

Dartmouth Inter-Sorority Council Recruitment Violations and Consequences

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Potential New Member Violations and Consequences

Breaking the Membership Recruitment Acceptance Binding Agreement (MRABA):

- I. The MRABA is the binding agreement that PNM's must sign before submitting preferences on Preference Night. This agreement states that the PNM will accept a bid at either house she has ranked should she receive a bid on Bid Day.
- II. Breaking through single-preference
 - A. Submitting a single intentional preference indicates that the PNM is unwilling to accept a bid from either house available, therefore breaking her MRABA contract. The PNM will be ineligible to participate in formal recruitment for a full calendar year.
- III. Breaking through dropping a bid
 - A. If the PNM receives a bid on Bid Day and does not accept a bid, she is breaking the MRABA contract and will be ineligible to participate in formal recruitment for a full calendar year.
- IV. The appeals process
 - A. Appeals regarding consequences received from breaking the MRABA, or other consequences received during recruitment, will be received for up to one week after Bid Day. Appeals are to be no longer than two pages in length and must detail the entire circumstance and why the PNM believes she should be exempt from these consequences.
 - B. Appeals will be decided on by the Recruitment Team, and a decision must be communicated to the PNM no later than two weeks after the appeals deadline. If an in-person meeting is necessary, the PNM must be contacted within a week of the appeals deadline.
 - C. It is recommended that the consequences stay in place unless extreme extenuating circumstances caused the PNM to break the MRABA.

Behavior Violations:

- I. Violations during recruitment include but are not limited to:
 - A. Spending an excessive amount of time not interacting with sisters
 - B. Checking her phone at any point in the conversation without permission
 - C. Rolling eyes, acting disinterested, not answering appropriate questions, and/or avoiding eye contact
 - D. Making inappropriate comments to or about sisters in any house
 - E. Stating house preferences outside of Preference Night
 - F. Any behavior deemed unacceptable by the ISC or member chapters
- II. PNM behavioral expectations are also extended towards behavior to the ISC and the Office of Greek Life. This includes behavior before recruitment begins in regards to the formal recruitment process as well as behavior in direct communications with the ISC after recruitment has ended, including during the appeals process. Failure to treat members of the ISC or OGL respectfully will be viewed as a behavior violation.
 - A. PNM's will also be held accountable for the behavior of their parents and/or other family members and friends. The ISC will not tolerate harassment from PNM's nor their

relatives, and the continuation of this behavior will be viewed as a recruitment violation that can affect the PNM's ability to participate in future recruitment periods.

- III. Violation reports must be received by the ISC within 24 hours of the occurrence. The ISC will review all violation reports and follow up with the appropriate parties involved as well as the Office of Greek Life. Decisions will be made within 24 hours, and all decisions are final.
 - A. If the ISC does not have time to make a decision before the next round of recruitment, the ISC reserves the right to remove the PNM from recruitment at any point in that round and void all preferences made by the PNM and houses.
 - B. If a violation is filed and the sister submitting the violation wishes that the PNM is not notified, the ISC will not follow up with the PNM or enforce any consequences. In this case, the sister who filed the complaint, or any other member of her house or friend group, may not share this with any other houses or use this violation as a reason to "ding" that PNM from her house or any other houses.
- IV. Appropriate consequences may include but are not limited to:
 - A. Formal letters of apology to involved parties
 - B. Facilitation with the Office of Greek Life and/or ISC
 - C. Additional recruitment parties to "redo" a prior round
 - D. Dismissal from formal recruitment
 - E. Ineligibility to participate in formal recruitment for a full calendar year
- V. Standardized violation procedure is as follows:
 - A. To standardize violations and to clarify the consequence of committing a violation, the ISC will use a two-violation (two-strike) system
 - B. First strike (see ISC Bylaws, Article X, Section 4): the PNM will receive an email from the ISC to inform them of this warning, and an email to all Sorority Presidents and Recruitment chairs will describe the PNM's violation. The PNM will email the ISC a formal apology letter to all parties involved as deemed appropriate by the ISC.
 - C. Second strike: the PNM will receive an email from the ISC to inform them that this is the second violation and therefore will be released from Recruitment and may not participate for a full calendar year.
 - D. The ISC reserves the right to immediately release a PNM from Recruitment if the violation is absolutely unacceptable
 - E. Additional violations are listed in the Recruitment Violations and Consequences document and protects the rights of the ISC and OGL members to be treated respectfully (this also constitutes a behavioral violation).

Chapter Violations and Consequences

Bid Promising:

- I. The definition of a bid promise is a verbal or written statement made by a sorority member to a PNM leading the PNM to believe that she is guaranteed a bid from a particular sorority. Bid promising includes but is not limited to:
 - A. Telling a potential member that she is wanted as a member of a particular sorority
 - B. Indicating that if a potential member chooses to return to a particular sorority's party that she will receive a bid
 - C. Making any reference to the next day of recruitment
 - D. Giving gifts or handouts not given to every PNM
- II. If a chapter is found guilty of bid promising, consequences may include but are not limited to:
 - A. At a minimum, the consequence includes a fine of \$150
 - B. A formal letter of apology to the PNM in question
 - C. Presence of the ISC during recruitment rounds, including Preference Night, to monitor for bid promising
 - D. Restrictions on the chapter during the next recruitment period
 - E. Removal of the sister and/or recruitment chair in question for the duration of the recruitment process and/or the following recruitment period, including the deliberations process

Behavior Violations:

- I. The following is expected of all chapters and their members during formal recruitment
 - A. Sorority members may not speak negatively of other sorority members, chapter or member organizations to a Potential New Member.
 - B. Sorority members are expected to be polite and respectful to all Potential New Members who attend their chapter's recruitment events.
 - C. Sorority members may not inquire if a Potential New Member is a legacy of another member organization.
 - D. Sorority members may never suggest intentional single-preferences or to list a preference of any sorority over another.
 - E. No form of bidding may occur outside the prescribed Inter-Sorority Council procedure. No bids, oral, or otherwise, may be directly or indirectly issued during the events at any time. Polite greetings and salutations are acceptable.
 - F. Recruitment Counselors and the Inter-Sorority Council may not release any information concerning a Potential New Member to members of any sorority unless directed to do so by the Greek Life Office.
 - G. Sororities may not discuss rankings or preferences of Potential New Members with other sororities to ensure all PNMs receive equal opportunities. Any sorority seeking information about a PNM should direct questions and concerns to the Greek Life Office.
 - H. The deliberations process must be fair and unbiased, and houses are strictly prohibited from discriminating against PNMs based on race, color, sexual activity, sexual partner(s), sexual orientation, non-cisgender identity, religion, political affiliation, ability, age, genetic information, veteran status, ancestry, marital status, socioeconomic status, pregnancy or motherhood, or national or ethnic origin.
 - I. Houses must follow social media, website, and physical picture guidelines in regards to members of the ISC and Rho Gammas. At no point during formal recruitment may

chapters talk about members who are disaffiliated during recruitment as Rho Gammas or members of ISC.

- J. Rho Gammas may not be present for chapter workshops or meetings regarding recruitment or PNMs, including deliberations. If Rho Gammas do participate, both the house and the Rho Gamma will receive consequences.
- II. Additionally, it is expected that chapter members and recruitment chairs treat the ISC and the Office of Greek Life with respect throughout the recruitment process. Failure to do so will also be viewed as a behavior violation.
- III. Violation reports must be received by the ISC within 24 hours of the occurrence. The ISC will review all violation reports and follow up with the appropriate parties involved as well as the Office of Greek Life. Decisions will be made within 24 hours, and all decisions are final.
 - A. If the ISC is unable to make a decision before the next round of recruitment, the sister(s) in question may be removed from that round until a decision has been reached.
- IV. Consequences may include but are not limited to:
 - A. Formal letters of apology to involved parties
 - B. Facilitation with the Office of Greek Life and/or ISC
 - C. Removal of that sister and/or recruitment chair from the house for the duration of the recruitment period and/or future recruitment periods, including the deliberations process
 - D. Presence of the ISC during recruitment parties and/or the deliberations process, if appropriate