

# INFORMAL RECRUITMENT GUIDELINES

OF

## THE INTER-SORORITY COUNCIL

AT

## THE UNIVERSITY OF VIRGINIA

We, the members of women's fraternities and sororities at the University of Virginia, hereafter referred to as "sororities," in order to facilitate the governing of said sororities, do hereby obtain and endorse these Informal Recruitment Regulations for our representative body, the Inter-SorORITY Council at the University of Virginia.

### ARTICLE I -- DEFINITIONS

#### Sec. 1

- A. Informal Recruitment: is the fall recruitment opportunity for chapters to reach total heading into spring Formal Recruitment. Chapters with vacancies will be encouraged to participate in this minimally structured process. Informal Recruitment is overseen by the ISC Vice Presidents of Recruitment.
- B. Chapter Total: After the Formal Recruitment Process has ended, the chapter total number is determined. This number is the largest chapter size that a sorority is allowed to recruit up to during an academic year. Those organizations below that total size, are then able to engage in the continuous open bidding process.
- C. Continuous Open Bidding (COB): is an informal process in which organizations below the chapter total size can recruit additional new members at their discretion. Informal recruitment activities can vary in style, but are generally shorter and less structured than the formal recruitment process. The number of organizations participating in COB can vary throughout the semester because any time the sorority's membership falls below the chapter total, it can recruit back up to that number.

### ARTICLE II-- CONTINUOUS OPEN RECRUITING

- Sec. 1** After the snap bid period has ended; sororities may extend bids in order to fill quota or to total. Sororities may extend bids to any woman, except those who declined bids through the Formal Recruitment process.
- Sec. 2** Except for bids given on Bid Day, bids extended through Continuous Open Recruiting shall be distributed by individual chapters. Notification of such bids must be provided to the ISC Vice President of Recruitment within 24 hours of acceptance.
- Sec. 3** A potential new member must verbally accept or decline a Continuous Open Bid within 48 hours of receiving it, unless a particular sorority's inter/national organization mandates a smaller time limit. A potential new member may attend sorority activities, as allowed by the particular sorority, during this time period before accepting or declining the Continuous Open Bid.

**Sec. 4** Sororities must notify ISC and the Office of Fraternity and Sorority Life of an accepted Continuous Open Bid within 24 hours and file all necessary Continuous Open Recruiting forms from NPC with the ISC.

### **ARTICLE III -- INFORMAL RECRUITMENT REGULATIONS**

**Sec. 1** Any chapter that has not met total, as determined and voted on by the ISC Representatives at the beginning of the fall semester, is eligible to participate in Informal Recruitment during the fall semester.

**Sec. 2** All chapters must submit updated fall totals for the current year to the Vice President of Recruitment Chapter Management by the end of the second week of the fall semester. If at any point, chapter totals change, the Vice President Recruitment Chapter Management must be notified immediately.

**Sec. 3** Important dates related to Informal Recruitment will be determined by the Inter-Sorority Council, including start date and the first day of bid extension.

**Sec. 4** The Inter-Sorority Council shall be responsible for collecting a list of interested potential new members. Lists will be distributed to all eligible chapters.

**Sec. 5** Sororities must notify the ISC and the Office of Dean of Students/Fraternity and Sorority Life of bid acceptances within 24 hours of delivery. At a chapter's request, FSL will confirm GPAs of potential new members (with a signed academic release form) prior to bids being extended. Informal Recruitment is limited to those women who are full-time students at the University of Virginia.

**Sec. 6** A woman who de-pledges after signing the membership recruitment acceptance binding agreement may not accept another bid until the next formal recruitment period.

**Sec. 7** Chapters will be allowed to provide transportation to and from official Informal Recruitment contacts as needed.

**Sec. 8** Chapters participating in Informal Recruitment must inform participating women who have been invited to their recruitment events how they will receive notification of future invitations. ISC will neither coordinate invitations nor contact potential new members for those chapters. Invitations may be handwritten or sent via e-mail or phone calls.

**Sec. 9** Any alumnae participating in Informal Recruitment must be clearly identified as such. Alumnae are also bound by ISC recruitment rules and regulations.

**Sec. 10** Favors are not to be distributed to potential new members during Informal Recruitment. A favor is defined as any gifts, with the exclusion of food, given to a potential new member from any sister or sisters with the intent of swaying her opinion of a chapter. No gifts will be given to potential new members from a sorority or any of its members.

**Sec. 11** Sororities are expected to share financial obligations associated with membership prior to extending bids.

**Sec. 12** All food and drinks served during recruitment events is under the discretion of the individual chapters. Potential new members are not allowed to carry food or food-related items outside of the designated recruitment locations, excluding certain instances when they are included in the overall cost and a necessary part of the recruitment activity.

- Sec. 13** No men or alcohol are allowed proceeding or during any Informal Recruitment contacts. Potential new members may not be guests at sorority sponsored social events until the Informal Recruitment period is over. Alcohol and men, excluding performances by acapella groups, may not be present at any Informal Recruitment contact. Illegal substances may not be present at any time.
- Sec. 14** Any distribution of an oral or written early bid is a recruitment violation (See Article III, Sec. 6 of the Recruitment Rules).
- Sec. 15** If Sororities exceed the Chapter Total for that year by offering an excess of Continuous Open Bids, that sorority is committing an informal recruitment violation. The offending sorority will then receive a College Panhellenic Violation Report filed by the Vice President of Judiciary. After the Report has been received, a mediation will be set by the Vice President of Judiciary, and the president or recruitment chair of the offending sorority must attend the mediation to resolve the issue.