



Panhellenic Association
Delta State University

ADDENDUM TO RECRUITMENT RULES

Revised: April 2017 Approved: April 2017

Article I. Formal New Member Recruitment (Fall term)

Formal New Member Recruitment shall be defined as the period between the check-in day of Formal New Member Recruitment Week (8:00 a.m.) to the day following Bid Day (8:00 a.m.) of the current year. Formal New Member Recruitment will be known as “FNMR,” hereafter.

Section 1. General Rules

1. All FNMR publicity should be approved by the Panhellenic Council prior to its submission to the news media (newspaper, television, radio, internet, web pages, and social media, etc.) FNMR is to be advertised only by the Panhellenic Council, Panhellenic Advisor, or through DSU communications media outlets.
2. All individuals serving as an Orientation Leader and/or Delta Diplomat may not discuss or promote their affiliation in any way, but are encouraged to say, “Greek Affiliated” and promote all Chapters equally, with the exception for FNMR Week.
3. All individuals serving as a Panhellenic Officer and/or Recruitment Counselor (RC) may not discuss or promote their affiliation in any way, and must disassociate from their respective Chapter for the period beginning no later than July 1 of the current year and end no earlier than Bid Day of the current year (see NPC’s Manual of Information). All are encouraged to say, “Greek Affiliated” and promote all Chapters equally.
4. Panhellenic women shall not participate in men’s fraternity events when or where the primary purpose is recruitment. This includes, but is not limited to:
 - a. Wearing shirts with men’s fraternity letters
 - b. Attending off campus events exclusively intended for active members of a men’s fraternity and potential new members
 - c. Participation in the preparation of men’s fraternity informal or formal recruitment events
6. If rules, policies, and procedures applying to anyone associated are determined to have been violated, the Panhellenic Council may release this, or these person(s) from Recruitment and may be handled according to the NPC Guidelines for Judicial Procedures in the current edition of NPC’s Manual of Information.

Section 2. Event (Nights) Directions and Regulations

FNMR Week begins on the date and time specified by the Panhellenic Council. FNMR Week shall begin with Panhellenic Night on Thursday, three (3) Chapter Recruitment event nights with the number of events and

maximum invitations gradually decreasing each night: Friday – 3, Saturday – 3, and Sunday – 2, and will end with Bid Day on Monday. PNMs must attend all events. Any exception must be approved by the Panhellenic Council.

1. The three (3) event nights shall be identified as:
 - a. Night one Open House
 - b. Night two Philanthropy/Sisterhood
 - c. Night three Preference
2. There shall be no conversation between PNMs and visiting alumnae immediately before, during, or after the events with the exception of the Chapter Advisor and Recruitment Advisor. PNMs' conversation will be limited to chapter members only.
3. The following budget and event provisions shall be observed:
 - a. Chapters may not spend more than \$ 2,000.00 on FNMR Week events. This total excludes all items purchased during previous recruitment events (prior to current year FMNR Week). No Chapter may exceed this cost for any reason without extraordinary reason and approval from Panhellenic Council.
 - b. Chapters must appraise all donated goods and services and include this in the budgeted amount for FNMR Week (2015 "Values-Based Recruitment" policy). Gifts such as flowers from alumnae that are used as decorations during FNMR Week are examples of such items.
 - c. Chapters must determine event attire for members that reduces individual financial burden and eliminates costuming (2015 "Values-Based Recruitment" policy). Individual members may not be assessed for items to be used during FMNR Week. T-shirts are an example of such item.
 - d. All budget and event provisions will be in accordance with the description(s) submitted by the Chapter Recruitment Chairmen and agreed upon by the Membership Recruitment Committee, no later than August 1 of the current year. This budget and event provisions list should be itemized and list the items purchased/received/donated for FNMR Week, this includes, but is not limited to the quantity, cost and total amount spent for all items.
4. The following provisions shall be observed for all events:
 - a. No decorations outside the building shall be used, with the exception of one set of Greek letters and/or board (this does include the Welcome Board).
 - b. Singing shall be permitted (note Philanthropy/Sisterhood) during FNMR Week events. Singing outside of event locations is prohibited.
5. The following provisions shall be observed for Open House event:
 - a. Each Open House event shall be 45 minutes.
 - b. Only the current Chapter members, Alumnae Advisor, the Recruitment Advisor, and National visitors may be present in the room with the PNMs.
6. The following provisions shall be observed for Philanthropy/Sisterhood event:
 - a. Each Philanthropy/Sisterhood event shall be 60 minutes.
 - b. Alumnae may be present, but no conversation shall take place between the PNMs and the alumnae.
 - c. A short video may be used, but it cannot be made by the Chapter. It must be a video provided by the Chapter's National Headquarters or the philanthropy's national organization(s).
 - d. Each chapter is allowed one type of philanthropic project. No two projects can be the same. All projects must be approved by the Membership Recruitment Committee.
 - e. Each sorority is encouraged to spend a maximum of 20 minutes to explain their Philanthropy, the project, and give the instructions for that event's project, a maximum of 20 minutes for that event's project and Sisterhood discussion/conversation, and a maximum of 20 minutes of Sisterhood presentation that should include, but is not limited to Chapter awards, recognitions, standards, financial expectations, etc.
7. The following provisions shall be observed for Preference event:

- a. Each Preference event shall be 75 minutes.
- b. Alumnae may be present, but no conversation shall take place between the PNM's and the alumnae.
- c. -
- d. A Ceremony shall be permitted for a maximum length of 35 minutes.
- e. A slide show may be presented during the 35 minute Ceremony.
- f. All remaining time shall be used for "Values-Based" conversation.

Article III. Open Recruitment (Fall, Spring and Summer terms)

Open Recruitment shall be defined as the period between the first day following Bid Day (8:00 a.m.) of the previous year and the beginning day (8:00 a.m.) of FNMR Week of the current year.

Section 1. General Rules

1. A Recruitment event is defined as any social function to promote Greek Life and/or an individual sorority.
2. PNM's may be invited to attend any Panhellenic-approved Recruitment event during the Fall (no earlier than the first official day of the academic term) and/or Spring terms (no later than the last official day of the academic term).
3. Summer Recruitment events shall not be held by a sorority nor individual sorority members and/or alumnae. During the Summer, communication between PNM's and sorority members and/or alumnae shall be casual. The Greek System may be discussed, not the individual sororities.
4. All Chapter correspondence with potential new members will be limited to 3 letters or cards (no technological messages) allowed per term, Fall and Spring. All letters or cards must be postmarked no later than the last official day of the Spring term and no earlier than the first official day of the Fall term. These must be signed from the Chapter only, not by Chapter individual(s). The Panhellenic Council must be notified of all correspondence. Only Panhellenic Council mailings are permitted during the Summer.
5. Chapter members also serving as an Orientation Leader and/or Delta Diplomat may not discuss or promote their affiliation in any way, but are encouraged to say, "Greek Affiliated" and promote all Chapters equally, with the exception for FNMR Week.
6. Chapter members also serving as a Panhellenic Officer and/or Recruitment Counselor (RC) may not discuss or promote their affiliation in any way, and must disassociate from their respective Chapter for the period beginning no later than August 1 of the current year and end no earlier than Bid Day of the current year (see NPC Manual of Information). All are encouraged to say, "Greek Affiliated" and promote all Chapters equally.

Article IV. Chapter, Chapter Member, and Alumnae

Section 1. Rules

1. From the first day of the PNM's arrival on campus until after formal Bids are accepted, contact between member groups and PNM's shall be as follows:
 - a. No phone calls between sorority women and PNM's can be made.
 - b. No pre-arranged meetings for PNM's by sorority women.
 - c. No mention of sorority shall be made and any conversation shall be brief (with the exception of the Recruitment events).
 - d. No letters or notes will be sent. No social media contact, which includes Facebook, Twitter, Instagram, and other social media sites.
2. All sororities are responsible for having PNM's out of the designated rooms and buildings by the time the Recruitment event is scheduled to end.
3. The Chapter Recruitment Chairman and the Recruitment Advisor shall be responsible for making all alumnae present aware of the Recruitment Rules that apply to them for each event and be held responsible for any violations. Any exception must be approved by the Panhellenic Council as the

need arises prior to the beginning of FNMR.

4. Chapters are to cover or remove RCs' pictures and names at FNMR Week events and are not to mention their RCs in any way. Chapter members and/or alumnae shall have no communication or contact with RCs beginning no later than August 1 and ending no earlier than Bid Day of the current year.

Article V. Bids and Invitations, and Bid Day

1. Bids and Invitations
 - a. Bid matching is considered a strictly confidential part of FNMR and any discussion with someone outside of the Panhellenic Executive Council and Advisor will be considered a Recruitment Infraction.
 - b. Chapter Recruitment Chairmen must submit the "Invited," and "Flex Add" and "Flex Remove" lists, if allowed, into the Recruitment management system at the time agreed upon by all Chapters involved; times must be agreed upon prior to FNMR. After lists are submitted, there will be no changes.
2. Bid Day
 - a. Bid issuing will be conducted in the space designated with only the PNMs receiving Bids and the Panhellenic Advisor present.
 - b. After Bids have been issued and accepted, the PNMs will go to the space designated to meet their respective Chapters. Chapters are then allowed to host individual events with their new members, if they so desire.
 - c. All PNMs accepting Bids will attend Bid Day with their respective Chapters; the times and places are to be determined. An overnight function may be part of the Bid Day activities.
 - d. Chapters are allowed to display one banner hung from the H. L. Nowell Union balcony. The maximum size is a king size sheet.

Article VI. Panhellenic Executive Board

The Panhellenic Executive Board shall consist of the Panhellenic Council President, Vice President, and Secretary/Treasurer.

Section 1. Rules

1. Only those members of the Panhellenic Executive Board, the Panhellenic Advisor, Chapter Recruitment Chairmen, Chapter Presidents, and approved advisors (Chapter Advisor and Recruitment Advisor) may attend the Panhellenic meetings during FNMR.
2. The Panhellenic Executive Board and Advisor, if necessary, may visit the PNMs' residence hall(s) to answer questions and solve problems and may attend any and all FNMR events hosted by Chapters.
3. All FNMR publicity should be approved by the Panhellenic Council prior to its submission to the news media (newspaper, television, radio, internet, web pages, and social media, etc.) FNMR is to be advertised only by the Panhellenic Council, Panhellenic Advisor, or through DSU communications media outlets.

Article VII. Recruitment Counselor (RC)

The purpose of Recruitment Counselors (RC)s will be to serve as unbiased guides and assistants throughout FNMR Week.

Section 1. Qualifications

1. Must have participated in both sides of Recruitment as a PNM (Formal New Member and/or COB) and as a Chapter recruiter.
2. Must be in good standing with own Chapter. This includes financially, socially, and academically with a minimum cumulative GPA of 2.0 by Fall semester prior to applying.

Section 2. Selection

1. Each applicant will complete an application and be interviewed by the Membership Recruitment Committee (see Panhellenic Council Bylaws).
2. All RCs must be selected by the same process. Therefore, each member of the selection committee will have equal voice and vote. The selection committee shall remain constant in composition throughout the selection process. The selection committee will use secret ballots during the selection process.

Section 3. Training

1. The Panhellenic Executive Council and Advisor will be in charge of the training of the RCs, using NPC guidelines, to be conducted in several sessions beginning the spring semester.
2. The training sessions will be focused on the success of Recruitment for everyone; the RC herself, the Chapters, and, especially, each PNM.

Section 4. Rules

1. All RCs must attend all training sessions unless excused by the Panhellenic Executive Board and Advisor or by the Panhellenic Advisor alone. Due to the importance of each RC's training and position during FNMR, excused absences will be granted only in the case of an extreme emergency. If a RC fails to meet this obligation she will be released to her Chapter.
2. All RCs will be required upon selection to disassociate themselves from all Chapter activities pertaining to FNMR. Disassociation is defined as not promoting an individual chapter. Therefore, RCs shall not promote their affiliation to or in the presence of PNM(s). RCs are to talk about the Greek system as a whole, not displaying bias to one particular Chapter. RCs are not to wear any shirts, jewelry, car tags, etc. that outwardly display their affiliation.
3. All RCs will be required to stay in the residence hall(s) during FNMR Week. RCs will share a room in the PNMs' residence hall with a member of another sorority during the FNMR Week.
4. A RC from one sorority must always be in the company of a RC from another sorority during FNMR Week.
5. RCs are to contact the Panhellenic Executive Board and/or Advisor if any problem arises.
6. RCs are not to attend any Chapter FNMR workshops.
7. RCs will be allowed to use technological devices brought from home, phones in residence hall rooms, or cellular phones. These devices may be collected and redistributed throughout FNMR events for confidentiality. Conversations are not to include Recruitment details. RCs must abide by the same "silences" as PNMs. Therefore, RCs will not be allowed to talk to Chapter members or alumnae unless approved by the Panhellenic Advisor.
8. RCs are not allowed to leave DSU campus grounds without notifying the Panhellenic Executive Council and/or Advisor, and must have a communication device for safety and security.

Article VIII. Judicial Procedure

1. This document contains all Recruitment Rules and Addendums for Panhellenic Council recruitment procedures. Any deviation from these Rules shall be considered a Recruitment Infraction.
2. All Recruitment Rules will go into effect once the Panhellenic Council releases approved Recruitment Rules and Addendums. Each member group is to abide by the Rules as approved, unless the Rule has a date and/or time specified.
3. All PNMs, Chapters, Panhellenic Council members, Recruitment Counselors, Alumnae, and Chapter guests must abide by these Recruitment Policies and Procedures. All Recruitment Infractions will be handled according to the NPC Guidelines for Judicial Procedures in the current edition of NPC's Manual of Information.

Section 1. Minor Infractions

1. Keeping a PNM(s) in an event too long.

- a. First offense – warning
 - b. Second offense - \$10 per minute
 - c. Third offense and beyond - \$25 per minute/per PNM
2. Going over allotted time or ending an event early.
 - a. First offense – warning
 - b. Second offense - \$10 per minute
 - c. Third offense and beyond - \$25 per minute
3. Items removed from an event by PNM(s).
 - a. All offenses - \$50 per item/per PNM
4. Turning in “Invited,” “Flex Remove,” and/or “Bid” lists on ICS late.
 - a. All offenses \$10 per each 5 minute interval/per list. (Therefore, if only the “Invited” list is turned in 30 seconds late, the fine is \$10. If the “Invited” and “Flex Remove” lists are turned in 5 minutes and 10 seconds late the fine total is \$40, which is \$20 per list.)

Section 2. Major Infractions

These are infractions outlined in the Delta State University Recruitment Rules and Addendums, and the NPC Unanimous Agreements. They include but are not limited to:

1. Failing to observe FNMR Week silence or contact rules
2. RCs communicating with their chapter anytime during the RC disassociation period
3. Inappropriate Recruitment conversations (i.e. talking negatively about other sororities or fraternities, promising bids or invitations, alcohol/drug usage, etc.)
4. Gift-giving (i.e. the exchange of presents, meals, or favors)

Section 3. Reporting

All major infractions require the submission of an Infraction Report Form. Chapter Presidents, Panhellenic Executive Council, Panhellenic Advisor, RCs, and any PNM may submit a written infraction. It is highly recommended that an informal conversation between the person filing the written infraction and the accused party occur before a College Panhellenic Violation Report Form is filed.

1. When a member group of Panhellenic believes there has been an infraction, a written report, signed by the accusing party’s Chapter President and those who witnessed the alleged infraction, shall be filed with the Panhellenic Executive Council and Panhellenic Advisor within thirty (30) calendar days of the occurrence of the alleged infraction.
2. The Panhellenic President and Advisor have the responsibility of notifying the accused sorority and the NPC Area Advisor and delivering a copy of the infraction report within one week, or seven (7) days, of receiving it.
3. Mediation between the representatives of the groups involved shall be called by the Panhellenic President. All possible attempts to reach an amicable solution within sixty (60) minutes must be made during the mediation process.
4. If the representative of the group involved cannot reach an amicable solution, the case must be referred within twenty-four (24) hours to the Judiciary Committee, selected by the Panhellenic Council, for a decision.
5. If the Judiciary Committee is not acceptable within the context of the situation the case will be turned over to the NPC Judicial Committee.
6. Further details regarding the NPC Judicial Committee may be found in NPC’s Manual of Information.

Section 4. Fines and Sanctions

1. All Recruitment fines, minor and major infractions, must be paid within one month, or thirty (30) days, of the mediation meeting or after the fines have been written. After this point, fines will increase \$50 per week, or seven (7) days, until paid in full. If needed, the Panhellenic

Council may extend payment plan options for the parties involved.

2. The Panhellenic Council reserves the right to give sanctions to Chapters and/or individuals who violate any major infractions. The Panhellenic Council also reserves the right to notify a Chapter's national office if a Chapter flagrantly ignores any of these rules.
3. All Recruitment sanctions, minor and major infractions, must be completed within the time frame agreed.