



RECRUITMENT POLICIES

Of the Penn State University

PANHELLENIC COUNCIL

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Please direct any questions to the Vice President for Standards (standards@pennstatephc.org), Vice President for Membership (membership@pennstatephc.org), Vice President for Membership Development (development@pennstatephc.org), or the Current Panhellenic Advisor, Chad Warrick (cw634@psu.edu).



Article I: Recruitment Code of Ethics

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

We, as Panhellenic women of the Pennsylvania State University agree on and commit to:

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

We, as Panhellenic women of the Pennsylvania State University also agree on and commit to:

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

We, the members of Penn State University Panhellenic, pledge to promote the following practices during membership recruitment:

- Engage in values-based conversations.
- Choose recruitment activities and behaviors that reflect the core values of our organizations.
- Make informed choices, based on shared values, about potential new members.
- Educate potential new members about the chapter's values and connect to these values.



Article II: Recruitment Definitions

1. Chapter: Any NPC sorority or associate member recognized by the Panhellenic Association.
2. Primary recruitment: The primary recruitment process occurs during the spring semester.
3. Continuous Open Bidding (COB): An opportunity for chapters that do not reach quota during primary recruitment to bid to quota and/or for chapters that are not at total to bid to total. The COB process is not structured by the College Panhellenic, and only chapters with available spaces in quota/total are eligible to participate in COB.
4. Potential New Member (PNM): Any woman registered for primary recruitment.
5. Open House: PNMs will attend every chapter for 15-minute parties with a general introduction to the chapter.
6. First Round: PNMs will attend at most 13 chapters for 30-minute parties with a primary focus on philanthropy and service.
7. Second Round: PNMs will attend at most 7 chapters for 40-minute parties with a primary focus on sisterhood and values. Chapters should also include chapter financial information, known as financial transparency.
8. Preference: PNMs will attend at most 2 chapters for 50-minute parties.
9. Members: Active collegians who make up the Panhellenic chapters.
10. Pi Chi: A member who advises PNMs during the recruitment process.
11. Overall Recruitment Team: A small group of 8-10 Panhellenic members chosen by the Panhellenic Vice President of Membership to assist her throughout the recruitment preparation process and primary recruitment period.



Article III: General Recruitment Rules

1. All NPC member organizations represented at Penn State University believe in strictly adhering to NPC Unanimous Agreements and policies. These policies are non-negotiable and will be followed by all organizations will follow during the recruitment process.
2. All members, including alumnae and new members, are responsible for understanding and observing the College Panhellenic membership recruitment rules as well as the Panhellenic Code of Ethics.
3. The Penn State University Panhellenic will uphold and use the membership recruitment acceptance binding agreement (MRABA) for each potential new member interested in joining a women's sorority, whether during primary or informal recruitment. We agree to all policies and steps pertaining to the MRABA.
4. Statement of Automatic Reset of Total
 - a. To allow organizations to achieve parity as quickly as possible at the conclusion of the primary Recruitment process, the Penn State University Panhellenic Association shall automatically reset total within 72 hours of Bid Day for primary recruitment. Total will be determined by the Panhellenic Advisor, Panhellenic President, and Total Setting NPC Delegate.
 - b. To allow for continued parity during the year, the Penn State University Panhellenic Association shall also automatically reset total by the Friday of the 2nd week of the fall semester. Total will be determined by the Panhellenic Advisor, Panhellenic President, and Total Setting NPC Delegate.
 - c. Chapters are responsible for verifying the accuracy of their chapter rosters in OrgSync by the first Friday of classes. Only members off campus for the entire academic year are not included for the purpose of chapter total.
5. All chapters' and individual chapter members' social media, including but not limited to websites, Facebook, Twitter, Instagram, Snapchat, VSCO, and Tumblr pages must adhere to all recruitment policies.



Article IV: Primary Recruitment Procedures

1. Timing
 - a. The Panhellenic Vice President for Membership will set the primary recruitment schedule and pertinent dates for primary recruitment. These dates will be set and voted on by the Panhellenic delegates before the end of Spring Semester.
2. Eligibility
 - a. A woman must be enrolled as a full-time student at the University Park campus of The Pennsylvania State University to join a sorority chapter. A woman must have completed at least 14 credits or more to register for primary recruitment.
 - b. A woman must have and maintain at least a 2.50 cumulative GPA.
 - c. A woman must be in good standing with the University and not be on any conduct probations through the Student Conduct Office.
 - d. A woman must complete the required OFSL information session and successfully pass the required quiz by the determined deadline.
 - e. A woman must also register for the Primary Panhellenic Recruitment Process by the date established by the Panhellenic Vice President for Membership
 - f. Any misrepresentation of information provided during recruitment registration will result in the PNM losing eligibility to participate in Primary recruitment that semester
3. Contact between Sorority Members and Potential New Member
 - a. Sorority members are expected to promote general sorority membership, known as positive contact, as opposed to promoting their own individual chapter through Bid Day.
 - b. During the Primary Recruitment period, sorority members may not converse with or contact any potential new members directly or indirectly through friends outside of designated Primary Recruitment events. This includes but is not limited to; conversations on and off campus, in town, residence halls, dining commons, the HUB, or at apartment and/or fraternity parties; through letters, phone calls, instant messenger, text messaging, Facebook, Twitter, Instagram, Snapchat, and all other forms of social media.
 - c. Sorority members may not request friendship or accept with potential new members through Internet communication programs such as instant messaging or through Internet networking sites such as, but not limited to, Facebook, Twitter, Instagram, or Snapchat.
 - d. Sorority members may not buy anything for PNMs (i.e. gifts, meals, etc.) or give a PNM any cards, letters, envelopes, or any type of written correspondence at any time before or during Primary Recruitment.
 - e. The period of no contact will begin when recruitment registration opens and stay in place until the period of strict silence. No contact is defined as no potential new member entering a chapter's residence floor or attending an event hosted by a chapter, other than a philanthropic event.
 - f. Contact with a PNM may only occur in University-sanctioned functions and activities (class, athletics, other student organizations, etc.).
 - g. Sorority members may not pressure PNMs about their preferences during the Primary recruitment period or inquire about PNM's preferences and rankings. In addition, a sorority member may not inquire about a PNM's party schedule at any time during the recruitment period.
 - h. Sorority members may not inquire if a PNM is a legacy of another chapter.



- i. Sorority members may not inquire if a PNM has friends or roommates going through the recruitment process.
 - j. Sorority members may not promise bids or invitations or give the hint that a bid or invitation will be extended to a PNM, and they may not suggest that they will see a PNM during the next rounds. Chapter members may never mention intentional single-preference or the preference of any sorority over another.
 - k. Violations of Recruitment Rules, if not addressed through informal discussion, shall be dealt with through the NPC Judicial Process.
 - l. Tabling for Philanthropy or Awareness events, along with distribution of information and handouts, is only to be permitted in the HUB. There will be a \$200 fine, per occurrence, assessed to any chapter that is in violation.
4. Decorations
- a. The sorority floor and suite may not be decorated during Open House through Second Round.
 - b. Prohibited decorations include, but are not limited to, fresh flowers, plants, and other furnishings that are not in the suite every day.
 - c. There may not be anything in the suite that is not there on a day-to-day basis.
 - d. Decorations are permitted in suites during Preference Night. All decorations during this event must be kept within housing's guidelines, as well as their designated recruitment budget.
 - e. Sorority members may not distribute personalized name tags to the PNMs.
 - f. No decorations/signs may be hung in the hallways or on any door. Decorations cannot block the hallway, exits of the floor, or present a fire hazard.
 - g. No helium tanks are allowed anywhere near the building.
 - h. Glitter and candles may not be used.
 - i. No painting of signs/banners should take place inside the building. Painting cannot take place on the pavement or side of a building. Painting should be done outside in the grass, protected by a tarp provided by housing.
 - j. Items may only be hung on suite walls if they can be hung by blue painter's tape or push pins.
 - k. All suite furniture must remain in the suite, however, it can be rearranged. No outside furniture is permitted to be moved into the buildings (no rental furniture).
 - l. Sororities may only decorate the one bulletin board that is located directly outside of the sorority suite. No other bulletin boards on the floor should be used for the chapter's purposes. Bulletin boards located on the ground floor of the residence halls may not be decorated at any time prior and during Primary Recruitment.
 - m. Dry erase boards outside of each bedroom may be decorated. Decorations of the dry erase board must comply with appropriate terminology of NPC (ex: sorority name/nickname in recruitment booklet, philanthropy name, values, "Go Greek").
 - n. Individual room windows may be printed with the sorority letters and symbols.
 - o. The suite, hallway, rooms being used for recruitment, or any other open part of the sorority recruitment area cannot have pictures or items related to males, alcohol, solo cups, alcohol/drug paraphernalia, fraternity letters, members in bathing suits, or be at fraternity houses, including the outside areas of the fraternity house.



- p. Suite inspections will be conducted by a member of the Panhellenic Executive Board or Overall Recruitment Team and will occur 30 minutes prior to the first party on each day of Recruitment. There are to be no members in the suite during the inspections besides President and Recruitment Chair.
5. Apparel
- a. Each sorority shall be prohibited from purchasing and wearing identical matching outfits and/or accessories during primary recruitment. No style numbers or brand specific clothing, jewelry, and/or footwear are permitted. Individual discretion should be used by members with guidance from their respective chapter.
 - i. This rule does not apply to open house t-shirts. Each chapter must design and order t-shirts for open house. Open house t-shirts must be approved by the Panhellenic Vice President of Membership.
 - ii. No midriff shirts, T-shirt dresses, or cut-out tank tops may be worn.
 - iii. If apparel rules are broken, sororities will be fined \$1,000 per day.
 - b. Name tags may be worn consisting of full chapter letters/name, symbols, colors, and/or crest.
6. Recruitment Rounds
- a. Open House:
 - i. Chapters will present information on the chapter, national sorority, local traditions and events, etc.
 - ii. PNMs will be provided with Panhellenic water bottles to bring to the round.
 - b. First Round:
 - i. A video and/or short presentation pertaining to the chapter's national philanthropy is permitted. Chapters may choose to use an organizational video provided by their philanthropy. All videos must be approved by the Panhellenic Vice President for Membership or the Overall Recruitment Team.
 - ii. Chapters may use one banner or poster to display the organization's national philanthropy.
 - iii. PNMs will be provided with Panhellenic water bottles to bring to the round.
 - c. Second Round:
 - i. A documentary about the chapter and its values may (but is not required to) be shown during Second Round. Presentations must be turned in and approved by the Panhellenic Vice President for Membership by the appropriate deadline. If changes must take place after the due date, a fine of \$400 per day late will be assessed. If an unapproved documentary is shown, a fine of \$50 per party will be assessed.
 - 1. The documentary must include the following 4 aspects of sorority life: values, sisterhood, leadership, and academics. Each aspect of sorority life must be covered for a minimum of 1 minute.
 - 2. The documentary cannot have males, alcohol, solo cups, alcohol/drug paraphernalia, fraternity letters, members in bathing suits, or be at fraternity houses, including the outside areas of the fraternity house.
 - 3. Documentaries can be a maximum of 6 minutes.
 - 4. Anyone who is on the Overall Recruitment Team or on the Panhellenic Executive Board cannot be shown during the documentary. Women who



are considering running for the Panhellenic Executive Board or are applying to the Overall Recruitment Team should avoid being in the documentary.

- ii. Financial information should be shared with the PNMs using the NPC financial transparency model.
- iii. PNMs will be provided with Panhellenic water bottles to bring to the round.
- d. Preference:
 - i. Decoration of the suite is permitted during this round as long as it is in accordance with housing's policies.
 - ii. PNMs will be provided with Panhellenic water bottles to bring to the round.
 - iii. Chapters may serve food and non-alcoholic beverages in clear plastic cups during this round.

7. Recruitment Parties

- a. Suite inspections will be conducted by the Panhellenic Executive Board or Overall Recruitment Team and will occur 30 minutes prior to the first party on each day of Recruitment. There are to be no members in the suite during the inspections with the exception of the recruitment chair and president.
- b. During Preference, Panhellenic Executive Board will conduct sorority floor inspections no earlier than 2 hours before the first party begins.
- c. Alumnae and female sorority advisors may be present in recruitment parties. Absolutely no male chapter advisors are permitted. Alumnae and female sorority advisors must be designated on a name tag. These members can be a part of presentation but cannot directly interact with a PNM.
- d. The total number of sorority members present during Open House through Second Invite must match the number of Potential New Members in the party, excluding alumnae, as well as Advisors, National Representatives, the chapter President, and the Primary Recruitment Chairperson. Permission for additional chapter members may be obtained from the Panhellenic Vice President for Membership.
- e. Chapters will be assessed a \$15 per minute fine for letting a party out late.
- f. Invitation lists are due into the ICS system by a time that shall be determined by the Panhellenic Advisor and Panhellenic Vice President of Membership in consultation with the RFM specialist after the recruitment schedule is approved by the Panhellenic Delegate vote and approval. List submitted after that time are subject to a \$500 fine and an additional \$20 fine for each minute after.
 - i. The time shall be communicated to chapters prior to the beginning of primary recruitment.

8. Strict Silence

- a. During Primary Recruitment up to the beginning of Strict Silence, silence is defined as verbal, nonverbal, written, printed, text message and electronic communication or communicating through a third party. If potential new members live in a residence hall with sorority members, only casual greetings and contact are permitted.
- b. Strict silence will begin at the time of the last preference party attended by the PNM and last until bid distribution.
- c. No sorority member, including alumnae and new members, may communicate or live with potential new members during this period.



9. Bid Day

- a. Pi Chis will distribute bids at the designated time on Bid Day and only Pi Chis, Panhellenic Executive Board members, members of the Overall Recruitment Team, or the Panhellenic Advisor may contact Potential New Members who do not receive a bid.
- b. Only chapter members are to be involved with Bid Day activities. No men, alcohol or drugs may be present. All NPC unanimous agreements regarding bid day should be adhered to.
- c. All chapter recruitment chairs and presidents or a chapter representative should report to the Panhellenic Office (218 HUB) by noon on Bid Day to get their lists and complete bid cards. All bids must be completed and turned in by 2 pm on Bid Day. Late bid card submissions will be fined on the following schedule:
 - i. 31-60 minutes late: \$125
 - ii. 61-90 minutes late: \$175
 - iii. 91-120 minutes late: \$225
 - iv. Bid cards submitted more than 120 minutes late will receive an additional fine of \$10 per minute.



Article V: Snap Bidding Procedures

1. Snap bidding is allowed only for those chapters that did not match to quota in the bid-matching process.
2. Women who participated in at least the first round of recruitment are eligible for snap bidding.
3. The Panhellenic Advisor will contact the chapter and provide the chapter with a list of eligible PNMs to accept snap bids.
4. When bids are extended and accepted, chapters must submit bids to the Vice President for Membership's mailbox by 3 PM on bid day.
5. Snap bids will be distributed by the Vice President for Membership at bid day.



Article VI: Continuous Open Bidding Procedures

1. Continuous Open Bidding (COB) begins immediately after total is reset (72 hours after bid day). COB is open to all unaffiliated female students on campus without any requirement of prior participation in a primary recruitment period.
2. Chapters may hold recruitment and informational events from 72 hours after primary recruitment bid day. No bids or invitations for membership may be given before or during primary recruitment in January.
3. A chapter wishing to extend a bid during COB must first contact the Panhellenic Advisor or Office of Fraternity and Sorority Life 48 hours before to ensure that the woman who is to receive the bid is eligible to do so.
4. In all cases in which bids are extended, COB MRABA forms must be signed within 24 hours of bid extension and must be turned in to the Panhellenic Advisor mailbox in 215 HUB within 24 hours extending the bid.
5. All COB events shall not involve men or alcohol at any time under any circumstance.
6. Any violations to COB will be sanctioned through the appropriate Panhellenic Judicial Process.



Article VII: Personnel Responsibilities

1. Disaffiliation

- a. Panhellenic Executive Board and the Overall Recruitment Team must disaffiliate beginning on the first day of spring semester classes. These women are not allowed to attend any individual sorority events until Bid Day.
- b. Letter disaffiliation is defined as not wearing any jewelry or apparel with sorority Greek letters, symbols, or nicknames of chapters. This also includes the use of writing utensils, paper, key chains, etc. that contain the sorority's Greek letters, symbols, or nicknames.
- c. The affiliation of all these women will be kept secret in order to preserve fairness to all chapters. These women may not appear in slide shows, videos, pictures, composites, or on their chapter's web page. Disaffiliated members are NOT allowed to be included or associated with any type of social media platform for their sorority, including Facebook, Twitter, Instagram, Pinterest, Tumblr, and fan pages.
 - i. The Panhellenic Overall Recruitment Team and Panhellenic Executive Board reserves the right to review those listed above at any time.
 - ii. If these members are found in chapter affiliated material, the respective chapter will be fined \$100 per offense per day until removed.
- d. Disaffiliated sorority members must set online website privacy settings to "private" or any other measure as to not reveal their affiliation and to prevent viewing profile information.
- e. If a chapter posts a picture or anything concerning the chapter association of a disaffiliated chapter member (Panhellenic Executive Board and Overall Recruitment Team), the respective chapter will be fined \$100 per offense per day until the post or update is removed.
- f. Disaffiliated sorority members who live on their respective chapter floor must be pre-cautious when entering and exiting their buildings and rooms. Disaffiliated sorority members are encouraged to exit their respective building 60 minutes before the first party starts each day and return to their respective building 30 minutes after the last party end each day. Disaffiliated sorority members are encouraged to enter and exit through the back staircase and basement of the building. Disaffiliated sorority members should not return to their rooms between recruitment parties. If a disaffiliated sorority members' room is used during primary recruitment, all items and photos identifying the respective disaffiliated sorority member must be covered.
- g. The Pi Chi's will not be disaffiliated from recruitment, but will be disassociated. This means they are allowed to tell PNM's their chapter affiliation, but are not allowed to promote or recruit for their Chapters at any time.

2. Disclosure

- a. Overall Recruitment Team members and the Panhellenic Executive Board members may not release any information concerning a PNM to members of any sorority.
- b. Any sorority seeking information about a PNM should direct their questions and concerns to the Panhellenic Overall Recruitment Team. All violations to disclosure will be sanctioned through the Panhellenic mediation process.
- c. Pi Chis are not allowed to participate in any chapter discussions or voting about PNMs.

3. Pi Chi Expectations



- a. Each chapter participating in the entirety of primary recruitment is required to nominate a minimum of 10% of their chapter women to serve as Panhellenic Recruitment Counselors. If the number of specified applications is not turned in by the designated due date, the respective chapter will be fined \$50 per application not submitted.
- b. The sorority of the Pi Chi will be penalized if any Panhellenic rules are not followed. In addition, a Pi Chi may be immediately dismissed from her position and/or her chapter may be sanctioned through the Panhellenic mediation process. There will be a \$200 fine assessed to any chapter that has a dismissed as a Pi Chi.
 - i. Dismissal of a Pi Chi could result from violations of Panhellenic rules or having an unexcused absence at Pi Chi meetings. Dismissal of Pi Chi will result in a recruitment violation filed against the chapter of the Pi Chi in question.
 - ii. If a Pi Chi or member of the Overall Recruitment Team resigns from her position at any time after accepting the position, there shall be a fine of \$200.
- c. Pi Chi Training and Attendance
 - i. All Pi Chi training and recruitment events are absolutely MANDATORY for Pi Chis and the Overall Recruitment Team. There will be one excused absence allowed from Pi Chi training, unless pre-approved by the Panhellenic Vice President of Membership Development. If a Pi Chi or Overall Recruitment Team member misses training they will be dismissed from the Pi Chi or overall recruitment team position and shall be assessed a \$200 fine.
 - ii. A Pi Chi or Overall Recruitment Team member may be excused from training or a recruitment event for circumstances such as illness, class, exams, or a death in the family. They must inform the Panhellenic Vice President for Membership Development of the reason for their absence and submit a conflict form prior to the deadline. If a Pi Chi notifies the Panhellenic Vice President for Membership Development of a conflict after the deadline, they will be fined \$50.
- d. Pi Chi Affiliation Rules
 - i. Pi Chis are expected to disclose their chapter in the beginning of recruitment before Open Houses. Pi Chis are not allowed to speak of their chapter affiliation any other time during primary recruitment unless directly asked.
 - ii. Pi Chis must wear their respective Pi Chi t-shirts at all times during Primary Recruitment events (Orientation to Bid Day). Pi Chis may not wear any Panhellenic apparel (including Pi Chi t-shirts) at liquor establishments at any time and are expected to conduct themselves in a mature, responsible, and unbiased manner at all times. Pi Chis are not allowed to wear letters starting the first day of the spring semester, even when they are not with their PNMs. Pi Chis will not be allowed to wear their respective chapter merchandise until Bid Day once all PNMs have opened their bid cards.
 - iii. Pi Chis must remove or cover all laptop stickers and should avoid posting social media to promote their own chapters recruitment.
 - iv. Pi Chis are still required to remain unbiased during the entirety of recruitment.
 - v. Pi Chis are not required to attend Chapter events from the start of second semester through Bid Day, and can receive an excused letter from the Vice President of Membership Development per request



- vi. Pi Chis who live on their respective chapter floor must be pre-cautious when entering and exiting their buildings and rooms. Pi Chis are encouraged to exit their respective building 60 minutes before the first party starts each day and return to their respective building 30 minutes after the last party end each day. Pi Chis are encouraged to enter and exit through the back staircase and basement of the building. Pi Chis should not return to their rooms between recruitment parties. If a Pi Chi's room is used during primary recruitment, all items and photos identifying the respective Pi Chi must be covered.
4. Pi Chis shall not be involved with any PNMs in the process of completing and signing the membership recruitment acceptance binding agreement (MRABA). Pi Chis failing to comply with this will cause their chapter to be assessed a \$100 fine per offense.



Article VIII: Finances

1. Chapter Budgets

- a. Chapter recruitment budgets must be turned in to the Panhellenic Vice President for Finance by designated deadline determined by the Panhellenic Vice President for Membership. All receipts must be submitted to the Panhellenic Vice President for Finance within 72 hours of Bid Day.
- b. Each chapter may spend a maximum amount of money during Primary Recruitment: \$20 per PNM in attendance at their Preference parties during the previous year's recruitment. This total is the maximum budget allowed for expenditures from Open House through Preference night, including the creation of the chapter documentary. It does not include the identical clothing item for Open House.



Article IX: Sanctions

1. Sororities are encouraged to resolve alleged infractions as soon as possible through informal discussion with the involved parties before an infraction is filed.
 - a. Sorority advisor
2. Should the informal discussions be unsuccessful, the Judicial Process will be set in motion by filing a violation. Sanctions will be agreed upon after following the proper procedure through the NPC Unanimous Agreement Judicial Process.
3. Recruitment infractions may only be reported and signed by one of the following:
 - a. Chapter president on behalf of her chapter
 - b. Panhellenic Vice President for Membership or Panhellenic Vice President for Membership Development
 - c. Panhellenic Advisor
 - d. Pi Chis
 - e. Potential New Member
4. The NPC Unanimous Agreement Judicial Process is as follows:
 - a. Violations are reported to a member of the Panhellenic Executive Board, Office of Fraternity and Sorority Life, or the Panhellenic Advisor.
 - b. The Panhellenic Vice President of Standards completes out a Violation Form.
 - c. The Panhellenic Vice President of Standards will send the Violation Form to the Chapter in question requesting a mediation. This form will also be sent to the Panhellenic President, the Panhellenic Advisor, the mediator, and any other applicable parties.
 - d. The Chapter President in question will schedule a mediation with the Panhellenic Vice President of Standards and a designated OFSL staff member (as the mediator) within 7 days of receiving the Violation Form.
 - e. The Chapter President and Panhellenic Vice President of Standards will come to an agreement through mediation. If an agreement cannot be reached, the violation in question will move to the Panhellenic Vice President of Standards and be heard through the Judicial Board.
5. Sanctions for Panhellenic recruitment violations can include but are not limited to:
 - a. Extended dry period
 - b. Educational programming
 - c. Fines (in accordance to the pre-determined fines above)

Last Update:

Samantha Schmitt, Panhellenic Vice President of Standards (voted in 12/5/2018)

Past Updates:

Jane Pereira-Ogan, Panhellenic Vice President of Standards (10/24/2017)