



Recruitment, Bids, C.O.B. and New Member Education

Policies and Guidelines

Updated July 2023



RECRUITMENT GUIDELINES

Chartered fraternities under the Inter-Fraternity Council (IFC) can recruit on campus under the guidelines of formal recruitment regulated by Towson University and the chapters' respective local and national governing bodies.

Chapters that intend on participating in IFC recruitment **MUST** Submit the rush week schedule of events and flyers for approval by the date and time designated by the IFC Vice President of Recruitment. This schedule should be sent to the IFC Vice President of Recruitment and the coordinator of fraternity and sorority life for approval. **Chapters who do not submit these items by the designated due date will be fined.**

Recruitment of University freshmen is a privilege regulated by the Chapter Assessment Program (CAP). A chapter's national organization must be approved, and the chapter must be at a gold, silver, or bronze level to recruit first-semester freshmen students.

Recruitment Period

The Office of Fraternity and Sorority Life, with the IFC executive, will provide the chapters of the recruitment period in May and November for the upcoming semester. The semi-structured red recruitment period will last for two weeks and will close with the IFC Bid day. Following IFC bid day the continuous open bidding (COB) process will begin.

Semi Structure Recruitment vs C.O.B.

The IFC Recruitment period is Towson's formal recruitment period for the council. Our office supports informal recruitment (COB), outside of the organized period if all informal recruiting efforts are communicated with the office of Fraternity & Sorority Life.

C.O.B. begins the first Monday after IFC Bid Day and remains open until 2 weeks prior to finals. Two weeks prior to finals is the date Towson University Fraternity and Sorority Life expects all chapters to initiate their new members. All informal activities must adhere to the same university, state, and federal regulations and laws in place for formal recruitment.

Recruitment Event Procedures and Rules

All chapters must submit a detailed list of their recruitment events to the IFC before the start of recruitment. The list will include the date, time, event, description, and location of all events. If the schedule is not submitted by the official deadline they will be sanctioned.

Standard Event Rules:

1. No alcohol is permitted at any recruitment event, this includes any drinking game (i.e., water pong, flip cup etc.)
2. No women are permitted at recruitment events this includes but is not limited to strippers, exotic dancers, escorts etc.

3. No presentations or recruitment–promoting materials may include women or alcohol (pictures and video included)
4. All sponsored chapter events must end no later than 10:00pm. Potential new members must leave by this time. There are no exceptions. Potential new members are not permitted to “hang out” after the conclusion of a recruitment event.
5. No member of a Fraternity may provide transportation to or from a licensed liquor establishment or any location where alcohol is present, regardless of age.
6. Transportation must be provided for all potential new members free of charge. If a chapter chooses to host an event outside of the Towson area, the trip must first be approved by the IFC and Office of Fraternity & Sorority Life. If a chapter wishes to hold a recruitment event such as this, they must also provide transportation and cover all costs for two IFC officers.
7. The IFC reserves the right to reject any event for any reason keeping in mind the best interest of the chapters the IFC, the potential new members, and Towson University.
8. All IFC Officers are authorized to attend any recruitment event at any given time without informing the host chapter in advance.
9. If a chapter is found to be in violation of any of these rules, they will be charged and tried by the IFC Executive Board.

Community Rules:

1. For the benefit of Greek life, the IFC executive board and all its committees will not promote any individual chapter of the IFC but promote all IFC Chapters equally. This includes wearing any letters, or recruitment shirts. However, informing a potential new member of an officer's chapter affiliation is not a violation of this rule.
2. For the benefit of Greek life, all chapters are prohibited from belittling
3. any chapter. The IFC recognizes that there is no need for a chapter to go out of its way to promote another chapter, but talking down upon, or any sort of demeaning reference of any chapter is in strict violation of this rule.

Potential New Member Eligibility

Chapters may only recruit and offer bids **to full-time undergraduate students (12 or more credits)** and a **cumulative G.P.A. of 2.5 or above**. They must complete the eligibility form online at [How to Join | Towson University](#): This link will take you to the “how to join” section of the University website and potential new members must scroll down and complete the TU recruitment/intake eligibility form.

All potential new members are required to fill out and submit this form to be eligible to participate in recruitment, even if they are not selected. During each day of recruitment/rush/Interest meeting, a laptop is required at a sign-in table for potential new members to complete the form. Please make sure that every person you speak to completes the form. The online form is non-binding.

Potential New Members MUST:

1. Attend one (1) of the chapter's rush /recruitment events that semester.
2. Complete the eligibility form online at [How to Join | Towson University](#):
3. Have a 2.5 cumulative GPA (Grade Point Average). *(First semester freshmen or transfers are exempt from this) *
4. Must be attempting 12 credits or more.

By completing the eligibility form, a student releases their grades to the chapter, national organization, and the Office of Fraternity and Sorority Life.

The Director/Coordinator of Fraternity and Sorority Life must be notified in writing of any recruitment-related activities outside the formal recruitment period. **A Deviation Letter must be submitted when the Rush week schedule is submitted.** Submission of this letter does not grant automatic approval for deviation.

SELECTION AND BIDS

Chapters are required to submit their initial Bid List and new member education plan the Thursday morning (8:30 am –12:00 pm) before IFC Bid day. The list **AND** New member education plan must be **BOTH** physically brought into the Fraternity and Sorority Life office (UU 251) and electronically emailed to Fsl@towson.edu.

The Monday after IFC Bid day Chapters **MUST** declare their new class by 12 noon. Declaration of a new class is an email confirmation of the approved students from your bid list that will be participating in new member education.

NEW MEMBER EDUCATION

Education schedule

New member education schedules must be submitted with the bid list. Education schedules should include TIPS training and Greek 101.

The new member education period for fraternities and sororities may not be longer than six **(6) weeks in the Fall and seven (7) weeks in the Spring**. Again, new member recruitment and education must end no later than two weeks prior to finals. All education sessions must be held on the campus of Towson University unless approved prior by the (inter)national office.

Notice of Deviation

The Director/Coordinator of Fraternity and Sorority Life must be notified in writing of any recruitment-related activities taking place outside the scope of the guidelines provided. **A Deviation**

Letter must be submitted when the recruitment schedule is submitted. Submission of this letter does not grant automatic approval for deviation.

Those chapters, whose national headquarters prohibit them from participating in the Towson University designated period, must adhere to the following no less than 5 Business days before any recruitment activity:

1. The chapter must submit a formal letter with letterhead from the district, regional or national office indicating the reasons and areas in which deviation from the Towson University guidelines are necessary to adhere to the guidelines set out by your organization.
2. The letter should be signed, and the advisor of the sponsoring chapter should be prepared to meet with the coordinator to further discuss the deviation.

Charges may be brought against the chapter and/or individual chapter member(s) through the Office of Student Accountability & Restorative practices.

Expectations of Organizations during recruitment

1. The academic mission of the institution will be upheld and promoted to potential new members.
2. New member education activities will not interfere with academic endeavors or class schedules, will not occur between the hours of 12 a.m. and 8 a.m., and will not include the presence or consumption of alcohol.
3. The selection of potential new members will be free of any form of mental and/or physical abuse and hazing.
4. Potential new members will be selected on the criteria set forth by the (inter)national organization.
5. Chapters will not engage in pre or post hazing activities. Hazing is not tolerated in any form—as part of the new member program or as acts of individual members of the chapter.
6. The chapter will be responsible for providing the times and location of all educational instruction.
7. The chapter will conduct new member training after the completed initiation of new members.
8. Initiations and rituals should take place on campus unless otherwise approved by Towson University.

Potential new members rights

The new member education process should be conducted in a manner that respects the dignity of aspirants and protects their mental and physical well-being. Examples of acceptable behavior include activities that are not classified as hazing, but promote scholarship, promote service, develop leadership and/or social skills, assist career goals, improve relations with others, build awareness of fraternity or sorority history, instill a sense of brotherhood or sisterhood, foster

chapter solidarity or otherwise promote the institutional mission of the University. Rush and new member education can take place in either the Fall or Spring, but not during university closings.

Hazing

National offices of local affiliate chapters, and Towson University have a “zero tolerance” approach to hazing. Any form of hazing is against Maryland State Law.

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MD CODE 1957, Art. 27, s
Code 1957, Art. 27, s 268H

ANNOTATED CODE OF MARYLAND
CODE OF 1957
ARTICLE 27. CRIMES AND PUNISHMENTS.
I CRIMES AND PUNISHMENTS

Hazing

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Current through End of 1997 Reg. Sess.
s 268H Hazing students prohibited.

(a) Haze defined. -- In this section "haze" means doing any act or causing any situation which recklessly or intentionally subjects a student to the risk of serious bodily injury for the purpose of initiation into a student organization of a school, college, or university.

(b) Violation constitutes misdemeanor; penalty. -- A person who hazes a student so as to cause serious bodily injury to the student at any school, college, or university is guilty of a misdemeanor and, on conviction, is subject to a fine of not more than \$500, or imprisonment for not more than 6 months, or both.

(c) Consent of student not defense. -- The implied or expressed consent of a student to hazing may not be a defense under this section.

CREDIT

(1985, ch. 153.)

Code 1957, Art. 27, s 268H

MD CODE 1957, Art. 27, s 268