

RECRUITMENT RULES OF THE
INTERFRATERNITY COUNCIL

Cornell University
Ithaca, New York

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ARTICLE I
Spirit of Recruitment

The Cornell Interfraternity Council (IFC) creates and enforces the Formal Recruitment Rules with the intent of fostering a safe, efficient, and fair Recruitment for the benefit of fraternity chapters and broader Cornell community. All chapters agree to abide by these rules as a part of being a member of the IFC. They serve to protect the potential new members (PNM), individual chapters, and the overall interests of the Cornell IFC, especially with regard to maintaining a positive relationship with Cornell University. However, by codifying and enacting these internal expectations, the IFC is not adding to the multiplicity of rules that Cornell enforces against fraternities. Rather, this document is internal to the IFC, and includes an internal enforcement mechanism that does not duplicate the Student Code of Conduct or the Office of Student Conduct and Community Standards. Any action committed by a Cornell IFC member chapter or member of the Cornell IFC community to the detriment of the Cornell IFC member chapter, Cornell IFC community member, PNM, or the Cornell University community 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 Cornell IFC VP of Recruitment, Tri-Council Judicial Board, and/or any Cornell University conduct office upon request and failure to do so is itself a violation. All questions regarding the interpretation of the rules should be referred to the Cornell IFC VP of Recruitment and Cornell IFC Executive Board for proceedings, and all violators are subject to any and all fines, sanctions, and punishments that the Cornell IFC VP of Judicial Affairs deems appropriate. This document does NOT diminish the North American Interfraternity Conference ([NIC Standards](#)) or any other national chapter standards. It shall be the responsibility of each member chapter of the Cornell Interfraternity Council to uphold and enforce the social event policy of Cornell University. In social event policy cases, a fraternity may be subject to the jurisdiction of the Cornell IFC VP of Judicial Affairs.

ARTICLE II
Definitions

- A. **Associated Member**: Any person who has connections with the IFC organization in question. This includes but is not limited to, the IFC organization's members and alumni.
- B. **Recruitment Event**: An event will be defined as any time a Cornell IFC member chapter or member pays for a PNM, takes a PNM off campus, or hosts an event for the purpose of recruitment efforts.
- C. **Off-Campus Event**: Any event sponsored or cosponsored by a Cornell IFC member chapter that does not take place at Cornell IFC member chapter houses.
- D. **Formal Recruitment Period**: Period of time when a majority of PNMs join Cornell IFC member chapter organizations. This period encompasses one week before the PNM recruitment meeting until after the bid acceptance deadline.
- E. **Cornell IFC member chapter house**: The house, grounds, parking lots, walkways, living space, and any other area that is directly associated with a Cornell IFC member chapter or its members. This includes "main" chapter houses on or near the Cornell campus and associated "annexes," which are off-campus buildings or apartments where three or more associated members of a Cornell IFC member chapter reside.
- F. **Recruitment Counselor**: Serve as a mentor, advisor, and resource for potential new members (PNMs) to refer to throughout the formal recruitment process.
- G. **IFC Neutral**: Any member of the IFC Executive Board, any Recruitment Counselor, any staff member from Sorority and Fraternity Life, and any Cornell University Administrator.
- H. **Potential New Member (PNM)**: A fully matriculated Cornell University student who has registered for Interfraternity Council formal recruitment or has reached out to the IFC Advisor to communicate their interest in joining a member chapter. To be eligible for formal recruitment, a PNM must have either completed one full semester at Cornell University or be a first-semester sophomore transfer student.
- I. **"Dirty Rush"**: Each Cornell IFC member chapter of the Cornell IFC shall make a good faith effort to follow the recruitment rules provided and maintain the standards of gentlemanly conduct. "Dirty Rush" is a slang term and can be defined as the gross neglect of the recruitment rules provided and/or disregarding the standards of gentlemanly conduct throughout the recruitment process. "Dirty Rush" includes, but is not limited to, the following actions:
 - a. Providing alcohol products or controlled substances to PNMs during any recruitment event throughout the year, or instructing them to partake in the consumption of alcoholic beverages or controlled substances prior to any recruitment event throughout the year.
 - b. Conveying inaccuracies about any chapter on campus, including one's own chapter, regarding awards, grades, intramural, etc.
 - c. Attempting to coerce a PNM who has already signed a bid card with another chapter to join a different member chapter.
 - d. An individual member of a member chapter asking or holding in possession any electronic devices that belong to a PNM during the Formal Recruitment period.
 - e. Signing or attempting to sign a potential new member prior to the final round of the Formal Recruitment period, provided that,

- i. The PNM has registered for a Formal Recruitment cycle in that semester or has registered for a Formal Recruitment cycle in the past, and
 - ii. That semester's Formal Recruitment cycle is the first time that PNM is eligible to participate in Formal Recruitment.
- f. Discouraging a potential new member from participating in that semester's Formal Recruitment cycle or preventing a PNM from visiting other chapters during that semester's Formal Recruitment cycle.

ARTICLE III
General Year Round Recruitment Rules

- A. All Cornell University rules governing the provision and consumption of alcohol and drugs apply at all times,
 - a. [Cornell University Sorority and Fraternity Life Social Event Policy](#)
 - b. [Cornell Student Code of Conduct](#)
- B. For PNMs registered for an upcoming Formal Recruitment cycle, no bids for membership shall be promised or given to any PNM before Formal Recruitment or before the bid distribution deadline during the Formal Recruitment period.
- C. All marketing or promotional materials published in print or electronic forms by Cornell IFC member chapters must refrain from images and/or words that either imply and/or express the consumption of alcoholic beverages and/or controlled substances.
- D. Fraternities must allow members of the Cornell IFC Executive Board or appointed individuals onto their premises if it is deemed necessary by the Cornell IFC Executive Board to confirm adherence to these Recruitment Rules.
- E. The Cornell IFC fully supports year-round open recruitment.
- F. Fraternities are permitted to host recruitment functions 365 days a year, except during the designated study period, final exams, and summer session.
 - a. Fraternities will be permitted to extend bids only after the Formal Recruitment period in the Fall and Spring semesters concludes and may continue extending bids after this time up until the last day of classes for that semester as specified in Article VII.
 - b. Fraternities may NOT extend bids over the summer, reading days, exam days, winter break, and days leading up to the Formal Recruitment period.
- G. The deadline for Cornell IFC member chapters to initiate all new members into their respective chapters is 4 weeks after the start of the new member education period.
 - a. For Formal Recruitment cycles in the Fall and Spring semesters, this deadline will be set by the [Sorority & fraternity Life Office in consultation with the Cornell IFC VP of Recruitment](#).
 - b. For all other times of the semester after the Formal Recruitment period, including the Continuous Open Bidding (COB) period, this depends on when that specific Cornell IFC member chapter begins the new member education period during that semester.
 - c. Given extenuating circumstances that prevent Cornell IFC member chapters from initiating new members 4 weeks after the new member education period begins, Cornell IFC member chapters may submit a request for a new member education period extension.
 - i. Example of what would constitute an extension: A Cornell IFC member chapter has a national conference that the Chapter president is required to attend on the initiation deadline days. However, the chapter president is required to perform specific rituals and traditions at their chapter's initiation, so there is a valid reason to request an extension.
 - d. This request will be submitted to the Cornell IFC Advisor and Sorority and Fraternity Life Office, and is at their sole discretion to grant, deny, or give an alternative initiation deadline to that specific Cornell IFC member chapter.

- H. These rules apply to all Cornell IFC member chapters, Cornell IFC member chapter houses/property, individual Cornell IFC member chapter members, Cornell IFC member chapter alumni, PNMs, Recruitment Counselors, and anyone associated with a particular Cornell IFC member chapter regardless of his or her location or affiliation.
- I. By participating in formal recruitment, the President and Recruitment Chair of each Cornell IFC member chapter acknowledge, on behalf of their organization, their chapter's understanding of all the rules within this document and their willingness to comply with them. Failure to comply with these recruitment rules will be treated as forfeiture of the right to participate in Formal Recruitment.

ARTICLE IV
Classification of Recruitment Events

- A. Recruitment events can be either classified as formal or informal recruitment events depending on the time of year, context of what the event is, location of the event, and time of day the event is occurring.
- a. Formal recruitment events:
 - i. Any of the following constitute a formal recruitment event
 - 1. Any recruitment activity or event which occurs during the Fall or Spring Formal Recruitment period,
 - 2. Any recruitment activity or event that occurs past 10 PM regardless of the semester it is taking place, or,
 - 3. Any recruitment activity or event that is taking place at a Cornell IFC member chapter house or affiliated property.
 - ii. What Cornell IFC member chapters must do before hosting a Formal Recruitment event:
 - 1. If during the Formal Recruitment period, the proposed activity must be reported to the Cornell IFC Executive Board and VP of Recruitment by the first day of scheduled open houses,
 - 2. If not during the Formal Recruitment period, must be reported to Cornell IFC President and Cornell IFC Advisor three days prior to the event.
 - b. Informal recruitment events:
 - i. Any of the following constitutes an informal recruitment event
 - 1. Are any recruitment activity or event which does not occur during the Fall or Spring Formal Recruitment period,
 - 2. Are any recruitment activity or event that concludes prior to 10 PM regardless of the semester it is taking place,
 - 3. Are any recruitment activity or event which is not taking place at a Cornell IFC member chapter house or affiliated property,
 - ii. What Cornell IFC member chapters must do before hosting an Informal Recruitment event
 - 1. Are likely, but not limited to, the following activities: lunch or coffee meetings, interviews, or dinners,
 - 2. Do not need to be submitted to the Cornell IFC Executive Board, VP of Recruitment, IFC President, IFC Advisor, or Sorority and Fraternity Life Office.

ARTICLE V

Procedure of IFC Neutrals and Recruitment Counselors

Section A: Purpose of Recruitment Counselors

- A. To serve as the first point of contact for PNMs to assist in the Cornell Interfraternity Council formal recruitment process.
- B. To act as a neutral guide to PNMs by providing information about the Cornell Interfraternity Council system, answering questions, and helping PNMs navigate the recruitment policies and events.
- C. To support and advocate for the PNM's best interest, ensuring they have a positive and fair experience while making informed decisions about which fraternities to join.
- D. To foster a welcoming and inclusive environment for all PNMs while upholding the values and principles of the IFC and the fraternity community as a whole.

Section B: Qualifications of a Recruitment Counselor

- A. Prior to the start of Formal Recruitment, be a current second, third, or fourth-year member of a Cornell Interfraternity Council member chapter in good standing or temporarily disaffiliated from a chapter not in good standing.
- B. Be neutral in the week leading up to, during, and after formal recruitment ends until the bid acceptance deadline.
- C. Temporarily informally disaffiliate from their Cornell IFC member chapter, and make a good faith effort to remove traces of their affiliation by:
 - a. Removing affiliated membership from all social media accounts, including Instagram, Twitter, LinkedIn, and websites.
 - b. Abstain from wearing clothing or merchandise with their member chapter affiliation for the duration of the formal recruitment period.
 - c. Not participating in their member chapter's recruitment events or internal bid selection process.
- D. Fill out an application, created by the Cornell IFC VP of Recruitment, for the position of Recruitment Counselor.
- E. If selected, attend a Recruitment Counselor information session hosted by members of the Cornell IFC Executive Board to be trained, and familiarize themselves with the recruitment rules, procedures, and expectations set by the Cornell IFC.

Section C: Core Principles of being a Successful Recruitment Counselor

- A. Leadership – Being able to facilitate open, neutral communication with PNMs is a difficult task. Knowing fraternity values and interpersonal skills to navigate this is essential for a prospective Recruitment Counselor.
- B. Neutrality – Recruitment Counselors should maintain neutrality throughout the recruitment process. They should avoid displaying favoritism or bias towards any particular fraternity and focus on providing accurate information and guidance to potential new members.
- C. Knowledgeable – Recruitment Counselors should possess sufficient knowledge to answer questions, address concerns, and provide an unbiased perspective to potential new members.

- D. Confidentiality – Recruitment Counselors must uphold strict confidentiality regarding PNM’s personal information, preferences, and conversations. They should respect privacy and ensure that all discussions remain confidential to foster a trusting environment.
- E. Inclusivity – Recruitment Counselors should promote inclusivity throughout the recruitment process. They should strive to create an inclusive and welcoming environment for PNMs from all backgrounds, ensuring that they feel valued and respected.
- F. Communication – Recruitment Counselors should maintain open lines of communication with potential new members, providing guidance and support throughout the recruitment process. They should be approachable, accessible, and actively listen to the concerns and questions of potential new members.
- G. Professionalism – Recruitment Counselors should conduct themselves professionally and ethically at all times. They should adhere to IFC policies and guidelines, act as role models for potential new members, and address any instances of misconduct or violations promptly and appropriately.

Section D: Procedures and Expectations of a Recruitment Counselor

- A. During the formal recruitment period, a Recruitment Counselor will be assigned a group of PNMs to mentor throughout the process.
- B. A Recruitment Counselor will be expected to attend the Cornell IFC PNM Orientation at the start of the formal recruitment period where they will be assigned their respective PNMs.
- C. A Recruitment Counselor is expected to create a GroupMe chat with all their assigned PNMs, as well as provide their individual contact information in the form of a cell phone number and email.
- D. A Recruitment Counselor is responsible for reaching out to their assigned PNMs on each day of member chapter open houses to facilitate a PNM attending multiple different open house events on those days.
- E. A Recruitment Counselor is responsible for reaching out to their assigned PNMs on each day of invite-only events to find out where a PNM has been invited to attend and if they plan on attending.
- F. If a Recruitment Counselor realizes a PNM has not been invited to attend an invite-only recruitment event, they should notify a member of the Cornell IFC Executive Board (IFC Neutral) to assist that PNM throughout the rest of the formal recruitment period.

Section E: Procedures and Expectations of an IFC Neutral

- A. IFC Neutrals are expected to be neutral starting seven days before the first formal recruitment event until the bid acceptance deadline.
- B. Temporarily informally disaffiliate from their Cornell IFC member chapter, and make a good faith effort to remove traces of their affiliation by:
 - a. Removing affiliated membership from all social media accounts, including Instagram, Twitter, LinkedIn, and websites.
 - b. Abstain from wearing clothing or merchandise with their member chapter affiliation for the duration of the formal recruitment period.

- c. Not participating in their member chapter's recruitment events or internal bid selection process.
- C. IFC Neutrals are expected to assist in the organization of Cornell IFC formal recruitment events and facilitate communication between the Recruitment Counselors.
- D. IFC Neutrals should only intervene with PNMs during the formal recruitment period if a conflict of interest arises with their assigned Recruitment Counselor or to assist in facilitating connections between PNMs and IFC member chapters.

Section F: Privileges of a Recruitment Counselor or IFC Neutral

- A. Recruitment Counselors and IFC Neutrals are allowed to contact PNMs at any point during the recruitment period to assist in the formal recruitment period via any means of communication, up to and including GroupMe messaging, texting, phone calls, and emails.

Section G: Member Chapter Information

- A. During the Fall formal recruitment period, IFC member chapters in good standing are encouraged to have members apply to become a Recruitment Counselor.
- B. During the Spring formal recruitment period, IFC member chapters in good standing are required to have a minimum of 1 member apply to become a Recruitment Counselor.
- C. In the Fall and Spring semesters, before the formal recruitment period begins, the recruitment chairs of IFC member chapters will be given the option to opt out of their contact information (phone number and email) shared with PNMs by Recruitment Counselors or IFC Neutrals during the formal recruitment period.
 - a. Contact information of Cornell IFC member chapter recruitment chairs will be shared only during the invite-only event period if a PNM has not been invited to an event on a given night.

ARTICLE VI
Formal Recruitment Procedures

Section A: PNM Registration for Cornell IFC Formal Recruitment

- A. Prospective students may register for the Fall and Spring Recruitment period (including formal and informal recruitment) by completing the necessary online form (via CampusDirector).
- B. All men interested in the Fall and Spring Recruitment period must register no later than the day before open houses begin.
- C. All necessary online training requirements are expected to be completed by PNMs by the start of invite-only events, however, in the event of extenuating uncommon circumstances, PNMs may be granted an extension until the bid acceptance deadline.
- D. If a PNM does not register by the day before open houses begin, their recruitment eligibility will be at the discretion of the Cornell IFC VP of Recruitment.
- E. Cornell University students will be notified via email after signing up, and the Cornell IFC Instagram page on updates surrounding recruitment.
- F. All registration questions may be referred to the Cornell IFC Executive Board or the IFC Advisor.
- G. 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 Cornell University, or, be an undergraduate regularly matriculated student at Ithaca College, so long as the Ithaca College student joins a member chapter with a Cornell University student serving as president
 - c. If a first-year or transfer student, the student must have completed one full academic semester at an accredited higher education institution.
 - d. Have at least a 2.25 cumulative GPA

Section B: Pre-Formal Recruitment Event Meetings

- A. Prior to the beginning of the Formal Recruitment period, the Cornell IFC VP of Recruitment will hold at least one meeting with chapter presidents, recruitment chairs, and risk managers from Cornell IFC member chapters. At this meeting, the IFC recruitment chair will discuss the designated dates for recruitment, go over the set of recruitment rules, and answer questions from attendees.
- B. Prior to the beginning of the Formal Recruitment period, the Cornell IFC President, VP of Recruitment, and IFC Advisor will host an informational session that PNMs must attend to be eligible to participate in Formal Recruitment.
 - a. For PNMs unable to make the informational session, a make-up session will be offered in the days following the original session.

Section C: Withdrawal of PNM from the Formal Recruitment Period

- A. The recruitment process is considered a privilege and Cornell IFC Executive Board reserves the right to remove any PNMs from Formal Recruitment at any time. Reasons for removal may include but are not limited to:
 - a. A PNM bringing, consuming, and or being under the influence of alcohol or controlled substance at Formal and/or Informal Recruitment events,

- b. The PNM does not meet the qualifications listed within Section F: Bids and Acceptance, Subsection A,
- c. Disrespectful to any active member or other potential member based on race, color, creed, religion, national origin, sexual orientation, disability or age,
- d. The PNM in question disclosed to a Cornell IFC member chapter, individual Cornell IFC member chapter member, other PNM, Recruitment Counselor, or member of the Cornell IFC Executive Board they,
 - i. have previously been found responsible for a Cornell University Policy 6.4 violation,
 - ii. have previously been found responsible for a Cornell Code of Conduct violation by either the Office of Student Conduct and Community Standards (OSCCS), Cornell University Hearing Board, or Cornell University Review Board.
- e. The PNM in question has been reported by any current Cornell University student to the Cornell IFC Executive Board, Cornell IFC President, or Cornell IFC VP of Recruitment for a pattern of sexual assault and/or related misconduct,
 - i. When a report is filed to any of the parties listed above, the PNM will be contacted by the VP of Recruitment requesting a special meeting to discuss a “sensitive topic”.
 - ii. At the meeting, the PNM will be met with a committee of five IFC Executive Board members, composed of the Cornell IFC President, Executive Vice President, VP of Recruitment, VP of Judicial Affairs, and one more IFC Executive Board member not listed above selected at the discretion of the Cornell IFC President.
 - iii. The Cornell IFC VP of Judicial Affairs will present the allegations filed against the PNM with associated evidence while maintaining the anonymity of the reporting party such that the PNM is not to discover who it is.
 - iv. The PNM will then have a 120-minute time limit at the special meeting to respond to the report and associated evidence.
 - v. The committee of Cornell IFC Executive Board members will then have an unlimited amount of time to ask follow-up questions to the PNM, who will have an unlimited amount of time to respond to each one.
 - vi. Once done, the PNM will be escorted out by the VP of Recruitment, and the Cornell IFC committee will conduct a secret vote, counted by the IFC President.
 - vii. The standard of evidence is a preponderance of the evidence (50%+).
 - viii. If a simple majority (3 out of 5 members) of the committee vote to remove the PNM, that PNM in question will be removed from the Formal Recruitment process and the Cornell IFC member chapters who still list him on Campus Director will be notified. However, the PNM could participate in the Formal Recruitment of the following semester, at the discretion of the IFC Executive Board by a simple majority vote,
 - ix. If a simple majority (3 out of 5 members) of the committee vote to not remove the PNM, that PNM in question will not be removed from the

Formal Recruitment process and no notification to leadership of Cornell IFC member chapters will be released.

Section D: Open Houses

- A. Chapters are allowed to show the first floor, libraries, basements, kitchen/dining room, non-first floor common areas, and individual members' rooms within the chapter house.
- B. Individual rooms open for viewing must be completely free from alcoholic beverages containing alcohol, controlled substances, controlled substance paraphernalia, and wall decorations that depict pornographic images.
- C. Individual rooms open for viewing can be checked at any point during the open house times by a Cornell IFC Executive Board member or appointed individual.
- D. PNMs can spend as much time at each house as they like during the scheduled open house time, but during each time/ geographical block of open houses, PNMs are encouraged to visit at least 4 different member chapters' open houses.

Section E: General Rules for Formal Recruitment Period

- A. The Cornell IFC will publicize the official Cornell IFC Formal Recruitment period each semester via social media posts.
- B. The Cornell IFC VP of Recruitment will set the dates and times for the official Cornell IFC Formal Recruitment period.
 - a. The Cornell IFC VP of Recruitment will set the dates and times for the Fall Formal Recruitment period by July 1st preceding that year's Fall Formal Recruitment period.
 - b. The Cornell IFC VP of Recruitment will set the dates and times for the Spring Formal Recruitment period by October 31st preceding that year's Spring Formal Recruitment period.
- C. All Cornell IFC fraternities must actively participate in Cornell IFC Formal Recruitment unless given pre-approval by the Cornell IFC Executive Board.
- D. During the Formal Recruitment, no alcohol or controlled substances may be present or consumed at any IFC member chapter recruitment events, including but not limited to:
 - a. IFC member chapter open house events,
 - b. IFC member chapter invite-only events,
 - c. IFC member chapter bid day events,
 - d. IFC member chapter bid acceptance events.
- E. Those persons under the influence of alcohol or controlled substances are strictly prohibited from being in attendance at formal Cornell IFC member chapter recruitment events.
- F. All Cornell IFC member chapters invite-only, bid day, and bid acceptance events must be registered with the Cornell IFC VP of Recruitment by the first day of open houses.
 - a. If Cornell IFC member chapters need to amend their formal recruitment schedule, they must reach out to the Cornell IFC VP of Recruitment as soon as it is known, and at least 12 hours prior to the start of the event.
- G. Each IFC member chapter must schedule at least one recruitment-related event each day for Round 1, Round 2, Round 3, and bid day invite-only events, except one day during that time period where they are allowed to not host a recruitment event.

Section F: Bids and Acceptance

- A. Bids for membership to Cornell IFC member chapters can only be given to PNMs who:
 - a. Are an undergraduate, regularly matriculated student, according to the definition of matriculation established by Cornell University,
 - b. If a first-year student or first-year transfer, has completed one full academic semester at an accredited higher education institution, and,
 - c. Have at least a 2.25 Cumulative GPA.
- B. No bids for membership can be distributed to any PNM before the designated bid deadline for any PNM who has registered for that semester's Formal Recruitment cycle.
- C. Cornell IFC member chapter bid lists are due by 12PM (noon) on the designated Cornell IFC bid day via Campus Director.
- D. Physical bid distribution to PNMs, including national member chapter-associated rituals and traditions, may only be given out and occur during the designated Cornell IFC bid day between the hours of 12PM (noon) and 10PM.
- E. Bids given to PNMs from IFC member chapters, during the Formal Recruitment period, are considered open invitations of membership. Bids shall remain open for 72 hours after 12PM (noon) on bid day for PNMs to accept.
- F. Bids granted during the Formal Recruitment period are considered contracts between the Cornell IFC member chapter (offerer) and PNM (offeree). Bids during the formal recruitment period are not allowed to have "riders" or "addendums" attached to them by Cornell IFC member chapters and must remain strictly as invitations to join which can either be accepted or denied by PNMs.
 - a. Ex. Telling PNMs that your chapter will only honor the bid granted if they are among the first 20 PNMs to accept is not allowed.
- G. Each Cornell IFC member chapter must report the status of all bids extended and accepted within one week after the bid acceptance deadline.
- H. Each new member shall be billed for that semester's financial responsibilities (including any meal plan charges and dues) before the initiation deadline of the Formal Recruitment cycle they are participating.
- I. Each new member shall be notified of the IFC scholarship program.
- J. After a new member has been initiated to full membership status into the chapter at which they accepted their bid, they are not allowed to join another Cornell IFC member chapter, unless written approval is granted by the Cornell IFC Advisor and corresponding national organizations of member chapters involved.

ARTICLE VII

Continuous Open Bidding (COB) following Formal Recruitment Cycles

- A. Continuous Open Bidding (COB) occurs after the conclusion of that semester's Formal Recruitment cycle and is the process by which member chapters can continue extending bids for membership to interested PNMs.
- B. Fraternities will be permitted to extend bids through COB only after the Formal Recruitment period in the Fall and Spring semesters concludes and may continue extending bids after this time up until the last day of classes for that semester.
 - a. Fraternities may NOT extend bids over the summer, reading days, exam days, winter break, and days leading up to the Formal Recruitment period.
- C. All members of the Cornell community who meet all requirements contained in Article VI Section A(G) of the Cornell IFC Recruitment Rules are all eligible to receive a bid for membership after the conclusion of that semester's Formal Recruitment cycle.
- D. For any PNM who did not register for that semester's Formal Recruitment cycle,
 - a. No bid for membership can be given during that semester's Formal Recruitment cycle, but,
 - b. a bid for membership may be given during the COB period after the conclusion of that semester's Formal Recruitment cycle.
- E. Any person who has participated in that semester's Formal Recruitment Cycle and *Withdrawn* their new member status from another Cornell IFC member chapter is eligible to accept a bid from a different member chapter through the Continuous Open Bidding process in the same semester.
- F. At the conclusion of that semester's Formal Recruitment cycle, the Cornell IFC VP of Recruitment will contact all Cornell IFC member chapters to verify if they are interested in participating in the COB period.
- G. All interested Cornell IFC member chapters will receive a list of all PNMs (names and contact information) who registered for Formal Recruitment but did not receive a bid during that time.
- H. All PNMs who registered for that semester's Formal Recruitment cycle and did not receive a bid will receive a list of Cornell IFC member chapters who are participating in the COB period. This list will also include the names and contact information of these member chapter's recruitment chairs.
- I. Cornell IFC member chapters who extend bids to PNMs during any point of the COB period must notify the Cornell IFC VP of Recruitment and Cornell IFC Advisor within 10 days after extending COB bids.
- J. Once a Cornell IFC member chapter participating in the COB period reaches its desired number of new members and terminates its participation in the COB period, the member chapter will begin its new member education period for that class of members, which has an initiation deadline of 4-weeks after the new member education period begins, so long as the initiation is not held during the study period or finals period.
- K. During the COB period, member chapters may take as many new member classes in a single semester as they desire so long as,
 - a. all bids given to new members during the COB period occur after the conclusion of that semester's Formal Recruitment cycle,
 - b. all new members are initiated by the last day of classes during that semester, and

- c. all members of a specific new member class are initiated within 4 weeks of their new member education period beginning.

ARTICLE VIII

Withdrawal/ Dissociation of New Member Status

- A. Disassociation is defined as the ending of a new member's affiliation with a fraternity before he has been initiated.
- B. A new member may disassociate from new member status of a fraternity at any time before they become initiated.
- C. A new member may terminate their membership from a member chapter at any point after they are initiated into that member chapter.
- D. A Cornell IFC member chapter may disassociate the new member status of a person before and during the new member period provided that, but not limited to,
 - a. He had been found responsible by the Office of Student Conduct and Community Standards (OSCCS) for violating one or more provisions in the Cornell Code of Conduct, or,
 - b. He has been alleged to have violated Cornell University Policy 6.4
 - c. He has refused to pay his billed financial obligations (including dues, meal plan or initiation fee.)
 - d. The chapter decides its own membership criteria, so long as it complies with their national organization policies and federal laws.

ARTICLE IX
Recruitment Infractions and Sanctions

Section A: Recruitment Infractions

- A. Level 0
 - a. Presentations, and videos that mention, indicate, and/or show the consumption of alcohol, controlled substances/drugs are not prohibited.
 - b. Following all proper recruitment event registration procedures with the SFL Office and IFC Executive Board.
- B. Level 1
 - a. Not submitting or 1 hour late submissions of round and/ or bid lists to the IFC Recruitment Team via Campus Director.
 - b. IFC member chapters or affiliated individuals discussing or portraying any other IFC member chapters or other Cornell IFC community members negatively.
- C. Level 2
 - a. Derogatory remarks, offensive slurs, harassing statements, or sexual gestures toward any race, gender, or other groups will not be tolerated.
 - b. Harassment of PNMs and other IFC community members as defined in the [Cornell Student Code of Conduct](#).
- D. Level 3
 - a. Drugs and/or alcohol being offered and/or consumed by affiliated members of Cornell IFC chapters and/or guests at recruitment events.

Section B: Recruitment Sanctions

- A. IFC chapters that are found to have violated any of the aforementioned guidelines will be subjected to the Cornell IFC VP of Judicial Affairs.
- B. During the time between a complaint filing, the outcome of the Cornell IFC VP of Judicial Affairs decision, and the appeal process, the Cornell IFC member chapter will not lose any recruitment privileges.
- C. IFC VP of Judicial Affairs sanctions include but are not limited to monetary fines, loss of a recruitment cycle, or suspension of Cornell IFC affiliation.
 - a. Level 0 – Written warning
 - i. If it occurs again during that formal recruitment cycle, it will be counted as a Level 1 offense with the corresponding fine.
 - b. Level 1 – \$50
 - c. Level 2 – \$100
 - d. Level 3 – \$500
- D. Once paid by the responsible member chapters, all monetary fines collected shall be collected in the Cornell IFC operating account, and can only be used to fund Cornell IFC new member scholarships in the following scholarship cycle.
- E. Appeals will follow the Cornell IFC’s standard procedures outlined in Section C.
- F. Outcomes or sanctions, such as non-punitive educational elements, administered by the Office of Student Conduct and Community Standards (OSCCS) are out of the IFC’s jurisdiction.

Section C: Investigation and Appeal Procedures

- A. Once a complaint has been filed, and the IFC Executive Board has been notified of an alleged violation, the IFC VP of Judicial Affairs will begin an investigation process which can include, but is not limited to, the following actions,
 - a. Contacting the respective complainant and respondent parties within 24 hours of receiving the complaint to schedule and perform interviews about the alleged violation,
 - b. Collecting all documentary evidence associated with the alleged complaint, and,
- B. If the Cornell IFC VP of Judicial Affairs is a member of a Cornell IFC member chapter which is involved as the complainant or respondent of the complaint, the Cornell IFC President will complete the investigation and report in his place.
- C. The Cornell IFC VP of Judicial Affairs should complete the investigation process within 72 hours of receiving the complaint to ensure the right to a speedy trial.
- D. Once the investigation is completed, the Cornell IFC VP of Judicial Affairs will complete a one page written report of their findings to be presented to the rest of the Cornell IFC Executive Board.
 - a. If any Cornell IFC Executive Board members are currently members of a Cornell IFC member chapter which is involved as complainant or respondent of the complaint, those members will not be read into the report and can not vote on the outcome.
- E. Once the report is presented to all remaining IFC Executive Board members, they will have the opportunity to ask clarification questions on details not included in the report to the Cornell IFC VP of Judicial Affairs.
- F. Once all questions have been answered, the IFC Executive Board members will deliberate on the findings of the investigation and potential sanctions if the respondent is found responsible.
- G. Once deliberations are concluded, a secret vote will be conducted by the Cornell IFC VP of Judicial Affairs of the remaining members of the Cornell IFC Executive Board members on if the respondent will be found responsible or not responsible for the alleged complaint.
 - a. The decision of if a respondent is responsible will need greater than 75% of Cornell IFC Executive Board members to vote in the affirmative.
- H. The Cornell IFC VP of Judicial Affairs will notify the rest of the Cornell IFC Executive Board of the vote outcome of responsibility, and will coordinate with the Cornell IFC VP of Finance on collecting monetary sanctions.
- I. The Cornell IFC VP of Judicial Affairs will notify the respondent party of the outcome and, if applicable, associated sanctions if the appeal is denied.
- J. Once notified, the respondent will have 24 hours to request an appeal to the decision, and can send a witness impact statement about how the monetary fine will affect their member chapter for consideration.
- K. Once the appeal and/or witness impact statement is received by the Cornell IFC VP of Judicial Affairs, they will present it to the Cornell IFC Executive Board members who voted in the previous secret vote.
- L. Once deliberations are concluded, a secret vote will be conducted by the Cornell IFC VP of Judicial Affairs of the remaining members of the Cornell IFC Executive Board

members on if the respondent will be granted or denied their appeal of being found responsible for the complaint.

- a. The decision to grant the appeal will need at least 50% or more of Cornell IFC Executive Board members to vote in favor of granting the appeal.
- M. The Cornell IFC VP of Judicial Affairs will notify the rest of the Cornell IFC Executive Board of the vote outcome of responsibility, and will coordinate with the Cornell IFC VP of Finance on collecting monetary sanctions if applicable.
- N. The Cornell IFC VP of Judicial Affairs will notify the respondent party of the decision to grant or deny the appeal within 24 hours of the secret vote occurring.

ARTICLE X
Faithful Reporting

Section A: Filing a Complaint

- A. If any possible violations are identified during the recruitment process are to be reported to the IFC Executive Board.
- B. All reports will be investigated by the appropriate office and remain private.
- C. Good Samaritan policies will continue to be recognized throughout the recruitment process and all formal and informal recruitment events for all Cornell IFC member chapters, individual Cornell IFC member chapter members, PNMs, and/or all other Cornell community members.