



Managing Fall 2020 Fraternity Recruitment and Events During the Covid-19 Virus

The COVID-19 virus and pandemic has affected almost all aspects of life that have been taken for granted. Campus life is no exception as staff at most colleges and universities have worked to open to students for the 2020-2021 academic year. With recruitment upon us, fraternity men must step up and provide leadership. In the spirit of providing clear information for fraternity members as they consider recruitment of new members and social events throughout the academic year, Fraternity Forward Coalition (FFC) created a working group focused on offering recommendations.

FFC recognizes, when fraternity members return to campuses, a temptation may exist to disregard restrictive measures. Guidance recommended in this document considers, regardless of the amount of materials and oversight offered, ***people will come into contact with one another when campuses open this fall***. However, in doing so, ***FFC strongly advises that such contact happens as safely as possible with regard for "best practices" related to managing the Covid-19 virus***. Therefore, FFC has considered and integrated into this document:

- guidance from the Centers for Disease Control (CDC) and American College Health Association (ACHA)
- recommendations from colleges and universities across the United States related to Fall 2020 Fraternity Recruitment and Social Events.

Should these recommendations differ from what is offered by your college or university, you are encouraged to understand guidelines or orders by your state or local health departments and comply with that guidance.

Recruitment Recommendations

Given the complexity of attempting to manage potentially large groups of students, FFC recommends following the model below which was developed by the Office of Fraternity & Sorority Life at Texas Tech University. This model was selected after studying numerous options, from completely virtual to highly structured, recruitment models. FFC recommends an Informal Recruitment structure as it allows personal interaction, quintessential to the fraternal experience, while also allowing fraternities to control size of gatherings and provide critical health and safety measures. Informal Recruitment includes:

Informal Recruitment

- No recruitment kick-off event to avoid large gatherings
- Students can distribute bids beginning the first day of class - 2020-2021 academic year
- Students retain the ability to distribute bids until the last day of class - 2020-2021 academic year



The following Health Precautions are encouraged:

Health precautions

- Chapters should implement professional cleaning of any private residences or lodges that will be used for recruitment purposes prior to the beginning of Informal Recruitment
- Chapters should have working sinks within their recruitment spaces with full bottles of soap
- Chapters should provide a minimum of three (3) hand sanitizer stations positioned and advertised within their recruitment spaces
- Beverages provided must be bottled and not served mass quantity – Ex: no tea or lemonade jugs
- Depending on size limitations on gatherings, chapters should follow local and state size restrictions as recommended by CDC
- For foods, chapters should follow all regulations as set by local and state agencies and the CDC
- Signage should be placed throughout private residences or lodges alerting all present to necessary health-related pre-cautions. Links to signs are provided below in the section titled “Resources.”

General Overview of Schedule

- Prior to starting Informal Recruitment, to accept a bid, Potential New Members (PNMs) should take any pre-recruitment risk management modules that are required by either the institution or inter/national organization
- Beginning of Informal Recruitment is the first day of class of the new academic year
- IFC Student Staff
 - FFC members should work with their local IFCs to adopt these regulations
 - As part of that, IFC should authorize use of PNM recruitment sign-up fees, if available, to be partially distributed to all IFC organizations participating in recruitment to defray the cost of hosting informal recruitment on a per chapter basis

Accountability measures

- If the IFC adopts these guidelines, all chapters and students may be held accountable to the Student Code of Conduct, IFC bylaws and policies, and all recruitment rules
- All infractions can be monitored and enforced by an IFC judicial/conduct board

General Event Recommendations

After reviewing numerous plans related to social events, Fraternity Forward Coalition encourages you to follow steps offered by Holmes Murphy Insurers (see Appendix 2) as you consider planned events this fall. These recommendations recognize that students will likely continue to socialize (regardless of restrictive measures) while also considering “best practices” as offered by CDC and ACHA.

If guidance offered by your college or university is significantly more restrictive than what has been offered in this document, it may be because of state or local health department guidance. If the guidance offered by



your college or university is less restrictive, FFC encourages you to follow the Informal Recruitment guidelines as well as the Event Recommendations as provided in Appendix 2. In addition to the materials in Appendix 2, please remember to keep guests lists as they are all the more important for contact tracing as well as defining limits to your events. And, should someone “test positive,” following an event you host, contact your inter/national headquarters to assist with managing the situation.

FFC is aware of colleges and universities across the United States that have either failed to offer guidance or have offered guidance which far exceeds guidance offered at the local, state, and national levels. Asking students to live with and take classes with one another and then asking them to refrain from being in contact with one another socially is, FFC believes, unrealistic and may serve to drive behavior “underground” and then, possibly, with less safe practices. Therefore, FFC offers this clear guidance which takes into account best practices and the gravity of the national health situation while also recognizing that overly-restrictive guidance may ultimately fail and cause further backlash against campus authorities.

In conclusion, the Fraternity Forward Coalition wishes you a productive Fall Term as you return to campus. You are urged to work with one another, and as possible, your IFC, on your home campuses in implementing this guidance. If you have specific questions, please contact your inter/national headquarters.

Resources

- FFC Managing Events flyer (Appendix 1)
- Holmes Murphy Event Recommendations – created for Association for Fraternity/Sorority Advisors sponsored program (Appendix 2)
- Centers for Disease Control Covid-19 Recommendations
<https://www.cdc.gov/coronavirus/2019-ncov/index.html>
- American College Health Association Covid-19 Recommendations
https://www.acha.org/documents/resources/guidelines/ACHA_Considerations_for_Reopening_IHEs_in_the_COVID-19_Era_May2020.pdf
- Posters/flyers for public spaces:
https://www.cdc.gov/handwashing/pdf/keep-calm-wash-your-hands_11x17.pdf
<https://www.cdc.gov/coronavirus/2019-ncov/downloads/DIY-cloth-face-covering-instructions.pdf>
<https://www.cdc.gov/coronavirus/2019-ncov/images/face-covering-checklist.jpg>
<https://www.cdc.gov/coronavirus/2019-ncov/prevent-getting-sick/prevention-H.pdf>
- Additional posters are available at:
<https://www.cdc.gov/coronavirus/2019-ncov/community/colleges-universities/index.html>