

## RECRUITMENT RULES OF TEXAS A&M UNIVERSITY- KINGSVILLE COLLEGE PANHELLENIC ASSOCIATION

### **I. Statement of Positive Panhellenic Contact and Promotion of the Sorority Experience**

We, the College Panhellenic members, will actively promote the overall sorority experience to potential new members, at all times, year-round, through personal and informative Panhellenic-spirited contact. We will do this through all forms of communication.

Positive Panhellenic contact and promotion of the sorority experience does not mean creating an unfair advantage for a particular chapter. It does mean being friendly and responding to questions potential new members might ask of Panhellenic members. It does mean promoting sorority membership in general, not a particular organization. It also means current and alumnae members do not have to hide their sorority affiliation or be forced to delete social media accounts, cover up their association or be penalized for talking about their association.

### **II. Strict Silence**

Strict silence will begin at the start of preference night and last until bid distribution or the hour before bid day celebration. No sorority member, including alumnae and new members, may communicate with potential new members during this period. It is the only period when positive Panhellenic contact is restricted. Strict silence is defined as oral, nonverbal, written, printed, text message and electronic communication or communicating through a third party about the recruitment process.

### **III. Statement of Adherence to NPC Unanimous Agreements and Policies Regarding Recruitment**

All NPC member organizations represented at Texas A&M University- Kingsville adhere to NPC Unanimous Agreements and policies. All organizations will follow these valued and non-negotiable policies during the recruitment process.

1. Texas A&M university-Kingsville College Panhellenic Council will hold a Formally Structured Recruitment during the fall semester. The Greek Life Coordinator in conjunction with the Office of Student Activities will determine the dates of Recruitment based on the academic calendar.
2. Texas A&M university-Kingsville College Panhellenic Council Recruitment will follow all National Panhellenic Council recommendations, Unanimous Agreements, resolutions and policies for membership recruitment.
3. Texas A&M university-Kingsville College Panhellenic Council shall use a preferential system of Formally Structured Recruitment. According to this system, sororities must make invitation decisions at the conclusion of the final designated recruitment night.
4. All organizations will adhere to Texas A&M University-Kingsville College Panhellenic Council Bylaws and Standing Rules of Recruitment, as well as University Policies and Code of Conduct. All members, including new members and alumnae are responsible for observing the membership recruitment rules.
5. The Greek Life Coordinator reserves the right to enter any party should it be deemed necessary.

6. Organizations must consider value-based conversations, choose recruitment activities and behavior that reflect their core values; make informed choices about potential new members; and educate potential new members about the chapter values.
7. The Membership Recruitment Acceptance Binding Agreement will be used for each potential new member interested in joining a women's organization during the formal recruitment process.
8. **Unanimous Agreements:** A College Panhellenic may not require a scholastic grade point average as a condition for a woman's participation in the membership recruitment process.
9. A membership recruitment period should be held in the fall, as close as possible to the start of the academic year and be conducted in as short of a period of time as possible. NPC recognizes changes have occurred with many academic calendars and summer employment needs of chapter members and collegiate travel abroad schedules must be considered. However, a fall primary recruitment has more advantages than any other recruitment time period.
10. NPC recommends College Panhellenics sponsor no more than one primary recruitment per academic year.
11. College Panhellenics and individual chapters are responsible for ensuring recruitment events are values-based and reflective of the sorority experience. In the spirit of values-based recruitment, all decorations should be kept at a minimum for recruitment events. Use of elaborate costuming, the purchase of special recruitment outfits and skirts should be eliminated.
12. The use of the quota-total system along with the Release Figure Methodology (RFM) results in the overall growth of sorority chapters. Success of the quota-total system is dependent on continuous open bidding (COB).
13. If a potential new member maximizes her options throughout recruitment, signs the membership recruitment acceptance binding agreement (MRABA) and is not matched in the regular bid-matching process, she is eligible to be placed as a quota addition.
14. **Quota Addition Procedures Policy (2007,2017):** Quota additions shall be placed by the RFM specialist in collaboration with the fraternity/sorority advisor in a manner that is optimal for the community and the potential new members (PNMs).
  - A. In placing quota additions, the RFM specialist and the fraternity/sorority advisor shall consider and balance preference for chapters with smaller total membership, for placing PNMs with chapters with lower relative recruiting strength, for PNMs' first choice, for even distribution of PNMs and for PNM position on a chapter's bid list. College Panhellenics that do not use RFM should consult with the area advisor when placing quota additions.
  - B. The quota addition procedure shall never include a woman who has failed to accept or attend any membership recruitment event for which there was room in her membership recruitment schedule (with a fully structured or formally structured recruitment), or has failed to list on her membership recruitment acceptance binding agreement (MRABA) all sorority chapters appearing on her preference schedule.
15. Chapters receiving quota additions must count those women in total. If a woman declines her bid and/or a chapter does not pledge a woman and received quota additions, they are ineligible to fill any vacancy that occurs unless the chapter has space remaining in quota and/or total.
16. Snap bidding is allowed only for those chapters that did not match to quota in the bid-matching process. Women who participated in at least the first round of recruitment are eligible for snap bidding. Snap bids should be coordinated and extended through the College Panhellenic, prior to the distribution of bids and the start of Bid Day activities.

17. On campuses where there is a significant number of upper-class women interested in participating in recruitment, the College Panhellenic may choose to use a first-year quota and an upper-class quota to maximize placement of interested women. These are two different quotas, and chapters are eligible to pledge to quota in both classifications. Chapters can only fill quota vacancies with woman from the same quota classifications (i.e., upper-class quota must be filled by an upper-class student.)
18. Recruitment events should be held in chapter houses, lodges and chapter suites in Panhellenic buildings or in campus facilities whenever possible.
19. A reasonable and agreed upon limitation should be placed on all chapter membership recruitment expenses. This should be stated in the College Panhellenic recruitment rules.
20. A woman may be charged a reasonable membership recruitment fee to defray only the cost of Panhellenic recruitment expenses. No additional fees to cover social events or philanthropic donations should be part of recruitment registration fees.
21. **Unanimous Agreements:** Each College Panhellenic Association shall prohibit the use of alcoholic beverages in membership recruitment and Bid Day activities.
22. The College Panhellenic Council shall prohibit the participation of men in membership recruitment activities which includes but is not limited to:
  - A. Attending recruitment events
  - B. Using social media to promote recruitment events/apparel
23. **Panhellenic Officer Disassociation During Recruitment Policy (2003, 2016):** Panhellenic officers should be “disassociated” from their respective NPC chapters for the period immediately preceding recruitment (not to exceed 30 days) and during recruitment, so their actions and decisions support the welfare and best interests of the Panhellenic community. Recruitment counselors should be disassociated for the same period of time as Panhellenic officers, unless the College Panhellenic votes to allow recruitment counselors to remain associated with their respective chapters based on NPC recommended best practices.
24. **Counselors Policy (1993):** Because collegiate membership recruitment counselors’ function as a committee of the local College Panhellenic during membership recruitment, they shall be in good standing in their member organizations, be active participants in their collegiate chapter and shall be enrolled in the institution where the chapter is located.
25. **Counselors Policy (2010):** Recruitment counselors shall **not** be involved with any potential new members (PNMs) in the process of completing and signing the membership recruitment acceptance binding agreement (MRABA).
26. NPC disapproves of the presence of membership recruitment counselors and other designated Panhellenic personnel at chapter membership recruitment events, with the exception of fraternity/sorority advisors, Panhellenic president, Panhellenic vice-president of recruitment, and official NPC recruitment observers.
27. **Financial Transparency Policy (1963, 2017, 2018)** ALL chapters share detailed financial information (member dues, chapter fees and assessments, etc.) with potential new members prior to extending a bid. The college Panhellenic will specify the round of recruitment. In which the financial information will be shared if fully structured recruitment is utilized. See the NPC website for implementation guidelines.
28. **Intentional Single Preference Policy (1989):** The term “suicide” should be eliminated from the Panhellenic vocabulary as it applies to collegiate membership recruitment, and the term “intentional single preference” should be used in its place.
29. **Invitations for Membership Policy (2005):** NPC reaffirms that a sorority should be willing to issue an invitation to membership to any woman who is invited and attends its preference event. NPC reaffirms that the name of every woman whom a sorority invites

- to attend and who attends that sorority's preference event should appear on the sorority's bid list.
30. ***Panhellenic Code of Ethics Policy (1995)***: Each College Panhellenic will adopt a code of ethics for the recruitment process for the academic year based on the principles of ethics submitted by each organization. The code of ethics should be displayed in the Panhellenic office and distributed to each chapter.
  31. ***Positive Panhellenic Contact Policy (2003)***: All College Panhellenics and Alumnae Panhellenics will promote personal and informative Panhellenic-spirited contact with potential new members at all times, year-round.
  32. ***Recruitment Style Assessment Policy (2003)***: If the results of the recruitment style assessment for a College Panhellenic indicate that a change in recruitment style is warranted, the College Panhellenic may, in consultation with the fraternity/sorority advisor and the approval of the NPC area advisor, vote to adopt the appropriate recruitment style for its campus.
  33. ***Automatically Adjusting Total Policy (2013, 2015, 2016, 2019)***: A College Panhellenic should evaluate total every term. In the academic term that primary recruitment is held, total will be automatically adjusted no later than 72 hours following bid distribution. If a College Panhellenic has deferred recruitment, total will be automatically adjusted within one week (no more than 7 days) from the start of the first term of the academic year. If a College Panhellenic hosts a fall primary recruitment and resets total in the academic term(s) in which primary recruitment is not held, then total must be reset within one week (no more than 7 days) from the start of the academic term(s), and cannot be set to less than 95% of the total that resulted from the automatic adjustment in the most recent academic term in which primary recruitment was held.
  34. ***Calculating Total Policy (1955, 2009, 2015)***: The procedure for determining total states: Total is the allowable chapter size as determined by the College Panhellenic and includes both new members and initiated members. Any member who is away from campus for the entire academic year is not counted in total. Members away for one academic term are counted in total. The Panhellenic reviews total each term to ensure that existing total reflects current campus conditions and the Panhellenic goal of growth and parity, and to allow the maximum number of women to participate in the sorority experience.
  35. ***Chapter Membership Roll Policy (1955, 2018)***: For all Panhellenic purposes:
    - A. Every regularly enrolled undergraduate woman who is a new member and/or initiated member of a chapter on that particular campus shall be counted as a member of the college chapter.
    - B. Every regularly affiliated undergraduate transfer shall be counted as a member of the college chapter on that campus, affiliation to be defined as meeting the requirements of the individual member organization.
  36. ***Graduating Seniors in Chapter Total Policy (2002)***: Vacancies in chapter total are not created by the granting of inactive status or alumnae status to a member who has less than a full college year remaining before graduation where there is no other compelling reason or personal circumstance/emergency for granting a change in status.
  37. ***New Member Policy (1981)***: A woman who has fulfilled the requirements for initiation before the expiration of her one-year pledge or new member term, and who has not yet been initiated, is not counted in the primary recruitment's new quota, but she is included in the chapter's total.
  38. ***Transfer Member Policy (1977)***: If a chapter is at total and wishes to affiliate a transfer member, it may do so even though the addition of that member will put the chapter over total.

39. **Vacancies Policy (1978):** Vacancies in chapter total are not created by granting alumnae status to undergraduate members except when a member organization is recolonizing.
40. Formally Structured recruitment shall take place only in designated areas during pre-scheduled times at Texas A&M University- Kingsville as determined by the Governing Council.
41. **Article V: Recruitment Regulations:** Room Reservations for Formally Structured Recruitment are the responsibility of the Governing Council. Room set-up requests are the responsibility of the sororities and must be submitted by the date determined by the Greek Life Coordinator.
42. No food should be given to the PNMs in the room.
43. No Sorority Member, new member/pledge, or alumnae of a sorority may visit a Potential New Member in her residence hall or place of residence during the Formally Structured Recruitment period, with the exception of Governing Council Executive Board, Recruitment Counselors, resident advisors, and family members.
44. Presidents must inform the Fraternity and Sorority Life Coordinator if any of their chapter members are living with a Potential New Member participating in Formally Structured Recruitment. Roommates are allowed normal contact until the first day of Formally Structured Recruitment but must limit their time in public throughout the Formally Structured Recruitment.
45. Nonverbal bids will also not be given out. This includes the statements such as, "I'll see you tomorrow," or, "See you later," etc.
46. During the Formally Structured Recruitment period conversations with disaffiliates and Potential New Members will be limited to partial silence (e.g., "Hi," "Goodbye," and no non-academic conversation in class, "No Greek Talk,")
47. Notes and/or favors to Potential New Members from a sorority or by an individual member, whether personalized or standardized, should not be accepted under any circumstances. Potential new Members may not leave events with gifts from chapter members until after she has accepted a bid.
48. Decorations outside the designated rooms are not allowed. The Governing Council will place signs specific to the chapter name on the door of the room.
49. Anything displayed in the designated rooms for Formally Structured Recruitment for that is against the recruitment rules will be taken off/down prior to membership recruitment events. The Fraternity and Sorority Life Coordinator, Panhellenic President and Vice President of Recruitment will be responsible for ensuring that the rooms are checked and deemed appropriate.
50. Only affiliated members, new members, and affiliated transfers whose name appears on the official chapter membership list for the fall semester are eligible to participate in Formally Structure Recruitment. Any chapter member holding inactive status, where a woman is not included on the chapter roster, shall not participate in Formal Recruitment as an active member. Inactive members are treated as alumnae and must follow the alumnae rules in regard to Membership Recruitment.
51. No pictures may be taken of or with Potential New Member by chapters or individual members. No pictures from the online system (Campus Director) shall be stored for chapter use.
52. Candles are permitted during membership recruitment events, but groups will be charged with damage costs and surcharges if clean-up is required. Electric or battery-operated candles are strongly encouraged.
53. **Article XIV: Continuous Open Bidding BEST PRACTICE (2017,2020)-** COB is not intended to precede or take the place of the primary membership recruitment period, not should there be a COB process prior to the start of fall primary membership recruitment.

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).

- A. The purpose of COB is to enable those chapters that did not pledge to quota or pledged quota but did not reach total, to pledge additional new members immediately following the primary membership recruitment period. The intent of COB is to provide maximum opportunities for membership to the greatest number of chapters possible.
  - B. On campuses with deferred (second term) membership recruitment, any COB prior to the scheduled membership recruitment period should be limited to upper-class and transfer women. First-year woman should not attend these recruitment functions. COB would not be open to first-year women until after the primary recruitment period.
    - i. Exceptions to this COB best practice will be made in cases where the College Panhellenic determines that they will be delaying or deferring their primary recruitment process due to the COVID-19 pandemic. With this exception, chapters may use continuous open bidding to reach total allowable chapter size.
54. Continuous Open Bidding begins 72 hours after Bid Day when Campus Total has been adjusted and is open to all unaffiliated female students on campus without any requirement of prior participation in a primary recruitment period. Neither NPC chapters nor potential new members should be required to register for COB.
  55. Chapters must notify the Fraternity and Sorority Life Coordinator and Vice President of Recruitment they will be participating in COB.
  56. Chapters participating in COB must adhere to NPC Regulations surrounding COB.
  57. If through the primary membership recruitment process, a potential new member receives a bid and declines it, then she is ineligible to be pledged to another NPC sorority on the same campus until the beginning of the next primary membership recruitment period.
  58. No sorority may bid a potential new member who has received a formal bid from another sorority.
  59. Any potential new member who has gone through continuous open bidding must sign a COB membership recruitment acceptance binding agreement (MRABA) with the Fraternity and Sorority Life coordinator.
  60. There is no quota set for COB
  61. Chapters may only extend bids up to total and should not exceed the set total for the current semester.
  62. Chapters must submit a new member roster once they have completed COB and all bids have been extended and accepted.

#### **IV. Statement of Values-Based Recruitment**

All NPC member organizations represented at Texas A&M University-Kingsville will engage in the following practices that align with the Values-Based Recruitment policy during membership recruitment:

- Focus on conversations between chapter members and potential new members about organizational values and member organizations.
- Establish guidelines for membership recruitment budgets and set a cap on membership recruitment expenses, including the value of all donated goods and services.
- Keep decorations to a minimum and confined to the interior space used for recruitment rounds.
- Eliminate the required purchasing of recruitment event attire for chapter members.
- Eliminate gifts, favors, letters and notes for potential new members.

- Eliminate all forms of bid promising, oral or written, to join a certain sorority before bids are distributed by Panhellenic.
- Eliminate extraneous and costly performances. This includes, but is not limited to, recruitment skits and door stacks.

#### **V. Statement of Membership Recruitment Acceptance Binding Agreement (MRABA)**

The College Panhellenic Association 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 continuous open bidding. We agree to all policies and steps pertaining to the MRABA.

#### **VI. Statement of Automatic Reset of Total**

Total is the allowable chapter size as determined by the College Panhellenic and includes both new members and initiated members. A College Panhellenic should evaluate total every term. In the academic term that primary recruitment is held, total will be automatically adjusted no later than 72 hours following bid distribution.

If a College Panhellenic hosts a fall primary recruitment and resets total in the academic term(s) in which primary recruitment is not held, then total must be reset within one week (no more than 7 days) from the start of the academic term(s), and cannot be set to less than 95% of the total that resulted from the automatic adjustment in the most recent academic term in which primary recruitment was held.

Total must be automatically adjusted using the following method:

Largest chapter size plus up to 10 women.

#### **VII. Recruitment Finances**

The budget for all Fall recruitment expenses should not exceed \$1,000 plus up to \$300.00 of items can be donated or borrowed. A list of all items that are bought, borrowed, or donated are due to the Greek Life Coordinator by the fifth-class day.

#### **VIII. Social Media**

Any conversations through social media that pressure a potential new member, imply she would receive a bid (bid promising), or encourage her not to keep an open mind through the recruitment process are not allowed.

1. Individual chapters are prohibited from promoting themselves once Welcome Week begins. This includes but is not limited to posters, banners, shoe polishing of any sorority letters on car windows, and sidewalk chalk.
2. There shall be no derogatory statements said about another sorority at ANY time during the Membership Recruitment Process (in conversation, video/slideshows, songs, etc.). This includes telling Potential New Members that another sorority is sanctioned, on probation, or any of its history.
3. Panhellenic Public Relations
  - A. Texas A&M University- Kingsville College Panhellenic Council will be responsible for facilitation and organizing all public relations efforts related to recruitment. These efforts can include, but are not limited to, electronic or written advertisements, tabling, and programs/events.
  - B. All public relations efforts will occur prior to the start date of recruitment.
4. Individual Chapter Public Relations

- A. Beginning on the first “Hoggie Days,” conversation concerning Membership Recruitment should be centered on an “all sorority spirit,” with a, “Go Greek,” attitude in mind.
- B. If participating in Hoggie Days Pre-Orientation Welcome Week, or Javelina Camp, sorority members are not allowed to make oral or written bids or invite campers/students to any individual chapter recruitment activities. If a camper/student inquiry about Greek Life, they can be told briefly about Greek Life and then encourage them to attend the Recruitment 101 Orientation to learn more about Greek Life and recruitment. All rules set forth by the Governing Council must be followed when participating in any of the aforementioned events.

#### **IX. Primary Recruitment Schedule and Logistics**

1. The recruitment period will consist of the four nights of rounds which will abide by the following schedule:
  - A. Night 1: Sisterhood Night (4 parties at 40 minutes each)
  - B. Night 2: Philanthropy Night (4 parties at 50 minutes each)
  - C. Night 3: Preference Night (4 parties at 1 hour each)
    - i. Associate chapter would be allowed to conduct interviews during this time as they do not have an open ritual.
  - D. Bid Day
    - i. The invitation and bid lists are due by midnight after each round.
    - ii. Per council voting, associate chapters are allowed to participate in the formal recruitment process.
2. Should a chapter choose to shorten their parties by more than 5 minutes that chapter must notify the Vice President of Recruitment one week before the start of Recruitment.
3. The Texas A&M University- Kingsville Panhellenic Council will host an Orientation known as recruitment 101. This event is a mandatory recruitment event held prior to Sisterhood Night.
4. Orientation- Recruitment 101
  - A. The purpose of Orientation is to orient the Potential New Member to the Texas A&M University- Kingsville Panhellenic Council and the Formally Structured Recruitment process.
  - B. The format of the night is up to the discretion of the College Panhellenic Council Vice President of Recruitment, but should include education regarding the recruitment process, review of important material, and time to meet with Gamma Chi's.
  - C. The purpose of Recruitment 101 is to educate Potential New Members on the process of Recruitment; therefore, chapter members will not be allowed to be present at this event. The aforementioned statement can only be overridden by the Panhellenic Executive Board and Greek Life Coordinator should they deem it appropriate to have chapter members present.
5. Recruitment Video Guidelines
  - A. Recruitment videos give Potential New Members a small insight of each chapter and all the great elements of joining a sisterhood. Each sorority showcases their motto, purpose, philanthropies, values, and many other aspects.
  - B. Videos with only clips and pictures will not be permitted. There must be some text or voice overs on the values, mottos, and other important information that Potential New Members should know.
  - C. Video length must be at least 2 minutes and a maximum of 3:30 minutes.
  - D. Recruitment video is due 3 business days before Javelina Camp so that it can be reviewed.

- E. Gamma Chi's and Governing Council Members are not allowed to come out in individual chapter videos based on the decision of association.
- F. No foul language or alcohol is permitted to be promoted in any recruitment video or advertisement.
- G. Upon submission, the Greek Life Coordinator and/or the Vice President of Recruitment will look over the videos to make sure all rules are abided by. If the video does not follow the rules set forth, video will be returned to make appropriate edits. If video is not submitted by extended date, no video will be permitted to be displayed for that chapter.

#### **X. Recruitment Counselors**

*Every November the Panhellenic Council should decide for the upcoming Formal Fall Recruitment if recruitment counselors will be disassociated or associated and will use the appropriate guidelines as stated below:*

##### **Recruitment Counselors and Disassociation**

1. All chapters must provide five (5) recruitment Counselors who are considered to be in "Good Standing" within their chapter at the date the Panhellenic Council has determined. A Recruitment Counselor will here in after be known as Gamma Chi.
2. Gamma Chis' shall be selected through an application, and interview process conducted by the Panhellenic Vice President of Recruitment with assistance from the Panhellenic Executive Board.
3. An equal number of each member sorority shall be represented in the Gamma Chi final selection.
4. The Governing Council will host an informational recruitment table during the new student orientations. Governing Council officers and Gamma Chi's will determine the appropriate number of orientations to attend.
5. The Panhellenic Executive Board and Gamma Chi's must display a "Go Greek" attitude. Complete disaffiliation does not begin until 30 (Business) days prior to the first orientation day.
6. Disaffiliation includes on and off campus interaction with members of their respective sorority.
7. All photographs of those disaffiliated shall be covered by August 1<sup>st</sup> unless otherwise specified by VPR for different date. This includes Gamma Chi's and Governing Council members. All social media sites must be cleared.
8. If any Gamma Chi is found not complying with the rules set forth, a fine of \$25 will be issued to their chapters. If the Panhellenic Council is forced to issue 2 or more fines, the chapter will be required to replace their Gamma Chi with another representative from their respective sorority.

##### **Disaffiliated Recruitment Counselor Guidelines**

1. Recruitment Counselor Guidelines:
  - A. Gamma Chi's will not be allowed to wear their respective chapter letters.
  - B. Gamma Chi's will not be allowed to promote chapter recruitment events.
  - C. Gamma Chi's will not be allowed to attend chapter meetings pertaining to recruitment, chapter recruitment activities, and chapter tabling events.
  - D. Gamma Chi's will not be able to attend chapter functions including meetings, sisterhoods, tabling, etc., until recruitment is over.
  - E. Gamma Chi's will not be allowed to talk favorably about their chapter to PNM's.
  - F. Gamma Chi's will not be allowed to have jewelry, car decals, or any item of chapter affiliation.

- G. Gamma Chi's will not be allowed to speak to chapter members on and off campus.
- H. Gamma Chi's must clear all social media outlets of chapter affiliation.
- 2. Panhellenic Council Executive Board Guidelines:
  - A. Per unanimous agreement, members are required to stay disaffiliated for the purpose of maintaining Governance over Council, Gamma Chi's, and Recruitment.
  - B. Per unanimous agreement, members will not be allowed to wear your letters.
  - C. Per unanimous agreement, members will not be allowed to have jewelry, car decals, or any item of chapter affiliation.
  - D. All executive board members will not be allowed to attend chapter functions including meetings, sisterhoods, tabling, etc., until recruitment is over.

### ***Affiliated Recruitment Counselor Guidelines***

- 1. Recruitment Counselor Guidelines:
  - A. Gamma Chi's will be allowed to wear their respective chapter letters to class or on campus but will not be able to wear them to any official recruitment event.
  - B. Gamma Chi's will be allowed to promote chapter recruitment events.
  - C. Gamma Chi's will not be allowed to attend chapter meetings pertaining to recruitment, chapter recruitment activities, and chapter tabling events.
  - D. Gamma Chi's will not be able to attend chapter functions including meetings, sisterhoods, tabling, etc., until recruitment is over.
  - E. Gamma Chi's will not be allowed to talk favorably about their chapter to PNM's.
  - F. Gamma Chi's will be allowed to have jewelry, car decals, or any item of chapter affiliation.
  - G. Gamma Chi's will be allowed to speak to chapter members on and off campus.
  - H. Gamma Chi's will be allowed to have chapter affiliation on all social media.
- 2. Panhellenic Council Executive Board Guidelines:
  - A. Per unanimous agreement, members are required to stay disaffiliated for the purpose of maintaining Governance over Council, Gamma Chi's, and Recruitment.
  - B. Per unanimous agreement, members will not be allowed to wear your letters.
  - C. Per unanimous agreement, members will not be allowed to have jewelry, car decals, or any item of chapter affiliation.
  - D. All executive board members will not be allowed to attend chapter functions including meetings, sisterhoods, tabling, etc., until recruitment is over.

## **XI. Alumnae Involvement**

- 1. Alumnae may not actively participate in membership recruitment. They may address collegiate members but must do so discreetly. Up to five (5) alumnae may attend events to watch. Alumnae must wear name tags that clearly indicate their alumnae status and are not allowed to dress similar to the members.
- 2. Per council voting chapters with less than 10 active members are allowed to have alumnae involved in their recruitment process.

## **XII. Fineable Violations & Fines Assessed**

- 1. The Texas A&M University- Kingsville Panhellenic Council Judicial Board shall consist of the Vice President of Judicial Affairs as the chairman as well as an appointed delegate from each Panhellenic chapter.

- A. As per voting if an associate chapter is participating in the Formal Structured Recruitment process they are allowed to have one delegate on the Judicial Board.
2. Any alleged violation of the outlined rules of NPC recruitment policy may be considered an infraction and may be handled as such.
3. A Potential New Member, alumnae, or sorority member on behalf of a chapter, may report recruitment infractions. A Gamma Chi, the Panhellenic Vice President of Recruitment, Panhellenic President, and Fraternity & Sorority Life Coordinator may file infractions on behalf of a Potential New Member. They must report the violation no more than 24 hours after the violation has occurred. The infraction must be submitted in writing to the Panhellenic Council Executive Vice President of Recruitment or Fraternity & Sorority Life Coordinator and signed by both the witness and the chapter president. Anonymous reports will **not** be accepted.
4. If the rules are broken and problems occur during the Recruitment week, the Vice President of Recruitment and Fraternity and Sorority Life Coordinator will do their best to handle matters, so they do not interrupt the recruitment process.
5. All reasonable measures will be taken to assure the integrity of the recruitment process.
6. The Panhellenic Council Judicial Board will be responsible for enforcing sanctions for sororities that are being disciplined. If a sorority is under sanction, they must abide by the rules of the Judicial Board.
7. Any accused sorority has the right to have any alleged infraction resolved through the use of Mediation or Judicial Hearing. The accused sorority is responsible for contacting the Panhellenic Vice President of Judicial Affairs within one week of receipt of the "Notice of Infraction Form" to schedule Mediation or opt directly for a Judicial hearing. The Mediation/Judicial Hearing does not have to take place within the week; it simply must be scheduled as soon as possible at a time convenient for the parties involved.
8. Sanctions for infractions include, but are not limited to, fines, educational programs, and probation for a specified period of time, and/or referral to the Panhellenic Judicial Board.
9. A twenty-five (\$25) dollar fine will be assessed, where a monetary fine is appropriate, to any chapter that receives a Recruitment Infraction.
  - A. Examples of reasons for monetary fines may be, but not limited to:
    - i. Improper use of building for recruitment night
    - ii. Recruitment events that exceed designated event times
    - iii. Prohibited postings on social media outlets
    - iv. Lack of required chapter attendance at Panhellenic-sponsored events
10. (Article V: Recruitment Regulations) A ten (\$10) dollar fine will be assessed per minute, where a monetary fine is appropriate, to any chapter that receives a Recruitment Infraction involving time.
  - A. Examples of reasons for monetary fines may be, but not limited to:
    - i. Holding Potential New Members past designated event end time
    - ii. Releasing Potential New Members earlier than designated event end time
    - iii. Submitting invitation and bid day lists past designated submission time

### **Article XIII. Computer Database System**

1. Texas A&M University- Kingsville will contract use of a computer database system designated by the Panhellenic Recruitment team no later than six (6) months prior to the start date of Formal Recruitment.
2. Potential new Members must be registered via the computer database system.
3. NPC requires that each sorority invite back to Preference Night only those Potential New Members whom they intend to place on the bid list.
4. All Potential New Members shall fill out a Preference/membership Recruitment Acceptance, through the computer database system or on paper, immediately after the last event she attends. Once this has been signed, no change may be made. This should

be done in the presence of the Greek Life Coordinator or other women designated by the Advisor.

- A. After attending recruitment parties, Potential New Members will be instructed to indicate their preferences based on priority recruitment guidelines.
5. The Greek Life Coordinator shall have sole access to the computer database system and will oversee the use of the system.
  - A. No undergraduate member of the Recruitment Team shall have the password or access the program outside of supervised use.
  - B. No member of the Recruitment Team shall use the computer database system in an inappropriate manner or share information accessed through the program.
6. All chapter invitation lists should be submitted using this program. The Panhellenic Council President and Panhellenic Vice President will assign a reasonable time that lists are due each night. Chapters who do not turn their lists in by the assigned time will be issued a \$10 fine for each minute they are late.
7. Bid matching will be conducted using the computer database system and the Greek Life Coordinator will complete the bid matching and quota addition process.

#### **Article XIV. Panhellenic Compact**

1. A woman who is or who has ever been an initiated member of an existing NPC sorority shall not be eligible for membership in another NPC sorority.
2. To be eligible to participate in Panhellenic recruitment and pledge an NPC sorority as a collegiate member, a woman must:
  - A. Not be simultaneously enrolled in high school and attending college.
  - B. Be an undergraduate regularly matriculated according to the definition of matriculation established by that institution.
3. An undergraduate woman may pledge an NPC sorority only during a regular academic term and not during any school recess or summer academic term except during a primary membership recruitment period and the ensuing continuous open bidding (COB) process when held immediately before an academic term.
  - A. For campuses where the College Panhellenic is only using a virtual continuous recruitment, a chapter may offer an invitation of membership (a bid) to a woman upon her completion of high school and when she is an undergraduate regularly matriculated at the institution.
4. Each College Panhellenic Council shall establish a Bid Day to conclude the primary membership recruitment period. A Bid Day is the scheduled time when invitations to membership are issued.
5. If through the primary membership recruitment process, a potential new member receives a bid and declines it, then she is ineligible to be pledged to another NPC sorority on the same campus until the beginning of the next year's primary membership recruitment period.
  - A. Exceptions to an individual's ineligibility to be pledged may be granted by the NPC Board of Directors in the following cases:
    - i. documented illegal conduct by the chapter offering the bid, or
    - ii. documented errors in the communication of or violation of Panhellenic procedures.
6. At a later date but before the next primary membership recruitment period, if the potential new member who declined her bid expresses interest in being pledged to the chapter with which she originally matched, she may do so only if the chapter extends another bid and has quota or total spaces to fill.
7. If a potential new member does not receive a bid at the end of the primary membership recruitment period, she is eligible immediately to participate in COB.

8. If through the primary membership recruitment process a potential new member accepts a bid and then has her pledge broken by an NPC sorority or breaks her pledge, then she is ineligible to be pledged to another NPC sorority on the same campus until the beginning of the next year's primary membership recruitment period.
9. A continuous open bidding membership recruitment acceptance binding agreement is a binding agreement. If a potential new member accepts a bid, then signs a COB acceptance or goes through the member organization's official pledging ceremony and has her pledge broken by an NPC sorority or breaks her pledge, then she is ineligible to be pledged to another NPC sorority on that campus until the beginning of the next primary membership recruitment period.
10. A woman who has accepted a bid either through primary or COB membership recruitment and who has had her pledge broken by an NPC sorority or has broken her pledge, may be repledged by the same NPC sorority chapter on the campus at any time before the beginning of the next year's primary membership recruitment period, even if the chapter is over total.
11. When a woman who has been pledged but not yet initiated transfers to another campus, her pledge is broken, and she is eligible to pledge an NPC sorority on that campus at the earliest opportunity.
12. Women who have been pledged but not yet initiated into a chapter whose charter has been rescinded or relinquished or women of a colony that has been dissolved shall be eligible to pledge another NPC sorority immediately following the official release by the NPC sorority.