Fraternity & Sorority Recruitment Contract 2018-2019

**Purpose:** To ensure open communication among the Greek community, maintain favorable relations between organizations, and provide consequences for individuals who violate recruitment rules. The purpose of this contract is to ensure that every active member ("active" as defined by the constitution of their organization, including members who are abroad) of each sorority or fraternity understands the standards that he/she will be held to, as well as the consequences that will be enforced should they violate these standards. Should a recruitment violation be brought to your attention, contact the Greek Council Judicial Chair or Student Involvement.

**Pre-Recruitment Kickoff Expectations:** Before Recruitment Kickoff, active members should refrain from speaking with non-members of organizations about specific aspects of individual organizations, other than to encourage that they go through the formal recruitment process. Members should refrain from expressing opinions about specific sororities to allow potential new members (PNM) to develop their own opinions once Recruitment has begun. The basic messaging from active members before recruitment should be, "Go Greek."

**RECRUITMENT RULES:** The recruitment rules include but are not limited to:

1. As per the risk management policy and because most PNMs are underage, actives may never encourage alcohol consumption nor provide alcohol to PNMs.
2. Actives will not encourage others to “dirty rush” in their favor (inactive members, independents, alumni, and/or members of the opposite sex) nor participate in unsanctioned recruitment of any kind. Unsanctioned recruitment is defined as any act that makes a PNM feel uncomfortable through specific encouragement or pressure to choose or preference a certain sorority or fraternity above all others.
3. Actives will not provide transportation nor be in a car with a PNM when going to an off-campus party where they are not the hosting organization. Actives also shall not plan to take any PNMs home after said event. Greek Council Executive Members will take cases involving emergencies or other dire circumstances into consideration.
4. From the hours of 12:00 a.m. to 12:00 p.m. on RSVP day and Preference Day, actives are required to observe a period of silence. During silence, all active members will abstain from any form of communication with Potential New Members that primarily relates to the organization, orientation, or other general “Greek” issues. Disallowed communication includes verbal contact, phone calls, texting, e-mail, social media, post office mail, independents and alumni.
5. Actives will not encourage or participate in stealing or damaging other organizations’ paraphernalia.
6. No parties or other recruitment events will be held on the night of another organization’s designated party/recruitment night. Active members should make a good-faith attempt not to interfere with that organization’s official event.
7. Actives will not promise, allude to, nor guarantee bids or big sisters/brothers to PNMs.
8. Actives will not start nor confirm rumors about other organizations’ orientation or voting processes, nor discuss differences between the two organizations’ orientation or voting processes.
9. Actives will not make derogatory remarks about other PNMs, other organizations, or individual members of other organizations in the presence of PNMs, nor will they discourage PNMs from participating in other organization’s recruitment activities.
10. Actives may not publicly embarrass or shame members of another organization (i.e. through publications, letters, postings, wall hangings, graffiti, public announcements or in speeches). This offense extends beyond the recruitment period and is at the discretion of Greek Council Executive Board. Cases may be referred to the Greek Council Judicial Board and/or University Student Conduct Board.
11. Actives may never threaten repercussions for not joining a certain organization.
12. Recruitment, as defined by the Greek Council Constitution and bylaws, shall not commence before the recruitment kick-off day as designated by Greek Council.

VIOLATIONS: A person who commits a recruitment violation widens the divide between two organizations. A violation occurs when an active member as defined by his/her own organization does not abide by the outlined rules above or participates in an act that is deemed inappropriate with respect to recruitment, found in discretion of the Greek Council Executive Board. If a violation is committed by one member, or by one organization, against another organization, the issue will be within the purview of Greek Council Judicial Committee and sanctions may be appropriate.

CONSEQUENCES: The Greek Council Judicial Committee has deemed the following consequences appropriate. These consequences ensure that when a sorority or fraternity member either intentionally or unintentionally breaks a recruitment rule, he/she is held responsible for their actions. Failure to read and sign this contract does not exempt any member from the following consequences:

POTENTIAL SANCTIONS: The list below encompasses potential sanctions that can be used in circumstances where recruitment rules are violated. Each situation will be viewed independently and Greek Council Judicial Committee will evaluate possible sanctions at that time. This list is comprehensive, but not necessarily exhaustive. Greek Council Judicial Committee holds the right to add to or combine any of these sanctions as they see fit.
- Specified hours of community service or participation in a community service project to be completed within one month of the offense. These hours must be in addition to the 7 hours required as a part of standards.
- A letter of apology must be written to the PNM and/or organization within two weeks of the offense.
- Offenders must return and/or provide compensation for the damaged and/or stolen sorority or fraternity paraphernalia. He or she must also deliver a written note of apology to the sorority or fraternity members whose property was stolen and/or damaged.
- Member loses the privilege of taking a little sister or little brother.
- Member loses the right to vote when considering a New Active Class.
- Member cannot attend winter/spring formal or the equivalent function.
- Possibility of losing a New Active Class (only given in the case of multiple offenders from the same club, not just one offender, and for major violations of this contract).
- Involuntary inactive status.
- Member may not attend/participate in designated orientation activities.
- Member may not attend/participate in Bid Day.

*Due to the context of the violation or member(s) involved, all consequences (including those not listed) are up to the discretion of the Greek Council Executive Board and may be changed or altered to individualize a particular offense.

**CONTRACT:**
By signing below, I verify that I have thoroughly read and understand the proceeding Recruitment Rules, Violations, and Consequences pertaining to the 2018-2019 recruitment period. I have shared these rules of recruitment with my organization. I recognize the possibility of those consequences listed above in the event that I break a recruitment rule intentionally or unintentionally. In addition, I recognize that the consequences above may be changed or altered, and/or I may be assigned a consequence that has not been outlined as deemed appropriate by the Greek Council Judicial Committee.

I also understand that my responsibilities extend beyond recruitment and that I will do my part to forge better relations between all sororities and fraternities on Trinity University’s campus.

_____________________________________________________
Organization Name