recruitment Procedures:

- a. Any recruiting of a Potential New Member (PNM) that involves drugs or alcohol, or any recruitment event involving these substances **is strictly prohibited**. No fraternity men or fraternity advisors shall provide these substances to, or consume these substances with or around any PNM.
- b. Any derogatory action or comment expressed by a fraternity or a fraternity member about another fraternity or individual member of a Greek letter society **is strictly prohibited**.
- c. Harassment or interference by one Greek member in the recruitment procedure of another, including modification or misuse of any other chapter's advertisements or marketing materials **is strictly prohibited**.
- d. **Women, Greek or unaffiliated, attending fraternity recruitment events, except invite-only events where a date is allowed to be invited.** All non-male identifying members are prohibited from participating in fraternity events when or where the primary purpose is recruitment.
- e. Recruitment **is prohibited that occurs** between the extension and acceptance dates of bids. However, if the PNM initiates contact, specific questions may be answered. If a fraternity would like to initiate contact during this period, it must be approved by the Vice President of Recruitment.

- f. Harassing, intimidating, or forcing a PNM to accept their bid **is strictly prohibited.**
- g. Holding recruitment events during any IFC recruitment events **is strictly prohibited.**

## **6. Bidding Procedures**

- a. Fraternities may extend bids starting on the Monday of the fourth week of the semester between 6:00 PM to 11:59 PM. Should such a day fall on an official university holiday, bids may also be extended on Tuesday of the fourth week between 6:00 PM to 11:59 PM.
- b. Bid extension may resume at 9 AM on the Wednesday of the fourth week until the last day of classes.
- c. Bids may be accepted starting at 9 AM on the Wednesday of the fourth week until the last day of classes.
- d. Bid delivery shall be conducted as the following:
  - i. Delivered to the PNM at a mutually agreeable location.
  - ii. Delivered inside residence halls only after seeking permission from the Office of Residence Life via the Vice President of Recruitment
- e. Bids may only be extended at any time between the end of bid week and the last day of classes each semester.

## **7. Bid Acceptance**

- a. Requirements for a PNM to accept a bid include the following:
  - i. Be a student at Case Western Reserve University, Cleveland Institute of Art, or the Cleveland Institute of Music.
  - ii. Be in good standing with their respective institution.
  - iii. Have a minimum of a 2.5 cumulative GPA in accordance with Academic Standing Regulations, with an exception placed on first-semester, freshmen students.