

Indiana University Panhellenic Recruitment Rules

Code of Ethics: All members of the Indiana University Panhellenic Association shall act in accordance with the Recruitment Code of Ethics.

The Panhellenic Association will strive to create an atmosphere of support for potential new members and chapters during the recruitment process. To foster this atmosphere all recruitment participants will be expected to demonstrate integrity, honesty, and equality. Chapters and PHA are expected to uphold the ideals and standards of the individual organizations and the Greek community.

Recruitment Policies:

I. General Rules

- A. The Vice President of Recruitment will set all deadlines and requirements for documentation. Any late submissions are subject to a fine.
- B. The recruitment rules apply to all persons associated with Panhellenic Recruitment and the chapter involved. This includes members of the chapters, new members, social affiliates, alumnae, chapter advisors, house directors and any other persons associated with women's fraternities or the Panhellenic Association.
- C. Amendments to these rules may be prepared when deemed necessary by following these guidelines:
 1. The proposed change will be provided, in writing, to the Panhellenic Delegates
 2. After discussion, a vote will occur at the next regularly scheduled Panhellenic Delegate meeting.
 3. With majority vote, the amendment will pass
- D. No rule may be altered or amended two months prior to the beginning of Primary Recruitment
- E. The use of drugs and alcoholic beverages by any chapter member and Recruitment Counselor is strictly prohibited during, and the 24 hours leading up to and following, membership recruitment activities, recruitment rounds, and Bid Night.
 1. Failure to abide will result in a hearing with the Panhellenic Honor Board and a fine of \$100 to the individual(s) involved.
- F. Indiana University Panhellenic Association upholds all NPC Unanimous Agreements
- G. Failure to comply with any of the Recruitment Rules can result in a Panhellenic Honor Board hearing. Fines can and will be applied accordingly.
 1. Fines are subject to accumulation with progressive and continued violations.

II. Communication and Contact

- A. Promising of bids directly or implied by any member, new member, or alumna of the chapter is strictly prohibited.
 1. Failure to abide will result in a hearing with the Panhellenic Honor Board

- and a fine of \$500/occurrence.
2. Chapter members should not put undue pressure on potential new members regarding the selection process.
 3. At no time should any participant in recruitment make a disparaging remark about any chapter or individual. Failure to comply will result in a fine of \$250/occurrence.
- B. The period of **no contact** will be determined by the Vice President of Recruitment and will begin on October 16th. No contact is defined as follows:
1. No potential new member entering a woman's chapter house or live-out house and no chapter member entering residence halls of off-campus residences with intent to discuss recruitment.
- C. The period of **strict silence** will occur during the entirety of Primary Recruitment. Strict silence ends with the arrival of new members to the chapter on Bid Night. Strict silence is defined as follows:
1. No communication (verbal, written, through social media or other similar means) between potential new members and chapter members outside of primary recruitment events. Failure to comply will result in a hearing with the Panhellenic Honor Board and a fine of \$500/occurrence.
- D. Signs, decorations, or gifts will not be displayed on, inside, or beside the residence halls, rooms, or apartment doors of new members, in compliance with Indiana University Residence Hall regulations.
- E. No potential member may be in a room alone with a member(s) of the chapter during a recruitment function, unless under emergency circumstances or brief transition periods.
1. Failure to abide will result in a hearing with the Panhellenic Honor Board and a fine of \$100 per party.
- F. Chapter members are not allowed to excessively touch new members in any capacity, unless under emergency circumstances.
1. Note: Excessive is defined as any form of touching that would make a stranger uncomfortable.
- G. Men may not participate in Recruitment Events in any form. This includes any promotional items, including social media, such as wearing Chapter Greek Letters in relation to the recruitment process and open invite functions up to and including Bid Night. Men may not be present at any time during Bid Night, whether virtually or in person.

III. Social Media

- A. Beginning on October 16th, and concluding at midnight on Bid Night, chapters and chapter members may not make chapter-specific promotional posts. All posts must be in the Panhellenic spirit and may not include chapter letters or sayings. "Go Greek" and "Go Panhellenic/PHA" are the only accepted promotions. Failure to abide will result in an Honor Board hearing, and a fine of \$50/occurrence.
- B. Beginning at the start of Thanksgiving Break, and concluding at midnight on Bid Night, chapters may not post a video of their chapter facility on any social media

platform or video site with the intention of highlighting their facility.

IV. Favors

- A. During any function, no written poems, letters, or gifts (standardized or personal) shall be given to the potential new members for them to leave the facility with, in compliance with the NPC Resolution.
- B. Chapters may not place chapter letters on potential new members.
- C. Men's fraternity letters may not be used as decoration, worn by chapter members, or mentioned in a multimedia presentation.

V. Presentations, Videos, and Songs

- A. Costumes may not be worn for any round or event during recruitment.
- B. Chapter officers, party chairs, or house directors may not be introduced to the large group of PNMs during Open Invite Round.
- C. House tours are not permitted during Open Invite or Philanthropy Rounds. This includes any promotional videos on chapter social media or personal social media pages. Ex. A chapter or chapter member may not post a "room tour" during Recruitment periods.
 1. Note: members are permitted to recruit out of any facility space, but no designated tour of the facility should be given.
- D. Recruitment songs, including lyrics and tunes, should be in the Panhellenic spirit and positively represent a chapter.
 1. There will be no accompanying music or noisemakers (pots, pans, cowbells, etc.) to recruitment songs while PNMs are entering and exiting a facility. Failure to abide will result in a fine of \$50 per party.
 2. The terminology used in all songs, chants, and videos must be in accordance with the PHA accepted terminology (recruitment, chapter, etc.)
- E. A detailed description of how each round, including but not limited to general schedule, where the PNMs will be brought for conversations, details of any presentations, song lyrics, and timing/order of the presentations and songs, must be submitted to the Vice President of Recruitment for approval by the designated date during the Fall semester.
- F. Singing songs, chants, or cheers must be kept inside the recruitment threshold, including when potential new members are entering and leaving.
- G. Timing for in-person rounds begins when the first sound of the song or chant is made. Timing for the round ends when the last noise is made, and the door is shut.
 1. Note: Timing will start/continue if sound is being made, even when the door is shut.
- H. Timing for virtual rounds will begin when PNMs enter the main zoom room from the waiting room. Timing for the round ends when the zoom is ended by the chapter.
- I. Open Invite Round virtual presentation may consist of a door chant video and 3 extra minutes of optional presentation time. Presentation time should be used to highlight chapter values and culture. Presenting chapter members may introduce

themselves by first name, year in school, and member class year only, being careful to not include if they hold a chapter or campus leadership position if applicable.

- J. National Philanthropy Videos must be shown during Philanthropy and Service Round, as created, and approved by your National Organization.
 - 1. Chapters are allocated an additional 2 minutes of presentation time, including any video and/or speeches, to highlight additional philanthropic efforts.
- K. The maximum duration of entertainment during Sisterhood round will be 8 minutes, and the video cannot exceed 5 minutes.
- L. All videos shown during Primary Recruitment must be approved by the Vice President of Recruitment by November 20th.
 - 1. Note: Up to January 1st chapters may opt to turn in a video for the penalty outlined in the fine section, after January 1st no videos will be accepted.
 - 2. Any video shown without approval will result in a Panhellenic Honor Board hearing.
- M. No illegal activity or alcohol consumption may be shown, described, or implied in any presentation, including any videos or letters.
 - 1. Failure to abide will result in a hearing with the Panhellenic Honor Board.
- N. Public figures and celebrities may not be shown in videos during recruitment unless they are directly affiliated or relevant to the chapters' philanthropic service or sisterhood.
 - 1. Note: Public figures and celebrity appearances that meet the above criteria must be approved by the Vice President of Recruitment.
 - 2. Failure to abide will result in a hearing with the Panhellenic Honor Board.
- O. Men and/or fraternity letters may not be present in recruitment videos.
 - 1. Men may ONLY be present in the videos if they are in the background of a philanthropy/service event and are not the focus of the shot. If they are present in the background, this must still be approved by the Vice President of Recruitment.
 - 2. Recruitment videos of any kind may not be filmed at or show fraternity homes or spaces unless they are the location of the philanthropy/service event.
- P. No uniform dress is permitted after the Philanthropy and Service Round of recruitment. The chapter may define the color and level or formality of the dress, but such articles must already be a part of the average chapter member's belongings.
- Q. The creation of chapter-specific Promotional Videos is strictly prohibited.
- R. The production of all videos used in the Primary Recruitment process must be completed by an Indiana University student and must not exceed a budget of \$1,000.
 - 1. Failure to abide will result in a hearing with the Panhellenic Honor Board.

VI. Alumnae/House Director Rules

- A. Alumnae/House Directors must wear name tags that distinguish them and their role.
- B. Alumnae/House Directors must provide Recruitment Counselors or the Panhellenic Recruitment Team with either access to their living area, or another similar designated room in which they can stay for the duration of the round.
 - 1. Note: Recruitment Counselors, Panhellenic Recruitment Team, and PHA Executive Team may not be limited only to this designated room and must be allowed to move around the recruitment space freely. A facility tour must be offered to any attending recruitment facilitator, however this tour must remain optional.
- C. Alumnae/House Directors may not discuss potential new members or the details of other chapters' recruitment process with Recruitment Counselors or the Panhellenic Recruitment Team.
- D. Alumnae/House Directors may not promise bids directly or by implication and may not put any undue pressure on the potential new members regarding the selection process.
- E. Alumnae/House Directors may not make a disparaging remark about any chapter or individual at any time during Primary Recruitment or Bid Night activities.
- F. Alumnae/House Directors may not give a speech/presentation during any round or function of recruitment (including before or after a round).
 - 1. Alumnae/House Directors may only be included in videos during Philanthropy and Service Round or Sisterhood Round if it is approved by the Vice President of Recruitment.
- G. Chapter members may not release information to non-chapter members or Alumnae/House Directors (with the exception of Recruitment Advisors) concerning the possibility of inviting potential new members into membership.
 - 1. Chapter members may not tell Alumnae/House Directors whether or not a potential new member is being invited to rounds the chapter holds.
- H. Once Primary Recruitment begins, Alumnae/House Directors may not have contact with potential new members concerning recruitment.
- I. Alumnae/House Directors must uphold all Primary Recruitment rules.

VII. Fines

- A. Failure to abide by recruitment rule expectations will result in a fine or hearing with the Panhellenic Honor Board.
- B. Failure to abide by Presentations, Videos, and Song's expectations will result in a fine.
 - 1. Costumes may not be worn for any round or event during recruitment. Failure to abide will result in a **\$100 fine per party**.
- C. Chapter officers, party chairs, or house directors may not be introduced to the large group of PNMs during Open Invite Round. Failure to abide will result in a **\$100 fine per party**.
- D. A detailed description of each round must be submitted to the Vice President of Recruitment for approval by a designed date during the fall semester. Failure to turn

in the descriptions by the designated date will result in a **\$50 fine each day after the deadline.**

1. Singing songs, chants, or cheers must be kept inside the recruitment threshold. Failure to abide will result in a **\$25 fine per party.**
- E. Chapters who exceed the time limit for each party will be fined **\$50 per party.**
- F. Open Invite Round virtual presentation may consist of a door chant video and 3 extra minutes of optional presentation time. Failure to abide or use of more than the allotted presentation time will result in a **\$50 fine per party.**
- G. National Philanthropy Videos must be shown during Philanthropy and Service Round, with an optional additional 2 minutes of presentation. Failure to abide or use of more than the allotted presentation time will result in a **\$100 fine per party.**
- H. The maximum duration of entertainment during Sisterhood round will be 8 minutes, and the video cannot exceed 5 minutes. Failure to abide use of more than the allotted presentation time will result in a **\$100 fine per party.**
- I. Open Invite Lists are due at **10pm.** Philanthropy, and Service Invite Lists are due at **11 pm.** Sisterhood Invite Lists and Preference Invite Lists are due at **11:30 p.m.** Bid Invites are due at **10 p.m.**
- J. All late submissions of lists, including Open Invite, Philanthropy, Sisterhood, and Preference Rounds will be subject to a **\$150 fine for every 15 minutes past the designated time.**
- K. Any and all video presentations must be submitted for approval to the Vice President of Recruitment by **November 20th, 2022**, at midnight. Final videos, including all changes and adjustments, must be turned in by **December 11th, 2022**, at midnight.
 1. Failure to abide will result in a fine of **\$50 for every day after the deadline.**
- L. Recruitment chairs must be present at all recruitment chair meetings.
 1. They are allotted one proxy per semester.
 2. The first missed meeting will result in a warning.
 3. Any further missed meetings will result in a **\$30 fine per meeting.**
- M. All chapter members recruiting or presenting during the virtual Open Invite round must use a zoom background that is uniform among all chapter members. Failure to abide will result in a fine of **\$25 per party.**
- N. All decorations/frills must be contained to a single room of the recruiting facility during Philanthropy and Service Round. All decorations/frills must be contained to two rooms and an entryway of the recruiting facility during Sisterhood and Preference Rounds.
 1. Failure to abide will result in a fine of **\$100 per party.**

Recruitment Procedures

VIII. Recruitment Schedule

- A. Primary Recruitment begins with a virtual Open Invite Round and ends 24 hours after Bid Day.

- B. The recruitment schedule shall be set by the Panhellenic Executive Council, Vice President of Recruitment and the Panhellenic Recruitment Advisor.
- C. At least one Primary Recruitment information session will be conducted during the fall semester in order to inform potential new members about the recruitment process.
- D. All chapters must participate in a Values-Based Recruitment workshop by **November 6th**. There must be at least 75% attendance by the chapter.
- E. All chapters must participate in Mock Recruitment before December 3rd.

IX. Recruitment Eligibility

- A. Potential new members must have a **cumulative** college **GPA of 2.80** by the beginning of Primary Recruitment in January to be eligible to continue with the Primary Recruitment process. Official grade change notices from the Office of the Registrar will only be accepted until noon the day prior to Open Invite Round.
- B. There is no excuse policy for women who do not meet the minimum GPA requirement. The most extreme cases will, however, be reviewed by a grade appeal committee as decided by the Vice President of Recruitment. This committee shall be comprised of the Vice President of Recruitment, a Chapter Advisor, an OSFL staff member, and two leaders from the Panhellenic community.
- C. Any woman enrolled in 12 or more credit hours on the Bloomington campus for the spring semester is eligible to register for recruitment. Panhellenic accepts all credit hours, graded and non-graded. Audited classes will not be accepted.
- D. Any transfer student that meets this and all other criteria and has finished Indiana University New Student Orientation may go through Primary Recruitment. She will be excused from rounds that interfere with Orientation.
- E. All transfer students must provide a transcript from their respective universities for GPA verification. If the standard is met, she may be allowed to participate in Primary Recruitment.
- F. Any woman who terminates her new membership or has her new membership terminated by one chapter shall not be eligible to join another chapter until Primary Recruitment the following year. There are no time restrictions regarding rejoining the same chapter.
- G. Women who have joined but not yet initiated into a chapter whose charter has been rescinded or relinquished, or of a colony that has been dissolved shall be eligible to join another NPC chapter immediately following the official release by the NPC chapter.
- H. A woman who is or who has ever been an initiated member of an existing NPC chapter shall not be eligible for membership in another NPC chapter.
- I. In order to be eligible for recruitment, all potential new members must complete a pre recruitment orientation session facilitated by the Panhellenic Association
- J. The Panhellenic Association and Indiana University, in compliance with Title VI or the Civil Rights Act of 1964 and Title IX of the Education Amendments of 1972 (Higher Education Act), do not discriminate on the basis of race, color, religion, or national origin in any of their policies, practices, or procedures. Anyone who identifies as a

woman can register for the Primary Recruitment process if she meets all other eligibility criteria.

X. Recruitment Registration

- A. Each woman registering for recruitment must pay a non-refundable registration fee. The non-refundable registration fee is \$60.
- B. All recruitment registration forms submitted to Panhellenic shall remain confidential and shall only be used by the chapters for Panhellenic purposes.

XI. Invitations to Functions

- A. All invitations to functions shall be issued by the Panhellenic Association, based on the results of the preferential matching of the potential new members' preference cards and the chapters' invitation lists.
- B. For each round of Primary Recruitment, chapters must submit the invitation list at the time specified by the Panhellenic Association. Failure to do so will result in a procedural infraction consisting of a fine determined by the OSFL Advisor and Panhellenic Recruitment Team based upon the length of time the list is submitted after the deadline.
- C. The Panhellenic Association requires that each chapter limit its function invitation lists to the number recommended by the Panhellenic Association based on the release figures method and the chapter's quota.
- D. Once an invitation list is submitted to the Panhellenic Association through ICS, it is final.
- E. Potential new members are allowed to wait inside the chapter before each round.
- F. Potential new members may not arrive at a recruitment facility more than 30 minutes before the beginning of the party they are scheduled to attend.

XII. Absences and Tardiness

- A. It is required that potential new members attend all Primary Recruitment functions to be eligible for new membership. A potential new member will automatically be withdrawn from recruitment by Panhellenic for failure to attend a function.
- B. A potential new member unable to attend any function must turn in a valid excuse to her Recruitment Counselor no later than two days before that round of functions begin. The Vice President of Recruitment must approve this excuse.
 - 1. Potential new members missing a round will be asked to write an essay for each chapter from which they will be absent to substitute for their presence at a party.
- C. Women will not be withdrawn from recruitment by Panhellenic for the following reasons: a death in the family, personal injury or illness, or any other excuse approved by the Panhellenic Vice President of Recruitment or Panhellenic Recruitment Advisor.
- D. All excuses will be given to chapter Recruitment Chairs. Each chapter will make its own decision regarding extension of invitations.

XIII. Decorations

- A. Outside decorations are not permitted, with the exception of a banner relating to a chapter's philanthropy for the duration of just Philanthropy and Service Round.

1. Philanthropy and Service Round banner designs must be submitted to the Vice President of Recruitment by December 11th for approval. All banner designs must be approved before they are displayed during recruitment. Final banners must be submitted and approved by January 2nd.
- B. Tents and outdoor seasonal lights/decorations are considered a decoration.
- C. A pin light that portrays chapter symbols, letters, such as a chapter flag with crest or letters, is permitted if it is displayed year-round.
- D. No decorations are permitted during the virtual Open Invite Round, with the exception of a unified zoom background required for all chapter members.
- E. All decorations/frills must be contained to a single room of the recruiting facility during Philanthropy and Service Round. A mandatory banner relating to a chapter's philanthropy must be hung outside the recruitment threshold that welcomes women to each specific chapter.
 1. Frills are defined as anything that is not typically included in day-to-day décor. Additional lighting, centerpieces, stages, banners, and décor that are not present year-round are considered frills.
 2. All non-framed photos in the hallways of the recruiting facilities must be contained to cork boards.
- F. All decorations/frills must be contained to two rooms and an entryway of the recruiting facility during Sisterhood and Preference Rounds.

XIV. Food

- A. Beverages will be served as designated by the Panhellenic Association in the recruitment schedule during Primary Recruitment.
- B. Drinks are to be served to every PNM in every party over the two days of Sisterhood Round. The only drinks that may be served are water, juice, lemonade, coffee or hot chocolate.
- C. No food is to be served to PNMs by chapters. Snacks will be provided by the Panhellenic Association.
 1. Chapters, Alumnae, and/or House Directors must provide a food item and a beverage for the Panhellenic Recruitment Team and Recruitment Counselors during their assigned recruitment parties.

XV. Issuance of Bids

- A. A potential new member shall not be asked, either orally or in writing, to join a chapter before the time designated by the Panhellenic Association.
- B. No chapter member shall suggest to any potential new member that she refuse a bid from one chapter in order to wait for a bid from another chapter.
- C. After Preference functions, each chapter will provide the Panhellenic Association with an electronic copy of their bid list.
- D. The preferential system of bidding shall be used.
 1. The preferential system is defined as having a potential new member indicate, under the supervision of Panhellenic, her preferences for the chapters by ranking them numerically with number one being her first choice.
 2. This process and bid signing are confidential.

- E. Bids will be matched by the Panhellenic computer system
- F. The quota will be determined using Release Figure Methodology in conjunction with the RFM Specialist and Panhellenic Recruitment Advisor. Quota additions will be matched by the Panhellenic Recruitment Advisor.

XVI. Budget

- A. Each chapter will submit its budget by the date designated by the Vice President of Recruitment.
- B. Recruitment infractions will not be included in the recruitment budget.
- C. Donations, listed at fair market value, must be included in the recruitment budget.
- D. Any chapter exceeding standard recruitment budgeting (\$7,000-\$9,000) will be subject to a budget review by the Panhellenic Association. The chapter will be required to submit their detailed line-item budget to determine if there is a need for adjustments to avoid excessive spending that could result in an unfair recruiting advantage.
- E. Panhellenic reserves the right to ask chapters for receipts and documentation of donations to verify the amounts quoted in the submitted budget.

XVII. Infraction and Mediation Process

- A. Any PNM or chapter infraction of the Panhellenic Primary Recruitment Rules should be reported to the Panhellenic Vice President of Recruitment, the Panhellenic Recruitment Advisor, or the President of Panhellenic within a timely fashion that does not exceed 24 hours.
- B. PNMs and chapters will be notified of the recruitment infractions within 48 hours of its occurrence.

C. PNM Infractions:

- 1. PNM infractions can be given for a multitude of reasons. These reasons include but are not limited to: use of a phone or other similar device such as smart watches during a party, excessive rudeness towards other PNMs, chapter members, or recruitment counselors, breaking the recruitment dry period, use of nicotine devices in or out front of recruitment facilities, use of offensive language, and any incident of bias. Incidents of bias include use of homophobic, racist, xenophobic or other intolerant language used to talk about others.
- 2. PNM infractions will follow a general **three strike system** before a PNM is dismissed from recruitment. The three strike system may be overridden, by unanimous decision, at the discretion of the Panhellenic President, Vice President of Recruitment, and Vice President of Risk Management in the case of bias or another extreme action. Absence from a party without previous notification will result in immediate dismissal from recruitment. The strike system is defined below.
 - a) First Strike: Will result in a phone call. The first strike is given in response to a minor infraction such as being on a cellphone or another similar device during a party, breaking the recruitment dry period, being intentionally unresponsive during chapter conversations, or being generally disinterested.

- b) Second Strike or First Major Strike: Will result in a meeting no later than 24 hours after the infraction is submitted with the Panhellenic President and/or the Vice President of Risk Management. The second strike is given in response to the second offense of being on a cellphone or another similar device during a party, breaking the recruitment dry period, being intentionally unresponsive during chapter conversations, or being generally disinterested. A meeting with the Panhellenic President and Vice President of Risk Management may also be in response to the first offense of any bias including racist, homophobic, or similarly offensive comments.
 - c) Third and Final Strike: Will result in a meeting with the Panhellenic President and/or the Vice President of Risk Management. The third and final strike is given in response to the third offense of being on a cellphone or another similar device during a party, breaking the recruitment dry period, being intentionally unresponsive during chapter conversations, or being generally disinterested, resulting in release from recruitment.
- 3. Any bias incident will be reported to the Vice President of Diversity, Equity and Inclusion and require a consultation with the Vice President of DEI. VP DEI will either offer advice to the Panhellenic President and/or the Vice President of Risk Management, or VP DEI will sit in on the infraction meeting.
- 4. If a PNM is released from recruitment, the PNM will be notified of their release and will have a meeting with the Panhellenic President and Vice President of Risk Management to have a conversation as to the reason for release. Missing a party of recruitment will result in being released without a meeting.
 - a) There will be an opportunity to appeal a release by filling out an appeal application. The application will be reviewed by the Vice President of Recruitment, a recruitment advisor, the Panhellenic President, and the Vice President of Risk Management.
 - b) The appeal must be submitted within 24hrs after the release meeting.
- 5. The Panhellenic Executive Team understands that it is difficult to participate in virtual conversations for two days straight. There is much room for small distractions and fidgeting. For this reason, no minor infractions are to be given during the Virtual Open Invite Round due to variation in zoom comfort. The only infractions that should be handed out are ones concerning bias, rude language that can be quoted and turned into the infraction form, continuous incidents of a PNM being on another device, or persistent unwillingness to participate in conversation.

D. Chapter Infractions

- 1. Chapter infractions may be incurred as a result of rudeness towards a PNM, hotboxing during a party, incidents of bias as defined above, restricting

Recruitment Counselors, PHA Recruitment Team or the Panhellenic Executive Council from entering a room that is being used for recruitment, bid promising, members not honoring the recruitment dry period, and other similar incidents. Infractions will also be given for the rules mentioned above that will result in a fine.

- a) Within a week of being notified of an infraction, chapters must notify the Vice President of Recruitment if they wish to schedule Mediation or proceed directly to the judicial board.

E. Mediation will consist of the following:

1. A non-undergraduate, unbiased mediator facilitating mediation between the party filing the infraction and the party the infraction was filed against. Each party is allowed one optional adviser.
2. The mediator will help the two parties come to an agreement of what consequences will occur
3. Consequences should fit the nature of the infraction(s). Possible consequences might be but are not limited to: Correspondence with nation organization, required supervision during next Primary Recruitment, positive public relations event for the Greek community, an event promoting sisterhood and goodwill among women's chapters, or PHA recruitment workshops.
4. Monetary fines shall be acceptable only for measurable infractions.
5. Inappropriate penalties are deprivation of social privileges, lowering of quota, or anything delaying or hindering the chapter's recruitment and new member process.
6. An unsuccessful mediation will move to a judicial hearing.
7. The duration of any penalty imposed shall not exceed one calendar year from the time the final decision is rendered.

F. Within 24 hours of a successful mediation, chapters will receive a written record of the mediation.

G. In the event of an unsuccessful mediation, a written letter from the chapter Recruitment Chair or the chapter President requesting a judicial hearing must be submitted to the Panhellenic Advisor of the Panhellenic President within 48-hours of the mediation. There is to be no exceptions to this limit.

1. All sanctions will occur following the completion of Primary Recruitment.
2. A decision of the judicial board may be appealed by any involved party to the NPC College Panhellenic Chairman.
 - a) An appeal will be filed with the Panhellenic President using the College Panhellenic Notice of Appeal Form within 48-hours of the judicial board decision.
 - b) All costs incurred throughout this process will be the responsibility of the party filing the appeal.

XVIII. Informal Recruitment Schedule

- A. Informal Recruitment will be held once during the fall semester and once during

the spring semester. Specific dates will be set by the Panhellenic Association each year.

- B. B. Spring Informal Recruitment will continue through the spring semester using the Continuous Open Bidding System.
- C. Fall Informal Recruitment will begin and end at the date set by the Panhellenic Association.
- D. Freshman women are not eligible for Fall Informal Recruitment.

XIX. Fall and Spring Informal Recruitment Rules

- A. All chapters must notify the Panhellenic Association by a date designated by the Vice President of Recruitment if they intend to participate in informal recruitment, the number of women they would like to join, and when their Informal Recruitment events will be taking place, as to avoid conflict with other chapters' events during Informal Recruitment.
- B. Chapters participating in Informal Recruitment will receive a list of interested women from the Vice President of Recruitment.
- C. Every chapter that will be extending at least one informal bid is required to participate in the Panhellenic Association Informal Recruitment Tabling Event. Specific event details will be set and communicated by the Panhellenic Association each semester.
- D. At the conclusion of Informal Recruitment, the chapter must provide a typed list of women who accepted a bid to membership.
- E. Each woman who receives a bid must sign a COB MRABA that is to be filed with the Panhellenic Recruitment Advisor, as well as attend a mandatory PNM Orientation led by OSFL and the Panhellenic Association.
- F. Bids may be issued at any time during the Informal Recruitment period.
- G. No chapter member shall suggest to any potential new member that she refuse a bid from one chapter in order to wait for a bid from another chapter.
- H. If a potential member receives a bid under the preference system during Primary Recruitment, she is ineligible for Informal Recruitment until after the next Primary Recruitment occurs (per the MRABA Agreements).

XX. Summer Informal Recruitment Rules

- A. No collegiate member of an Indiana University chapter may participate in a chapter recruitment function for prospective Indiana University students, in or out of the state of Indiana, except at an alumni Panhellenic function.
- B. Alumnae are bound by the same recruitment rules as collegiate members, and therefore, would be unable to hold spring or summer recruitment functions except as Panhellenic functions.
- C. There will be no recruitment functions in the chapter residences in Bloomington during the summer months. If such an event occurs, it will be treated as a recruitment infraction and brought before the Panhellenic Judicial Board.
- D. The above regulations will go into effect as stated the day Spring Informal Recruitment concludes and will end the day the Residence Halls open in the fall.

XXI. Panhellenic Recruitment Counselors

- A. The Panhellenic Vice President of Recruitment and Panhellenic Recruitment

- Advisor shall act as overall recruitment counselors.
- B. Chapter members shall apply to Panhellenic for the position of Recruitment Counselor. Eligibility requirements to apply include:
 - 1. Must be in good financial, academic, and disciplinary standing with their chapter.
 - 2. Must have recruited for their chapter during at least one primary recruitment cycle.
 - C. The Panhellenic Association shall select from the applications at least one Recruitment Counselor from each chapter as long as they turn in an application at the time designated by Panhellenic.
 - D. Every chapter must have at least one Recruitment Counselor applicant. Chapters without an applicant will attend an Honor Board hearing and are subject to a fine of \$100.
 - E. The number of Recruitment Counselors will be designated by the Panhellenic Association.
 - F. During Primary Recruitment, Recruitment Counselors will have no contact regarding recruitment of potential new members with chapter members participating in Primary Recruitment until designated by the Panhellenic Association.
 - 1. If found in violation, the Recruitment Counselor will be dismissed from her duties, and the chapter will incur a severe recruitment violation.
 - 2. The chapter will be called to an Honor Board hearing and will incur a fine of \$500/occurrence.
 - G. The Panhellenic Executive Board, Recruitment Counselors, current or new Recruitment Team members, or newly selected officers are subject to the **strict silence rule** for contact other than official recruitment business.
 - 1. If found in violation, the officer, Recruitment Counselor, or Recruitment Director will be dismissed from her duties, and the chapter will incur a severe recruitment violation.
 - 2. Any exceptions to this rule must be approved by the Panhellenic Recruitment Advisor.
 - H. The Panhellenic Vice President of Recruitment, the Recruitment Team Directors, and the Recruitment Counselors may not help with their respective chapter's planning or execution of recruitment (including but not limited to the planning of parties, activities, decorations, etc.) nor hold any recruitment positions within their chapter while they hold their respective Panhellenic positions. Violation will be a major infraction and dismissal from duties
 - I. Any Recruitment Counselor or Recruitment Director missing more than one mandatory function may be dismissed from her duties.
 - J. Any Recruitment Counselor found in violation of her Behavioral Agreement, including but not limited to, using alcohol, drugs, or other illegal substances during recruitment will be fined \$100, will attend a meeting with the Vice President of Recruitment and the Rho Gamma Directors, and may be released from her duties.

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