

UCLA Interfraternity Council *Independent Recruitment Policy*



The following policies are established in order to provide IFC member fraternities with the flexibility to recruit new members outside of an IFC official recruitment period.

All member fraternities affiliated through the Office of Fraternity and Sorority Life are required to abide by the regulations set forth. This policy is a guide for IFC chapter conduct.

Chapters in violation of this policy will be subject to a judicial review by the IFC Judicial Board, the Office of Fraternity and Sorority Life, the Office of Student Conduct, the Title IX Office and/or the Office of Equity, Diversity and Inclusion as appropriate.

The acronym IFC will hereby be used to notate the Interfraternity Council. The acronym OFSL will hereby be used to notate the Office of Fraternity and Sorority Life.

****Note:** Upon adoption, this policy will be in effect only through the end of the 2020 Spring academic quarter. Additionally, all rules and regulations outlined in the “Prospective Member Eligibility,” “Bidding Policy,” “Recruitment Policies,” and “Advertisements” sections of the Winter 2020 Recruitment Packet will be in effect during the 2020 Spring academic quarter.

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SECTION 1: DEFINITION OF INDEPENDENT RECRUITMENT

Independent Recruitment is defined as the recruitment of potential new members (PNMs) outside of an official recruitment period. Each chapter will be given the opportunity to be involved or to be omitted from participating in Independent Recruitment at the start of each academic quarter. During quarters where an official recruitment period is held by IFC, participation in independent recruitment will be available only to chapters that participate in an official recruitment period unless otherwise approved by the IFC VP of Recruitment. During quarters where no official recruitment period is held, all chapters will be allowed to participate in the independent recruitment period.

SECTION 2: STRUCTURE

1. The Independent Recruitment period will open on the first day of classes at the beginning of each academic quarter and close on the last day of classes at the end of each academic quarter. Chapters may only hold independent recruitment events while the independent recruitment period is open. During quarters in which an official recruitment period is held by IFC, the independent recruitment period will open the first day of classes after the official recruitment period has ended. No independent recruitment events may be held during UCLA summer sessions.
2. In order for a chapter to participate in the independent recruitment process, they must notify the IFC VP of Recruitment prior to the opening of the independent recruitment period and inform him of their decision to opt in to the independent recruitment process. Any chapters that fail to officially notify the IFC VP of Recruitment of their decision to opt in may not be allowed to participate in the independent recruitment process.
3. After a PNM has attended a chapter's independent recruitment event, that PNM may not attend any social events of fraternities participating in that academic quarter's independent recruitment period. During an official recruitment period held by IFC, the no events period may still be in effect as outlined by a specific recruitment packet.
4. All independent recruitment events, excluding informal events as outlined in Section 3, must be scheduled and approved with the IFC VP of Recruitment at least one week prior to the event.
5. All marketing materials (including but not limited to flyers, banners, shirts, etc.) used at any time during the independent recruitment period must be submitted to the IFC VP of Recruitment for approval prior to their implementation for marketing purposes.
6. Independent recruitment events may be in house or off site, so long as those in attendance are properly accounted for per the event type expectations.
7. All recruitment events are substance free and will be compliant with the IFC Risk Management Policy. There shall be no alcohol or other drugs present or consumed by PNMs, members, or alumni.
8. Chapter affiliated individuals such as alumni or regional/national staff may attend independent recruitment events.
9. Women are not permitted at recruitment events to help recruit or provide entertainment.
10. Immediately following all independent recruitment events, the hosting chapter must provide the IFC VP of Recruitment with a full guest list of all PNMs who visited the chapter.
11. A bid may be extended to a PNM after that PNM has formally attended one independent recruitment event hosted by the chapter.
 - a. Chapters are encouraged to allow ample time for a PNM to accept a bid.

- b. As soon as a bid has been accepted by a PNM, it is the responsibility of the chapter to immediately provide the IFC VP of Recruitment with full name of the PNM.
- c. PNMs that have accepted a bid from a chapter are not allowed to attend a different chapter's independent recruitment events.

SECTION 3: TYPES OF EVENTS

SUBSECTION 1: IN HOUSE EVENTS

1. An in house recruitment event is defined as an event located at a chapter facility of the hosting fraternity chapter.
2. In house events may take place at anytime between 11:00AM to 10:00PM and may last no longer than four hours from start to finish
3. In house recruitment events may be subject to IFC inspection by an IFC Executive Board member up to an hour before the event is scheduled to begin as well as at any point during the duration of the independent recruitment event.
4. If an IFC Executive Board member sees anything in violation of this Independent Recruitment Policy or IFC Risk Management Policy, the event may be subject to cancellation and referred to the Chief Justice for review.

SUBSECTION 2: OFF SITE EVENTS

1. An off site independent recruitment event is defined as an event that occurs outside of a chapter facility.
2. The location of the off site event must be approved by the IFC VP of Recruitment at least one week in advance of the event.
3. Off site recruitment events may take place anytime between the hours of 11:00AM and 10:00PM and may last no longer than five hours from start to finish, including travel.
4. Off site recruitment events may be subject to IFC inspection by an IFC Executive Board member up to an hour before the event is scheduled to begin as well as at any point during the duration of the independent recruitment event.
5. If an IFC Executive Board member sees anything in violation of this Independent Recruitment Policy or IFC Risk Management Policy, the event may be subject to cancellation and referred to the Chief Justice for review.

SUBSECTION 3: INFORMAL EVENTS

1. An informal independent recruitment event is defined as lunch or coffee meetings, interviews, referrals, and other one-on-one style events.
2. The location of an informal recruitment event does not need to be submitted to the IFC VP of Recruitment, however, the attendance roster must still be submitted immediately following the event.
3. Informal recruitment events may take place anytime between the hours of 11:00AM and 10:00PM and may last no longer than four hours from start to finish.
4. All IFC recruitment and risk management policies still apply and alleged violations will be referred to the Chief Justice for review.

SECTION 4: ENFORCEMENT OF THE IFC INDEPENDENT RECRUITMENT POLICY

Chapter(s) that violate this policy will be subject to a referral to the IFC Judicial Board and/or administrative review by the Office of Fraternity and Sorority Life, and/or through the UCLA Dean of Students Office.

Attendance by chapter recruitment teams is required for all scheduled recruitment meetings or other designated workshops that are provided by IFC and/or the Office of Fraternity and Sorority Life.

IFC, UCPD, and/or University Administrators have the right to stop or cancel any recruitment function.

IFC may do periodic checks before, during, or immediately following recruitment events to ensure chapters are following policy and to report any violations.

Note: *These guidelines shall apply for violations of the IFC Recruitment Policies. Modifications to these guidelines and above enforcement are subject to change by the IFC President's Council in collaboration with the Office of Fraternity and Sorority Life as deemed necessary at any time.*

All forms and resources can be found online at:

www.ifcucla.com