

Violations of the 2021 IFC Recruitment Regulations

The IFC Governing Board will be adjudicating all violations of the Rush Guidelines (attached here) on a case by case basis. We understand that there is nuance to every circumstance and that not all violations are equal. As such, we will not dole out sanctions based solely on the number of people in the group or any other single factor. Intentionality will play an important role in how we choose to adjudicate violations, and we will collectively evaluate all the factors to make an informed judgement. The following is a loose description of how we will assess violations:

Tier 1 offense: Unintentional violations of small scale

Small scale is a purposefully vague term to allow for nuance of situations. Examples include, but are not limited to, a PNM forgetting a mask and it taking a few minutes to get him one, an extra person showing up for a short period of time, two groups of six or less standing less than 6 feet apart for a short period of time.

We understand that not everything can be controlled by the Chapter President and the Rush Chairman, and violations like the ones listed above are not grounds for severe sanctions. However, it is the responsibility of each chapter's members of the IFC COVID Task Force to hold their own chapter accountable to the best of their ability.

Tier 1 offenses are grounds for verbal warnings, and IFC COVID Task Force drop ins at all following events. Repeated unintentional violations will be treated as intentional misconduct, and will be sanctioned as described below.

Tier 2 offense: Intentional violations of small scale

Intentionality will be determined on a case by case basis.

Tier 2 offenses are grounds for IFC COVID Task Force presence at all events following the violation, and repeated Tier 2 offenses are grounds for the suspension of in person recruitment activities.

Tier 3 offense: Intentional violations of large scale

Large scale is purposefully broad, again, to allow for nuance. Possible examples of Tier 3 offenses can include, but are not limited to, any event with more than 10 people, refusal to wear masks, or a lack of an attempt to physically distance.

Tier 3 offenses are grounds for IFC COVID Task Force presence at all events following the violation or suspension of in person recruitment activities.

Sanctions can include, but are not limited to, verbal warnings, drop ins from the IFC COVID Task Force, and suspension of rights to in person gatherings for the recruitment period. The IFC

Governing Board holds the right to impose any other necessary sanctions to prevent the spread of COVID-19 in the Greek community and beyond. Violations that occur beyond suspension of in person recruitment events will be adjudicated by the IFCJC and sanctions will be severe.

What constitutes proof/evidence?

We will evaluate every report of a violation on a case by case basis, as a result there is **no specific threshold for disciplinary action**. However, some violations will require less evidence to provide sanctions due to their scale. For example, there is no excuse for an unmasked gathering of 15 people so therefore a single photo of such an event will be sufficient to provide sanctions.

Other violations are much more nuanced, and in the case of unclear or inadequate evidence, the IFC Governing Board will lean towards leniency. **We will not impose sanctions on insufficient evidence**. We want every chapter to have the advantage of an in person recruitment process, and will only strip that right if there is a demonstrated lack of respect for the rules and a deliberate attempt to shirk responsibility.