

Houston Baptist University Fraternity Recruitment Rules

Updated April 2016

I. Recruitment Events

- a. The definition of a recruitment event shall be defined as any of the following:
 - i. Any use of the chapter's name in publication or advertisement.
 - ii. Any contribution of monetary funds.
 - iii. Participation at the event by 40% of chapter members in attendance.
 - iv. Any event where a recruiting activity for a fraternity takes place, as the recruitment council interprets.
 - v. Rules regarding recruitment shall be upheld starting the weekend of Spring Preview and ending on bid day.
 - vi. All members participating in the Recruitment process are responsible for knowing and observing the Recruitment Rules.
- b. Potential New Member (PNM) is defined as a HBU student who has registered for recruitment or submitted their name and information as someone interested in recruitment.
- c. The undergraduates and alumnae/graduates of that chapter represent their respected fraternity.
 - i. Members of the fraternities shall speak only of other fraternities in a positive manner and not speak in negative connotations about another chapter or its members. Please note that this also includes posting on social media, any written and verbal communication.
 - ii. All questions about a particular fraternity will be directed to be answered by the fraternity's member only.
 - iii. Each fraternity is responsible for the actions of their fraternity members (including alumni) during the Recruitment process.
- d. Registration of any events during Formal Recruitment must be turned in to the Coordinator of Student Involvement by Monday, September 5th by 5 pm, one week prior to the Formal Recruitment Period.
 - i. The Coordinator of Student Involvement must approve any recruitment event.

- ii. Any changes made to the individual chapter schedules must be turned into the Coordinator of Student Involvement no later than 24 hours before the event.
- e. Fraternities will agree to the schedule below regarding recruitment events during the week of Monday, September 12th through Saturday, September 17th. Each event is not to exceed 2 hours in length (which does not include travel time), and all events may not exceed past 10 pm each day. Each group must agree to the schedule below:
 - i. Monday: Info Night (BYX First, and Phi Psi Second)
 - ii. Tuesday: Joint Party
 - iii. Wednesday: Recruitment Party #1 (Phi Psi)
 - iv. Thursday: Recruitment Party #2 (BYX)
 - v. Friday: Pref Dinner* (BYX First Rotation, Phi Psi Second)
 - vi. Saturday: Bid Day

**Pref Dinner is the only event that may extend past 10 pm due to travel.*

- f. No recruitment events will be scheduled for Sunday, September 11th.
 - g. Any recruitment apparel, theme, schedule, and paraphernalia that are seen as detrimental to the image of the Greek community by the discretion of the Greek Advisor is strictly prohibited.
 - h. Recruitment apparel design and distribution material must be submitted to the Greek advisor before printing and no less than 24 hour before the event.
 - i. All chapters must submit a Recruitment Summary to the Greek Advisor. This form must include at minimum the number of potential new members that participated at the recruitment events. This must be submitted no later than 5 pm on Monday, September 19th.
- II. Alcohol and Drug Policy
 - a. Alcohol and Drugs are not permitted in membership recruitment, Bid Day activities, or in any situation where a Potential New Member (PNM) is present.
 - b. Those persons under the influence of alcohol or drugs are strictly prohibited to be in attendance at any recruitment events during the Formal Recruitment period or at any fraternity sponsored events.
- III. Recruitment Tables
 - a. It is up to the individual member fraternity to table during the Recruitment process. It is not required to table and each member fraternity will decide for themselves: location, time, date, etc.

- b. Fraternities may table no more than two times per week.
- c. Registration for recruitment will not be available to PNMs at a fraternity's table. Registration will be kept at a neutral site or table.

IV. Pre- Recruitment Activities

- a. Each fraternity is permitted to host 2 events prior to recruitment.
- b. These events will take place after the last day of Summer Orientation and prior to the beginning of formal recruitment (Before Sunday, September 11th).
- c. Permission for the pre-recruitment activity must be received from the Greek advisor at least 24 hours in advance.
- d. Each pre-recruitment activity must be solely hosted by the member fraternity. No partnerships with other organizations or sororities are permitted.
- e. If a pre-recruitment activity is open to PNMs, the activity must also be open to the general student population, including other member fraternities. Recruitment counselors may attend events to ensure that recruitment rules are being followed, if recruitment is the purpose of the event.

V. Formal Recruitment

- a. "Formal Recruitment" is the process of acquiring members of fraternity affiliation. It allows interested students to familiarize themselves with fraternity life and to meet members of HBU's fraternity community so one may make an informed decision as to membership.
- b. The Formal Recruitment period for the fall semester will begin on Monday, September 12th and will end after Saturday, September 17th (Bid Day).
- c. Written or Oral bids cannot be given to PNMs prior to the scheduled Pref Dinner on Friday, September 16th and must be done during the set time of the event and not before. Bids will be extended by the member fraternity.
 - i. A PNM shall register for Formal Recruitment by completing the registration form online and will attend all Formal Recruitment events.
 - 1. If a potential new member is unable to attend a formal recruitment event an absence form must be submitted by that PNM by info night.
 - ii. There will be no promising of bids, directly or indirectly by a member or alumna of any member fraternity.
 - iii. No pre-bids.

- d. No fraternity member is allowed to discriminate against a PNM on the basis of race, religion, national origin, disability, age, veteran status, or sexual orientation.

VI. Fraternity Contact Guidelines

- a. Normal Contact is defined as normal day-to-day contact with PNMs. This may include, but is not limited to, working with a potential new member during class, saying hello on campus and encouraging involvement in a member fraternity.
- b. Extended Contact is defined when fraternity men and potential new members hang out outside of an official recruitment event. The ratio of fraternity men to PNM is 1:2. The advisable maximum amount of men participating in extended contact should not exceed 3:6 (three fraternity men with six potential new members).
 - i. This will allow fraternity men to take the time needed to really get to know the men going through the recruitment process.
 - ii. More than the ratio stated above of fraternity to potential new members could lead to the perception of an unregistered recruitment event.

VII. Women

- a. Women are prohibited from helping chapter recruitment efforts during any Formal Recruitment period. This includes attending chapter recruitment events, passing out recruitment information or tabling.

VIII. Posting Policies

- a. All fraternities must abide by the University Policies.

IX. Affiliation of Recruitment Counselors (Bro Gammas)

- a. Recruitment Counselors will enforce all of the recruitment rules.
- b. Revealing the affiliation of the recruitment counselor during Formal Recruitment Period is strictly prohibited until Bid Day concludes.
- c. Recruitment Counselors will disaffiliate while working the Recruitment Table.
- d. Recruitment Counselors will not be permitted to wear fraternity insignia from June 1st until bid day concludes.
- e. Recruitment Counselors will turn all social media profiles to private or remove any affiliations. They will also not add any potential new members as of June 1st.

- f. Recruitment Counselors will not participate in their chapter's recruitment meetings, selection of new members, or any extended contact with PNM.
- g. Recruitment Counselors will promote the ideals of a fraternal community and work with all PNMs to find their place in one of their member fraternities.

X. Hazing

- a. There shall be no hazing during formal recruitment or any time thereafter. The university defines hazing as: "Hazing refers to any intentional, knowing, or reckless act by one or more persons that occurs on or off campus, and is directed against a student for the purpose of joining, being initiated into, or maintaining full status in a group. Such acts include, but are not limited to, the following: any type of physical brutality, such as, beating, striking, branding, sleep deprivation, exposure to the elements, calisthenics, any activity involving the consumption of a food, liquid, alcoholic beverage, drug, or other substance or any other activity that subjects the student to unreasonable risk or harm or that adversely affects the mental or physical health or safety of the student or any activity that intimidates or threatens the student or that subjects them to extreme mental stress, shame, or humiliation. Consent to hazing is not a defense against hazing. Hazing is a violation of both HBU policy and Texas State Law and may subject a violator to both criminal prosecution (punishable by fines and/or jail time) and HBU disciplinary action."

XI. Fines associated with Infractions of the Recruitment Rules

- a. Failure to adhere to any of the above rules or guidelines will be reported to the fraternity's recruitment officer. The recruitment officer will then consult the Greek advisor, before the issue is addressed with the Fraternity Recruitment Council.
 - i. Violation of the alcohol/drug policies will result in a fine of one hundred and fifty dollars (\$150) and a Fraternity Recruitment meeting.
 - ii. Failure to register Recruitment events and receive approval will result in a one hundred dollar (\$100) fine.
 - iii. Violation of women recruitment events (including tabling) will result in a fine of fifty dollars (\$50).

- iv. Violation of extended contact will result in a fine of fifty dollars (\$50).
- v. If an individual member is accused and found guilty of violating the recruitment rules, they will be immediately removed from the Recruitment process.
- vi. Any other violations will be subject to the judgement and decisions of the fraternity recruitment council and the Greek Advisor.

I _____ **(printed name)** have read and understand these Fraternity Recruitment Rules. I agree to adhere to these rules and represent my fraternity and the HBU Greek community to the best of my ability. Should I fail to adhere to any of the recruitment rules, I agree to any consequence outlined in the rules or deemed appropriate by the Recruitment Committee and Greek Advisor.

Signature

Date

*Please return this page to your organization's recruitment officer. You will not be permitted to participate in recruitment until this document is signed and returned.