MISSOURI UNIVERSITY OF SCIENCE & TECHNOLOGY COLLEGE PANHELLENIC ASSOCIATION
RECRUITMENT CODE OF ETHICS

We, the members of women’s sororities at the Missouri University of Science & Technology, agree to promote honesty, respect, sisterhood and cooperation within the College Panhellenic and our respective chapters and in our daily lives. This code of ethics is designed to inspire our members, reinforce exemplary conduct and values-based leadership, and perpetuate lifelong membership to enrich the sorority and Panhellenic experience.

We, as Panhellenic women of the Missouri University of Science & Technology, agree on and commit to:

• Uphold and demonstrate the Panhellenic spirit in thought, word and action through our chapters as well as individual members.
• Demonstrate ethical behavior and conduct ourselves in a manner consistent with the mission and values of the College Panhellenic, each international/national organization and our institution.
• Respectfully adhere to the Unanimous Agreements established by the National Panhellenic Conference.
• Avoid disparaging remarks about any sorority or collegiate woman and refrain from discussing Panhellenic matters with non members, in accordance with the dignity and good manners of sorority women.
• Recognize friendly relations with all collegiate women, both sorority members and nonmembers, realizing the importance of creating and building friendships.
• Plan recruitment events that provide opportunities for the greatest possible number of women to become sorority members while protecting the rights and privileges of individuals and the chapters.
• Provide a safe, positive and enriching recruitment experience, understanding that membership is a social experience arrived at by mutual selection.
• Strive to be truthful, honorable, open and friendly to all potential new members during all recruitment events.
• Be respectful of the rights of every potential new member to make her own choices, including the right not to join the women’s sorority community.
• Refrain from limiting a potential new members’ chances of becoming a member of the Panhellenic community by encouraging her to make a single intentional preference or to limit her choices.
We, as Panhellenic women of the Missouri University of Science & Technology, also agree on and commit to:

- Respectfully adhere to the bylaws and recruitment rules of the Missouri University of Science & Technology Panhellenic Association.
- Abide by all local and federal laws and NPC inter/national member organization bylaws.
- Hold one another accountable to these standards, remembering at all times that we represent not only our individual chapters but also the Panhellenic community as a whole.

As Panhellenic women of the Missouri University of Science & Technology, these are the tenets by which we strive to live.

RECRUITMENT RULES OF MISSOURI UNIVERSITY OF SCIENCE & TECHNOLOGY PANHELLENIC ASSOCIATION

I. Statement of Positive Panhellenic Contact

We, the women of the Missouri University of Science & Technology, will promote Panhellenic-spirited contact with all potential new members throughout the year. Strict silence will begin at the end of the last preference party and last until bid distribution for the Fall Primary Recruitment. No sorority member, including alumnae and new members, may communicate or live with potential new members during this period. Strict silence is defined as verbal, nonverbal, written, printed, text message and electronic communication or communicating through a third party. If potential new members live in a residence hall with sorority members, only casual greetings and contact are permitted.

II. Statement of Adherence to NPC Unanimous Agreements Regarding Recruitment

All NPC member organizations represented at the Missouri University of Science & Technology believe in strictly adhering to NPC Unanimous Agreements. All organizations will follow these valued and non-negotiable Agreements during the recruitment process.

III. Statement of Values-Based Recruitment

All NPC member organizations represented at the Missouri University of Science & Technology will promote the following practices during membership recruitment:

A. Engage in values-based conversations.
B. Choose recruitment activities and behaviors that reflect the core values of our organizations.
C. Make informed choices, based on shared values, about potential new members.
D. Educate potential new members about the values, benefits and obligations of sorority membership.
In accordance with NPC policy, the Missouri University of Science & Technology recruitment events do not include skits, elaborate decorations and costumes.

IV. Statement of Membership Recruitment Acceptance Binding Agreement (MRABA)

The Missouri University of Science & Technology Panhellenic will uphold and use the membership recruitment acceptance binding agreement (MRABA) for each potential new member interested in joining a sorority, whether during primary recruitment or informal recruitment. We agree to all policies and steps pertaining to the MRABA.

V. Statement of Automatic Reset of Total

Total is the allowable chapter size as determined by the College Panhellenic.

To allow chapters to achieve parity as quickly as possible, total will be automatically adjusted every regular academic term. This is to be done no later than 72 hours following bid distribution in the academic term that primary recruitment is held and within one week (no more than seven days) from the start of the spring academic term in which primary recruitment is not held. Total will be determined by largest chapter size (LCS)

VI. Statement on Men's Recruitment

A. Each College Panhellenic shall denounce the participation of Panhellenic women in men’s fraternity events when or where the primary purpose is recruitment.
B. Each College Panhellenic shall denounce the participation of undergraduate Panhellenic women in auxiliary groups to men’s fraternities.
C. Wearing men’s rush shirts during opening week will result in a $25 fine per woman, per incident. The fine will be charged to the chapter of the women wearing men’s rush shirts.

VII. Potential New Member Bill of Rights

A. The right to be treated as an individual
B. The right to be fully informed about the recruitment process
C. The right to ask questions and receive true and objective answers from recruitment counselors and members
D. The right to be treated with respect
E. The right to be treated as a capable and mature person without being patronized
F. The right to ask how and why and receive straight answers
G. The right to have and express opinions to recruitment counselors
H. The right to have inviolable confidentiality when sharing information with recruitment counselors
I. The right to make informed choices without undue pressure from others
J. The right to be fully informed about the NPC Unanimous Agreements implicit in the membership recruitment acceptance binding agreement (MRABA) signing process
K. The right to make one’s own choice and decision and accept full responsibility for the results of that decision
L. The right to have a positive, safe and enriching recruitment and new member experience

VIII. General Recruitment Policies and Procedures
A. Vice President - Recruitment, Assistant Recruitment Committee Heads, and Chapter Recruitment Chair Duties
   1. Vice President - Recruitment Duties
      a) Carry out primary recruitment activities with the use of the Assistant Recruitment Committee Heads
      b) Serve as a communication link between the chapter recruitment chairs, recruitment counselors, and potential new members
      c) Communicate any changes made to fall primary recruitment determined by the Vice President - Recruitment and the Assistant Recruitment Committee Heads to the chapter recruitment chairs within 48 hours of the decision
      d) Monitor chapter financial information that is made available to potential new members
      e) Schedule a time to meet with each chapter recruitment chair and the Panhellenic Advisor in order to educate them on new/updated recruitment rules, fall primary recruitment procedures, disaffiliated members, and to address any other recruitment-related concerns
      f) Review the recruitment policy at least every fall semester
      g) Create and send out a guidelines document for Opening Week events to the chapter recruitment chairs by the end of the spring semester preceding primary recruitment. Guidelines should include the number of affiliated women attending each event, what the women should be doing at each event, and a budget for each event (if applicable). Document should be discussed and agreed upon by the chapter recruitment chairs.

   2. Assistant Recruitment - Publications Duties
      a) Be available throughout the week of primary recruitment
      b) Assist the Vice President - Recruitment where needed
      c) Plan and implement Women’s Night Out during the Freshman Orientation Week
      d) Solicit advertising sales to offset the costs of fall primary recruitment
3. Assistant Recruitment - Recruitment Counselors Duties

a) Be available throughout the week of primary recruitment ii. Assist the Vice President - Recruitment where needed
b) Create, distribute, and collect recruitment counselor applications during or immediately following the winter break following the conclusion of the regular fall academic semester
c) Schedule and hold interviews to select five recruitment counselors and one alternate recruitment counselor from each NPC chapter participating in fall primary recruitment.
d) The interview panel will consist of but is not limited to the Vice President - Recruitment, the Assistant Recruitment - Recruitment Counselors, and the Assistant Recruitment - Publications. Chapter membership chairs may attend interviews if invited by the Assistant Recruitment - Recruitment Counselors.

4. Chapter Recruitment Chair Duties

a) Meet regularly with the Vice President - Recruitment throughout the spring and fall semesters
b) If unable to attend, the chapter recruitment chair will send another chapter member in her place.
c) Plan and arrange fall primary recruitment and continuous open bidding events iii. Provide the names of all potential members interested in the recruitment chair’s respective chapter to the Vice President - Recruitment when requested (this list will not be available to any other chapter)
d) Maintain consistent contact with the Vice President - Recruitment and notify her of any recruitment - related changes within 48 hours
   (1) This includes but is not limited to membership number changes and changes to recruitment counselors.
   (2) If the chapter recruitment chair fails to fulfill this duty, the chapter will be fined $10 for each offense.
e) Be familiar with the Manual of Information and educate chapter members on its policies and best practices
B. Recruitment Counselors

Fifteen pre-selected undergraduate collegiate members — five from each NPC chapter participating in fall primary recruitment — will serve as recruitment counselors. Three pre-selected undergraduate collegiate members — one from each NPC chapter participating in primary recruitment — will serve as alternate recruitment counselors. The alternate recruitment counselor chosen by the VP Recruitment and her Assistants will serve as a recruitment counselor for even pairing. If a recruitment counselor cannot perform her duties before or during primary recruitment, then a pre-selected alternate recruitment counselor from the same chapter will act in her place. If the alternate recruitment counselor also has a conflict with performing the duties of a recruitment counselor, the chapter must choose a replacement. A chapter may no longer select a replacement once disaffiliation for the fall primary recruitment period has begun (5:00pm prior to Freshman Move In Day). The remaining members of Panhellenic Council Executive Board are to be disaffiliated and can be utilized as replacements in the case of an emergency. The Vice President - Recruitment will approve the replacement before the chapter-appointed woman takes on the role of a recruitment counselor. Each NPC chapter participating in primary recruitment must have no less than seven eligible chapter members interview for a recruitment counselor position. The penalty for not fulfilling this requirement shall be $50 per missing interviewee, unless excused by the Vice President - Recruitment.

1. Eligibility

To be eligible to hold the position of a recruitment counselor at the Missouri University of Science & Technology, a woman must be an active, undergraduate member of her respective NPC organization which is participating in fall primary recruitment, who has already gone through a primary recruitment on her house’s side, and is in good standing with her chapter.

2. Duties of Recruitment Counselors and Alternate Recruitment Counselors

   a) Be familiar with this recruitment policy, the Recruitment Counselor Handbook, and the Manual of Information
   b) Attend all training sessions led by the Assistant Recruitment - Recruitment Counselors
   c) Assist with campus student orientation programs
   d) To be disaffiliated during all PRO Days and campus-sponsored events unless otherwise approved by the Panhellenic Advisor. PRO day disaffiliation times will be set by the VP Recruitment with input from the recruitment chairs of each house.
   e) To refrain from wearing Greeks or revealing their affiliation on the Missouri University of Science & Technology campus during the summer session
f) Escort the potential new members to all parties and take roll between each party during primary recruitment while adhering to a strict schedule

g) To refrain from consuming alcohol beginning the Friday prior to Freshman Orientation Week until the conclusion of fall primary recruitment

C. Disaffiliation

No positions besides these mentioned below will have the option of being disaffiliated. All recruitment counselors, alternate recruitment counselors, the Assistant Recruitment - Recruitment Counselors, the Assistant Recruitment - Publications, the President, Vice President - Recruitment Vice President - Finance, Vice President - Academic Achievement, Vice President - Programming, and Vice President - Administration of the Panhellenic Executive Council will not be affiliated with or reveal their respective chapters at the following times:

1. During all PRO Days and campus-sponsored events unless otherwise approved by the Panhellenic Advisor.
2. Beginning at 5:00 pm prior to Freshman Move in Day until the distribution of bids.
   a) All disaffiliated women will live off campus during this time. They may have positive Panhellenic contact with chapter members during their disaffiliation period permitting no disaffiliated woman reveals her chapter affiliation or discusses fall primary recruitment or potential new members under any circumstances.
   b) All disaffiliated women will attend the recruitment counselor meeting at the beginning of O week.
   c) 

D. Potential New Members

A potential new member is defined as any of the following:

1. Any Missouri University of Science & Technology female student who has registered for fall primary recruitment
2. Any female student who may be considering attending the Missouri University of Science & Technology within one calendar year (e.g. high school senior or accepted females including transfer students)
3. Any female student present at the Missouri University of Science & Technology for university recruitment purposes (e.g. sports recruits, high school lock-in participants)
4. Any Missouri University of Science & Technology female student who is actively interested in Greek Life (e.g. attending informal recruitment events, visiting chapter houses, inquiring about Greek life)
E. Potential New Member Contact

All sorority members and alumnae will promote and encourage personal and informative Panhellenic-spirited contact with potential new members at all times, year round. Any chapter is permitted to participate in any volunteer event granted there is an equal opportunity for all chapters to participate. Panhellenic sponsored events may be capped at the discretion of the Vice President - Recruitment.

House tours may not be given to any potential new member outside of the regularly scheduled house tours during PRO Days unless the potential new member is a sister of a member of the chapter with the member present or unless special permission is granted by the Vice President - Recruitment and the Panhellenic Advisor.

A sorority member may not visit a place of residence of any potential new member with the following exceptions:

1. Sorority women employed by the Missouri University of Science & Technology may perform their required duties and remain affiliated with their respective chapters outside of the Freshman Orientation Week prior to fall primary recruitment. During the Freshman Orientation Week, sorority women employed by the Missouri University of Science & Technology must not reveal their chapters while performing their work-related duties and must leave the residence halls immediately after their duties are performed. Women employed by the university may wear sorority flip flops and crest charm lavaliers (Greek letters) while performing their duties. University-employment and affiliation specific group pictures are prohibited from being posted on chapter specific social media accounts during the duration of the Freshman Orientation Week.

2. Residence Assistants, any sorority woman living in the residence halls, PRO Leaders, and Opening Week Mentors must abide by this recruitment policy and all fall primary recruitment rules. They may only recruit in a Panhellenic manner and may not initiate conversations about sorority life. Residence Assistants may not decorate their rooms with anything related to their respective houses and must not reveal their respective chapter in the residence hall from the start of Freshman Orientation Week through the presentation of bids.

3. If an affiliated member has an approved reason to visit the residential halls, she must not reveal her respective chapter during her visit and must not have contact with any potential new members during her visit.

Any sorority member that will visit the residential halls must have her reason approved by the Vice President - Recruitment prior to her visit(s).
F. Continuous Open Bidding (COB)

1. COB begins immediately after bids are distributed in the designated primary recruitment period term. Likewise no COB process should occur during the period at the start of the term in which primary recruitment does not take place while rosters are confirmed for the reset of total (not to exceed seven days).
2. The recruitment chair from each NPC organization on campus will receive a list of women eligible for COB from the Panhellenic Advisor not to exceed 48 hours after bids are distributed during the primary recruitment period.

G. Chapter Recruitment Chair COB Duties

The duties of each chapter recruitment chair regarding COB processes are as follows:
1. File a signed COB acceptance with the Greek Life Office within seven days of a woman accepting an invitation to membership
2. Provide a detailed description of COB events to the Vice President - Recruitment and Panhellenic Advisor.

H. PRO Day Procedures

1. Resource Fair
   Each chapter has the opportunity to set up a booth at the resource fair during each PRO Day. Rules regarding the resource fair are as follows:
   a) Chapters may have one representative at a time at their respective chapter’s booth. Active sorority members that are not representatives for their chapter booth may only wear lavaliers and crest charms (Greek letters only) in Havener. Active sorority members that are not representatives for their chapter’s booth may not recruit for their respective chapter nor push primary recruitment.
   b) Chapters may have one representative at a time at their respective chapter’s booth. Active sorority members that are not representatives for their chapter booth may only wear lavaliers and crest charms (Greek letters only) in Havener. Active sorority members that are not representatives for their chapter’s booth may not recruit for their respective chapter nor push primary recruitment.
   c) Chapters may have a presentation board displaying the history of the sorority, pictures of sisterhood activities, campus involvement, service, and general information that can be found in the primary recruitment book. All chapters will have equal sized booths. Disaffiliated members should not be present in pictures.
d) Chapter representatives will recruit in a Panhellenic manner and promote the fall primary recruitment procedure. All potential new members will be directed to the Panhellenic Council booth so they may register for primary recruitment.

e) Chapters cannot hand out anything during the resource fair. This includes but is not limited to flyers, brochures, and other promotional items.

f) Virtual house tours should be viewable at each chapter table and will consist of a picture slideshow with no audio. Pictures will contain no persons, but text for the purpose of labeling rooms and areas of the virtual tour will be permitted.

g) Phrases such as “Go Delta Gamma” or “Join Delta Gamma” or any phrasing comparing houses is prohibited on cars, social media, and all other forms of publication during the duration of the PRO Day. If any of the preceding Resource Fair rules are not followed or this privilege is abused, there will be a fine of $10 per incident.

2. Representation
   If a sorority woman is representing Panhellenic Council during a PRO Day weekend, then she must not formally represent her house for the entire weekend. Exceptions may be made with the approval of the Vice President - Recruitment and the chapter recruitment chairs.

3. House Tours during PRO Days
   a) House tours may not be given to any potential new member other than when scheduled during a PRO Day unless they are a sister of a member of the chapter with the member present or unless special permission has been granted by the Vice President - Recruitment and the Panhellenic Advisor.

   b) Members of each chapter may give 15 minute house tours on PRO Days, the timer will begin when the last person in the group enters the house and ends when the last person in the group exits the house. Escorts to houses will be recruitment counselors, the Assistant Recruitment Committee Heads, or the Vice President - Recruitment only. Escorts will keep time and give the chapter a two minute warning before time is exceeded. If time is exceeded, a first offense will result in a written warning (only one per year) and any following offenses will result in a $15 fine per minute. Guestbooks are not permitted.

I. Recruitment Infractions
   All recruitment infractions must be reported according to the procedure outlined in the NPC Manual of Information
1. Reporting
   a) It is recommended that any recruitment infraction reported and not already covered by this Recruitment Policy be added to the revised version for the following period.
   b) The Judiciary Board will handle all recruitment infractions during fall primary recruitment; however, the Vice President - Recruitment and Panhellenic Advisor can answer any questions about and address any concerns regarding this recruitment policy during the fall primary recruitment period.
   c) Refer to the General List of Recruitment Infractions to see the list of infractions and the fines associated with them.
   d) The General List of Recruitment Infractions shall act as an appendix to this Recruitment Policy.

IX. Fall Primary Recruitment Policies and Procedures

A. Identification of Sorority Members

1. Any woman participating in fall primary recruitment must wear a name tag indicating her name. Any alumna participating in fall primary recruitment must have “Alumna” indicated on her name tag. Sororities may designate major and minor offices on the name tags if they wish.
2. Only initiated members and new members may recruit during fall primary recruitment. Alumnae may assist with food preparations/serving and may also greet potential new members. Alumnae will not recruit or take part in conversation with potential new members.
3. All alumnae shall abide by this Recruitment Policy.
4. Greeks may be worn during the week of fall primary recruitment.

B. Values-Based Recruitment

The Missouri University of Science & Technology will have a values-based fall primary recruitment. The purpose of values based recruitment is to focus on meaningful conversations with potential new members and recruiting women who will have a positive impact on chapters and the Panhellenic Community. Nonessential features should be removed from the process, and the focus of membership recruitment should be on the values, benefits, and obligations of membership for each NPC organization.

1. Outdoor Entertainment
   a) All outdoor entertainment is prohibited. No singing, dancing, cheering, or clapping is allowed.
b) Potential new members may be greeted outside on the porch and sidewalk and may be walked outside after the recruitment party. In the case of inclement weather, potential new members may breach the property line under the discretion of the Vice President - Recruitment.

2. Gifts
   a) No gifts of any sort may be given to potential new members during the parties. This includes napkins, cups, balloons, flowers, notes (even if returned before leaving), etc. which are taken from the chapter house by the potential new member following the conclusion of the party.

3. Recruitment Party Budget
   a) Donations of food and/or supplies for any parties from alumnae and active members must be accounted for in the budget cap for the respective recruitment party.
   b) There will be a $7.00 per potential new member or $900.00 cap, whichever is higher for day one, day two, and day three parties combined.

4. Outside Decorations and Landscaping
   a) A list of outside decorations, landscaping, and concrete house letters must be submitted to the Vice President - Recruitment and chapter recruitment chairs during Freshman Orientation Week. After the submittal, the Vice President - Recruitment must approve additional changes. If a change has not been approved and an item was used to alter the appearance of the outside area, the item(s) will be removed.
   b) A banner not to exceed 10’ X 10’ welcoming students for the fall semester may be hung outside each NPC chapter house until day one parties begin. If the banner exceeds the specified measurements, it will be taken down. If the banner has not been removed by the start of the first day one party, a $25 fine will be charged per day until the banner has been taken down.

C. Informational Meeting for Sororities
   On the Sunday before fall primary recruitment, all sorority members will meet in a designated area. The Vice President - Recruitment will review local and NPC Panhellenic recruitment rules. Recruitment counselors will introduce themselves to describe their purpose and duties. Attendance will be taken by the Panhellenic members for each NPC chapter upon their arrival at the meeting. There will be a $50 fine for each member absent who has not previously been excused by the Vice President - Recruitment. Excuses for the sorority informational are due 48 hours prior to the start of the informational. Excuse notes not submitted by the 48 hour deadline will incur a $10 fine regardless of approval status.
D. Informational Meeting for Potential New Members

Two informational meetings for potential new members with the recruitment counselors will be held on campus the Tuesday and Wednesday immediately preceding the fall primary recruitment period. The Vice President - Recruitment, Assistant Recruitment Committee Heads, and the recruitment counselors are to attend. The potential new members will have the opportunity to complete registration, be informed of the role of the recruitment counselors, and ask questions regarding the recruitment procedure. Financial information approved by the Vice President - Recruitment and chapter recruitment chairs will be provided. A representative (preferably the treasurer) from each house will have the opportunity to present on their houses cost breakdown during the presentation.

After the informational, the potential new members will have the opportunity to attend a recruitment social. The Vice President - Recruitment, Assistant Recruitment Committee Heads, and the recruitment counselors will be present. Each chapter has the opportunity to send a number of affiliated women as capped by the Vice President - Recruitment as well as one advisor. If a chapter is hosting a national officer, she may attend providing the Vice President - Recruitment is notified prior to the start of the first informational. Women must wear name tags provided by Panhellenic Council and may wear their Greeks, but must recruit in a Panhellenic manner.

E. Individual Sorority Publicity

Individual sorority publicity is prohibited on and off campus from the potential new members arrival on campus unit bid presentation for the fall primary recruitment period. Phrases such as “Go Delta Gamma” or “Join Delta Gamma” or any phrasing comparing houses is prohibited on cars, social media, and all forms of publication.

F. Fall Primary Recruitment Parties

Fall primary recruitment will begin on the Friday before the Missouri University of Science & Technology’s fall classes commence and will conclude with the first day of classes which shall be known as “Bid Day”.

1. Guidelines Regarding Potential New Members during Fall Primary Recruitment
   
a) The recruitment chair of each chapter must be notified of any potential new member registered for fall primary recruitment after 5:00 pm the Thursday prior to the first party for an eligible woman to participate in fall primary recruitment.
   
b) The potential new members will be escorted to each party by the recruitment counselors. One recruitment counselor will walk ahead of her group to inform the chapter recruitment chair of missing potential new members and roll will be taken between each party.
   
c) All potential new members must attend day one parties with all three chapters. Any potential new member who has been previously offered a bid from a house can choose to attend or not attend that house the first day, but final decisions will
be approved by the Vice President - Recruitment at least 24 hours before the first
day one party. All potential new members must attend day two parties and
preference parties she is invited to unless the Vice President - Recruitment has
excused her absence. If the potential new member is not excused for an
absence, then she will be unable to continue in the fall primary recruitment
process. iv. Recruitment counselors are to have no contact with the potential
new members during the recruitment parties. Recruitment counselors will enter
the chapter house after potential new members and will be escorted to an area in
the chapter house where they can stay comfortably and can be unseen by
potential new members. It is the responsibility of the chapter members to escort
the recruitment counselors outside of the chapter house before the end of the
party and before the potential new members are let outside of the chapter house.
d) Pnms will line up behind the house’s property line while waiting for the party to
begin. The timer will start when the last pnm crosses the line and end when the
last pnm crosses the line at the end of the party. Actives are not allowed to cross
the property line and if they do there will be a $10 dollar fine.
e) The recruitment counselors will present the potential new member a formal
invitation from the respective chapter that the potential new member is invited
back to on day two and day three of primary recruitment.
f) From arrival on campus until continuous open bidding begins, visitation by
potential new members to any NPC house is prohibited outside of the designated
time period for parties.
g) Before the first PRO day the Vice President - Recruitment and the Recruitment
Chairs will decide the dress attire for each day of recruitment. The attire must
follow values based recruitment.

2. Day One Parties
Day one parties will last 50 minutes. Parties will have 15 minutes between, and if a
chapter exceeds the 50 minute time limit, they will be fined $25 per minute over for up to
three minutes. After three minutes mediation will result.
   a) The number of parties given each night will depend on the number of potential
new members registered on the master list taken from the informational meeting.
Any changes to the maximum number of women attending each party needs to
be approved by all chapter advisors as well as the Panhellenic advisor. Potential
new members must not be detained beyond the designated times. The potential
new members will be met outside by the recruitment counselors and escorted to
a designated area.
b) There will be no invitations issued to day one parties.
c) Day one will be philanthropy day. Each chapter may decide on whether or not
they will have some form of values-based recruitment entertainment. If the
chapter chooses to provide entertainment, they must present their entertainment
to the Vice President - Recruitment and Panhellenic Advisor for approval no later
than the Sunday preceding recruitment. Entertainment will be limited to ten minutes.

d) Day one Recruitment Video rules and guidelines will be set by the Vice President - Recruitment and the Recruitment Chairs before the end of the spring semester. The videos will follow values based recruitment.

3. Day Three Parties
Day three parties will last 60 minutes. Parties will have 15 minutes between, and if a chapter exceeds the 60 minute time limit, they will be fined $50 per minute over for up to two minutes. After two minutes mediation will result.

a) Day three will be a preference day. During day three parties, it is the responsibility of the potential new member to present what she can offer each chapter.

b) Attendance to day three parties is by invitation only, per the release figures calculated by an NPC officer. An invitation list will be submitted to Campus Director by the recruitment chair from each chapter by a time agreed upon by all pertaining parties. Each group visiting a particular NPC chapter at the set times will be taken to the party by the recruitment counselors.

c) Following the conclusion of day three parties(once the last pnm crosses the property line for each party) until distribution of bids, no sorority member may have contact with a potential new member. The penalty for violating the day of silence is $100 per member, per incident.

4. Bid Matching
Bid matching is processed through an NPC recognized computer system called Campus Director. The Panhellenic Advisor along with the RFM specialist will conduct all aspects of the bid matching process. Quota will be set after the final round of recruitment. Each house will submit a list of women on Campus Director it wishes to invite to membership. This list will be due by a time agreed upon by the Vice President - Recruitment and chapter recruitment chairs. Failure of chapter recruitment chairs to meet this deadline will result in a $20 fine per minute exceeding the agreed upon time. After ten minutes, mediation will result. Extenuating circumstances will be evaluated by the Vice President - Recruitment. Bids must be turned into the panhellenic advisor's office by the time set by the Panhellenic Advisor. The recruitment chair from each chapter will receive a bid list from their advisor one hour prior to the scheduled release time for women.

5. Snap Bidding
If a chapter is eligible for snap bidding, the recruitment chair will receive a list of women eligible for snap bidding by noon of Bid Day provided by the Panhellenic Advisor.
6. **Bid Day**  
Each chapter will wait at their chapter house for their new members. They may not leave their own property until all chapters have received their new members. The Vice President - Recruitment, Assistant Recruitment Committee Heads, and the recruitment counselors from each chapter will bring the new members in their respective chapters to their chapter house. Any decorations a chapter chooses to have must remain on their property until each chapter house has received their new members with the exception of chalking their sidewalk towards campus.

<table>
<thead>
<tr>
<th>FINE AMOUNT</th>
<th>DESCRIPTION OF ACTION</th>
</tr>
</thead>
</table>
| $10         | • Having more than the allowable number of affiliated women at or in the general vicinity of opening week events will result in a $10 fine per woman, per incident. An affiliated woman may walk past an event at a distance of 30 feet or greater if she must travel to an obligation and there is no other possible route. If she must walk through or closer than 30 feet to an affiliated member capped event, then she must have the approval of the VP-Recruitment prior to. Any extra women will be asked to leave the event immediately. Alumnae may attend opening week events, but are not to be affiliated.  
   • Failure of the chapter membership recruitment chair to maintain consistent contact with the Vice President - Recruitment and notifying her of any recruitment - related changes within 48 hours will result in a $10 fine per incident. The fine will be charged to the chapter. This includes but is not limited to membership number changes and changes to recruitment counselors.  
   • Failure of a chapter member to send in an excuse prior to 48 hours from the start time of the all-sorority informational indicating her absence will result in a $10 fine charged to the respective chapter of the woman in question. Exculminating circumstances will be evaluated by the VP - Recruitment.  
   • Affiliated women who are in Havener during any PRO Day and are not representing their chapter at the resource fair will result in the chapter being fined $10 per woman, per incident. Active sorority members that are not representatives for their chapter booth may only wear lavaliers and crest charms in the resource fair and open areas surrounding the resource fair (food court, bookstore, etc.). Active sorority members that are not representatives for their respective chapter’s booth may not recruit for their respective chapter nor push primary recruitment.  
   • Chapter members that are found by the judicial board to be recruiting in a manner other than a Panhellenic manner during PRO Day resource fairs will result in a $10 fine charged to the chapter per incident. All potential new members should be directed to the Panhellenic Council booth during all PRO Day resource fairs by the affiliated women representing each chapter.  
   • Any chapter handing out items at the PRO Day resource fair will be fined $10 per incident and will be asked to refrain from handing out items immediately.  
   • Any chapter presentation board displayed during PRO Days containing disaffiliated women will result in a fine charged to the chapter of $10 per disaffiliated woman represented on the display. The chapter will be asked to remove the image or images immediately.  
   • Virtual house tours provided by a chapter during PRO Day resource fairs containing images including any persons or audio will result in the chapter being fined $10 per image including any person and $10 if audio is used. Text for the purpose of labeling rooms is permitted.  
   • If any of the Resource Fair rules (See VI., G., a.) are not followed or this privilege is abused, a $10 fine charged to the chapter will be assessed per incident.  
   • If an active crosses the property line during a party there will be a $10 fine per incident. |
<p>| $15         | In the case that a chapter goes over the 15 minute limit on a PRO Day house tour, a first offense will result in a written warning and any following offenses will result in a $15 fine per minute charged to the chapter. |</p>
<table>
<thead>
<tr>
<th>Fine</th>
<th>Violation Details</th>
</tr>
</thead>
<tbody>
<tr>
<td>$20</td>
<td>Each chapter must submit a list of women on Campus director it wishes to invite to membership after each day of the Fall Primary Recruitment period. This list will be due two hours after the carry figures are presented to each chapter. Failure of chapter recruitment chairs to meet this deadline will result in a $20 fine per minute exceeding the agreed upon time till the lists are submitted. Extenuating circumstances will be evaluated by the Vice President - Recruitment.</td>
</tr>
<tr>
<td>$25</td>
<td>Wearing men’s rush shirts during opening week will result in a $25 fine per woman, per incident. The fine will be charged to the chapter of the women wearing men’s rush shirts. It is recommended that NPC women do not wear men’s Greek letters during opening week. If a chapter has a welcome banner hanging past the start of the first party of day one of primary recruitment, the chapter will be charged $25. If a chapter exceeds the 50 minute time limit for day one or day two Fall Primary Recruitment parties, a fine of $25 per minute over for up to three minutes total per party will be charged to the chapter.</td>
</tr>
<tr>
<td>$30</td>
<td>Writing on sidewalks, cars, social media, etc. which compares a chapter to other chapters (Ex.: Delta Zeta is #1, Go Delta Gamma) will result in a $30 fine to the chapter per incident. Decorations applied to the outside of a chapter house for primary recruitment will result in a $30 fine charged to the chapter.</td>
</tr>
<tr>
<td>$50</td>
<td>A chapter member notifying a PNM of the location of a party (where the active member plans on drinking) will result in the member’s respective chapter being fined $50 per incident. The penalty for having less than seven members per chapter interview for recruitment counselor positions will result in a $50 fine per missing interviewee unless excused by the Vice President - Recruitment. Specifically reaching out to disaffiliated members by affiliated chapter members (at parties, etc.) will result in a $50 fine charged to the chapter per incident. If an affiliated member would like to communicate with a recruitment counselor during an opening week party, then she must greet the pair of recruitment counselors. If a chapter exceeds the 60 minute time limit for day three Fall Primary Recruitment parties, a fine of $50 per minute over for up to two minutes total per party will be charged to the chapter. The penalty for a chapter member missing the All-Sorority informational is a $50 fine per member unless excused by the Vice President - Recruitment.</td>
</tr>
<tr>
<td>$75</td>
<td>Giving a PNM a gift will result in a $75 fine charged to the chapter that gave the gift or the respective chapter of the active that gave the gift.</td>
</tr>
<tr>
<td>$100</td>
<td>Playing drinking games with a PNM will result in a $100 fine charged to the respective chapter of the active participating in the game. Giving or offering alcohol or illegal drugs to PNMs or distributing alcohol or illegal drugs to PNMs through a third party will result in a $100 fine charged to the respective chapter of the active giving the alcohol. Do not hold a PNM’s alcohol at any point. Breaking the strict day of silence will result in a $100 fine charged to the respective chapter of the active that broke the strict day of silence. Violating the PNM Bill of Rights in any way, by recruitment counselor or by affiliated chapter member, will result in a $100 fine charged to the respective chapter of the active that violated the Bill of Rights.</td>
</tr>
<tr>
<td>$150</td>
<td>A woman or chapter found guilty of speaking negatively to a PNM about another chapter by the judicial board will result in a $150 fine to the respective chapter of the woman found guilty. Bid promising (Ex.: “See you tomorrow.”, “You’ll be a great Delta Gamma.”, etc.) will result in a $150 fine to the respective chapter of the woman found guilty of bid promising.</td>
</tr>
</tbody>
</table>
# Table of Contents

- Statement of Positive Panhellenic Contact  2
- Statement of Adherence to NPC Unanimous Agreements Regarding Recruitment  2
- Statement of Values-Based Recruitment  2
- Statement of Membership Recruitment Acceptance Binding Agreement (MRABA)  3
- Statement of Automatic Reset of Total  3
- Statement on Men’s Recruitment  3
- Potential New Member Bill of Rights  3

## General Recruitment Policies and Procedures  4

### Vice President - Recruitment, Assistant Recruitment Committee Heads, and Chapter Recruitment Chair Duties

- Vice President - Recruitment Duties  4
- Assistant Recruitment - Publications Duties  4
- Assistant Recruitment - Recruitment Counselors Duties  5
- Chapter Recruitment Chair Duties  5

### Recruitment Counselors

- Eligibility  6
- Duties of Recruitment Counselors and Alternate Recruitment Counselors  6

### Disaffiliation  7

### Potential New Members  7

### Potential New Member Contact  8

### Continuous Open Bidding (COB)  9

### Chapter Recruitment Chair COB Duties  9

### PRO Day Procedures

- Resource Fair  9
- Representation  10
- House Tours during PRO Days  10

### Recruitment Infractions

- Reporting  11
Fall Primary Recruitment Policies and Procedures

- Identification of Sorority Members
- Values-Based Recruitment
  - Outdoor Entertainment
  - Gifts
  - Recruitment Party Budget
  - Outside Decorations and Landscaping
- Informational Meeting for Sororities
- Informational Meeting for Potential New Members
- Individual Sorority Publicity
- Fall Primary Recruitment Parties
  - Guidelines Regarding Potential New Members during Fall Primary Recruitment
  - Day One Parties
  - Day Three Parties
  - Bid Matching
  - Snap Bidding
  - Bid Day