



**MIT** Interfraternity Council

Massachusetts Institute of Technology

Interfraternity Council

**Spring 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 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*

All times given in these recruitment rules are in US Eastern.

Formal Spring Recruitment: (also: Spring Rush, Rush, Spring Recruitment, Recruitment Period) Begins at 3pm February 6, 2021 with IFC Rush Kickoff. Ends 11:59pm February 24, 2021. IFC-coordinated recruitment period.

Spring Bid Period: The IFC will allow bids to be given following the Recruitment period in IAP 2021. The bidding period opens at 8am on February 19th, 2021. The bidding period closes at 11:59pm on February 24th, 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.

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.

## **Article I: General**

1. As per MIT restrictions due to COVID-19, the fraternity houses are closed for the Spring 2021 semester.<sup>1</sup>
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.

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<sup>1</sup> Fraternities selected for the [pilot program](#) are expected to comply with COVID-19 restrictions from the Institute.

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”.
  - a. Virtual content must also adhere to these policies. The “in good taste” policy applies to backgrounds, conduct, and programming virtually as well.
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 prefrash until a bid is accepted.
9. IFC apparel will be permitted for distribution to PNMs and prefrash.
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 in the formal recruitment period.
14. Fraternities must allow the IFC Executive Council or appointed individuals into their events 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. 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-Rush**

*The period following the end of the fall 2020 semester [11:59pm, 12/18/2020] and prior to the IFC Rush Kickoff [3pm, 2/6/2021] shall be considered pre-rush. The intent of the rules is to maintain fair and equitable practices for IFC organizations without inhibiting their ability to recruit new members; thus the following framework is established for pre-rush.*

1. No fraternity Recruitment event can be held after the fall semester and prior to Spring rush. 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-Rush 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 Rush on Saturday, February 6th at 3pm EST.
6. Fraternity members may publicize registration for Rush and IFC Rush programming to any PNM and across any medium.

## **Article III: Move-In Weekend**

*Move-In weekend is when students who will live on-campus during Spring 2021 will be allowed to come to campus, enter the dorms, and begin their quarantine. During this weekend, students should be primarily focused on getting settled, not on Rush. Furthermore, IFC member organizations will likely have students moving in, which is considered in the following rules. Orientation programming is scheduled to occur during this weekend as well.*

1. A moratorium on events will be imposed on Friday, February 12th to reduce programming on a day that will likely be travel-heavy for many PNMs. This does not apply to Rush Interviews.
2. Move-In Weekend begins Saturday, February 13th, 2021 and ends Monday, February 15th, 2021.
3. No fraternity may hold an event or schedule an interview during the Move-In Weekend until after 5:00pm on Monday, February 15th, 2021.
4. On-campus IFC members should abide by all MIT regulations including the COVID-19 policies relevant to the Move-In Weekend.
5. No person associated with a fraternity shall be near alcohol being served to first years.
6. All members associated with a fraternity must obey all additional rules associated with any IFC-sponsored events.
7. During the Move-In period, fraternity apparel (e.g. letter shirts) may be and is encouraged to be worn.

## **Article IV: Spring Recruitment**

### **Section I - General**

1. Spring Recruitment is scheduled to begin on February 6, 2021 and scheduled to end February 24, 2021. It will be conducted virtually.
2. Spring Recruitment is dry. Alcohol and alcohol references are not permitted in events where first years are in attendance.
3. Registration will open for spring recruitment on December 1, 2020.
4. Each fraternity shall provide the Recruitment and Judicial Committee Chairmen at least two telephone numbers that shall be operational at all times.
5. No fraternity may attempt to contact a PNM between the hours of 3:00 am and 8:00 am, unless the PNM has given documented permission to the specific fraternity stating that they can contact them during that time.
  - a. For the purposes of this clause, “documented permission” is defined as a registration form, 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 documentable media outlined in this clause.

**Section II - Bids and Acceptance**

1. The Spring 2021 Bid Period will open on February 19, 2021 and will close on February 24, 2021.
2. Bids for membership to first years and upperclassmen may not be given out until the Spring 2021 Bid Period.
3. Bids may not be accepted until 8:00am on February 20, 2021.
4. 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.
5. Each organization must submit to the Recruitment Chairman records confirming the status of all bids extended during Formal Recruitment 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.
6. The procedure for extending bids past the length of formal recruitment is as follows:
  - a. All bids extended during the Formal Recruitment Period must close at 5:00pm on the last day of the Spring Bid Period.
  - b. Chapters can choose to continue rushing into the informal rush period, which will open on Thursday, February 25th, 2021.
  - c. While the close to the Spring Bid Period will end formal recruitment, the IFC is committed to the process of allowing member organizations and PNMs to find the best possible fit, via informal recruitment if the extended time is desired.
7. After a PNM has pledged an IFC member organization, no other IFC member organization may attempt to recruit them.
8. No organization may invite a first year whose bid is open to an event with alcohol. Similarly, member organizations with open bids may not hold events 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 contact with first years, should it be necessary for safety or other reasons.
2. The Clearinghouse system will be live starting at 9:00 am on Saturday, February 6 (IFC Rush Kickoff) and will close at 3:00am on February 20, 2020 (Bid Acceptance Opens).

3. Access to the Clearinghouse system shall be limited to an organization's Rush Chair, as registered with IFC.
4. 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.
5. PNMs may opt out of the Clearinghouse attendance system 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.
6. 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**

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, via email, with a valid reason:
  - a. January 4
    - i. Public Relations Form due.



- b. January 15
  - i. Event schedules must be submitted to IFC Exec via Event Schedule Submission Form.
  - ii. "I3" videos (30-90 seconds) must be submitted to IFC Exec.
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 be the final interpreter of this rule.
3. IFC Exec notes on the schedule of spring recruitment include:
  - a. Students begin their rush period with a broad approach to chapters. The Rush Kickoff event will be conducted on Gather.town. Each organization will have a room, a 2D virtual space where brothers can stay for talking to new PNMs. Each organization will have a booth in a main IFC space where they can talk to PNMs and encourage them to come meet more of their brotherhood.
  - b. The first week of rush [2/7/2020 - 2/11/2020] provides an opportunity for students to go to events at their leisure throughout the day and schedule interviews if they have strong initial feelings toward any organizations. Rush Interviews are designed to formalize the process and provide language and framework to encourage students and organizations to meet each other in a personal way.
  - c. Friday 2/12/2020 is considered a likely day for moving to campus for many students. As such, a moratorium on events is in place to allow for everyone to move in flexibly without concern for missing programming; interviews are allowed due to their personalized nature.
  - d. Move-In weekend involves a variety of stressors and Rush pauses on these days to allow students to be situated on campus. No Rush Interviews or Rush Events are permitted. While Rush will resume on Monday, February 15th 2021, no events may conflict with programming scheduled by the Office of the First Year.
  - e. As the second week of rush coincides with the first week of classes, events will be limited, as they cannot be held between 9am and 5pm. Interviews will be time limited to allow for students to be free enough to move and converse with their top choices.
  - f. Bids are designed to be given out and accepted on the same timeline as in a normal year. The prohibition of wet events being held by fraternities with open bids creates a natural framework during in-person recruitment. Since well-thought out decision-making is encouraged by the IFC, we provide a provision for extending bids past the end of formal recruitment (essentially making them informal recruitment bids), so long as the IFC Recruitment Chairman is notified.

**Appendix: Additional Policies**

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. 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. 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.

**Appendix: Links**

[IFC Rush Calendar \[Image\]](#)

[rush.mit.edu](http://rush.mit.edu) [To be updated with PR info, videos, link to schedule]

[Gather.Town Mapmaker Tutorials](#)

[IFC Gather Space Link](#)

**Rush Sched [To be released post-January 15]**

[MIT Mind and Hand Book](#)

[MITNOW](#)

[MIT COVID-19 Updates](#)

[MIT COVID-19 UG Student Policies](#)

[ESILG Social Events Policy](#)

[IFC Judicial Committee Bylaws](#)