



RECRUITMENT RULES OF TEXAS CHRISTIAN UNIVERSITY 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.

- A. Chapter members shall engage in regular, Positive Panhellenic Contact via all forms of social media or other networking tools year-round excluding Work Week and the Recruitment Period. If any active members or alumnae receive questions about the Recruitment Process, then the active members should refer that PNM to the Panhellenic Executive Board, her Rho Gamma, or Fraternity and Sorority Life Office. Restrictions may apply to certain student leaders (Frog Camp, Orientation, or Frog's First Leaders, or Resident Assistants). Violations of Positive Panhellenic Contact shall be adjudicated through the NPC Judicial Procedure.
- B. Chapters and Advisors shall not contact potential new members to request pictures or information. This includes requesting TCU Panhellenic Recruitment Registration Completion.
- C. No promotion of one's own chapter is allowed regardless of relationship status with PNM. Chapter members, advisors, and alumnae, including those with longstanding relationships with PNMs, may only share general information about the Panhellenic experience at TCU and should always refer Potential New Members and parent(s)/ caregiver(s) to TCU Panhellenic or TCU Fraternity and Sorority Life.
- D. No chapter, chapter member, alumna, or advisor shall host, plan, sponsor, encourage or announce facilitated contact between the active member and potential new members even if there is a longstanding relationship. Normal and customary contact is not planned or facilitated in any way. This policy is in effect throughout the entire year.
- E. Chapters, chapter members, alumnae, and/or advisors shall not entertain, spend money on, or otherwise influence a potential new member. This includes any personalized items (name cards, napkins, etc.) that are given to the PNM before or during recruitment from chapters, chapter members, alumnae, and/or advisors.
- F. With the intent of recruiting, no sorority, individual member, or alumnae member may communicate with, entertain, or extend invitations/bid to a PNM or her family.
- G. Active members may not take potential new members to any primary or informal organized event sponsored by a Greek organization, student, or alumnae members of Texas Christian University. This also includes establishments where alcohol is served as the primary source of bid day revenue.
- H. Chapters shall not host potential new members whether it is one at a time, five at a time, etc. for the purpose of recruiting to the organization nor the institution. Chapter or individual member coordinated orientation or informational sessions are also prohibited and should be left to the College Panhellenic to conduct.
- I. There shall be no contact or communication, including via social media, call, text, between any active chapter member and PNM from the start of Round 1 through the time bids are distributed to PNMs. Active

members and PNMs should be courteous to one another when chance encounters occur but should not initiate conversation.

II. Strict Silence

Strict silence will begin at the time of MRABA signing and last until the time of bid distribution. No sorority member, including alumnae and new members, may communicate with potential new members during this period. Strict silence is defined as oral, nonverbal, written, printed, text message and electronic communication or communicating through a third party about the recruitment process. No sorority member, alumna, or new member may visit a potential new member in her residence hall room or place of residence during work week and/or Primary Recruitment.

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

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

IV. Statement of Values-Based Recruitment

All NPC member organizations represented at Texas Christian University 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 and within one week (no more than seven days) from the start of the academic term(s) in which Primary Recruitment is not held. Total will be determined by average chapter size (ACS) rounded down to the nearest whole number.

- A. Total shall be determined in consultation with the NPC Total Specialist assigned to TCU. The proposed method will be either average chapter size or median chapter size. Average chapter size shall be determined by the active membership number of each chapter provided in roster form to the Panhellenic Advisor. College Panhellenics are required to review total each academic term, and to set total after bid-matching and prior to bid distribution for the term during which Primary Recruitment is held and within 24 hours from the start of the academic term in which Primary Recruitment is not held. These adjustments ensure that total reflects current campus conditions and the Panhellenic goal of growth and parity.
- B. Following Primary Recruitment, if a chapter fails to submit their total in time, then the chapter size is calculated by the roster submitted prior to Recruitment plus the total number of PNMs matched.
- C. For new members and active members: any member who is away from campus for the entire academic year is not counted in total. Members away for only one academic term are counted in total.

- D. TCU shall utilize a secondary quota system to include all eligible PNMs not classified as first-year students.

VII. Recruitment Finances

- A. The Primary Recruitment budget cap shall be \$6,000. All recruitment chairmen must turn in an itemized list with receipts (photocopies or actual receipts) on or before the date set by the Vice President of Recruitment Operations.
 - i. Anything that a potential new member sees during recruitment events that has been purchased for recruitment week **MUST** be included in their Primary Recruitment budget.
 - ii. Examples of this include but are not limited to flowers, greenery, chair and table rentals, linens, table decoration, beverages, glassware, clothing, pictures, balloons, napkins, musical accompanist, backdrops for rounds, video budgets, name tags, etc.
 - iii. Any fees, including but not limited to, delivery fees, tax, shipping and handling, installation, on top of each of the “seen items” must be included in the \$6,000 budget listed above.
 - iv. Anything that is used behind the scenes by the chapter during recruitment does **NOT** need to be included in their Primary Recruitment budget. Examples include but are not limited to chapter meals, reference study or membership selection paperwork and materials, food donated or sent to the chapter by local or regional alumni, work week incentives for chapter members, furniture that remains in the chapter room throughout the school year, etc.
 - v. Alumnae donations may be used for behind-the-scenes usage.
- B. The t-shirt will not be included in the Panhellenic budget if the following two conditions are met:
 - i. A chapter spends \$25 or less/per shirt/member. If a chapter spends more than \$25/shirt, then it will be included in the budget.
 - ii. Shirts are used for approved sorority events in the spring semester prior to Recruitment or the fall or spring semesters directly following recruitment. The event must be approved by The Panhellenic Executive Board.

VIII. Social Media

- A. If Recruitment Videos are used for any Rounds of Primary Recruitment, chapters will need to abide by the Recruitment Video Guidelines provided by Panhellenic.
- B. Each chapter shall submit a list of current chapter members (new members and active members) to the Panhellenic Advisor the day the work week starts.
- C. 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.

IX. Primary Recruitment Schedule and Logistics

Pre-Recruitment:

- A. Throughout the summer months, an ongoing document between the Vice President of Recruitment Operations and each chapter recruitment chair will be continuously updated to show all details of the recruitment rounds. It will include round descriptions and content (songs, decorations, outfits, videos, slideshows, etc.). The finalized document shall be finished and turned into the Vice President of Recruitment Operations by July 1st. Suggestions for changes by the Vice President of Recruitment Operations will be given back by July 15th.
 - i. A grace period will be granted until August 1st during which a chapter can make minor changes to its chapter planning document with the approval of the Vice President of Recruitment Operations. Minor changes will be defined by the Vice President of Recruitment Operations.
 - ii. Last minute minor changes during recruitment can be made but must be submitted for approval from the Vice President of Recruitment operations by 10 pm the night before the round in which the change is to take effect. Changes must be submitted through the provided Planning Document Change form and submitted via email to the VPRO.
- B. A rough draft of the Primary Recruitment schedule will be given to the chapters on June 1st.

- C. Photos of each chapter facility will be taken by the Vice President of Recruitment Operations in the Spring semester prior to Recruitment.
- D. Excluding the Recruitment Chair and her assistant, no work should be done over the summer prior to Work Week. This includes but is not limited to making decorations, practicing songs, conversation practice, etc. Chapters are encouraged to maximize their time during the spring semester prior to Primary Recruitment.
 - i. Chapters are able to utilize the summer months for PNM Review based on PNM registration data and allowable PNM contact.
- E. The Office of Fraternity and Sorority Life will determine the beginning of Work Week in accordance with Worth Hills move-in; however, Work Week shall begin no more than five days prior to the beginning of Panhellenic Recruitment.
- F. The chapter facility shall not be used for any recruitment purposes during the summer. The recruitment chair, the recruitment advisor, and/or a member of the Recruitment Team may schedule one day during the month of June to conduct a walk through the chapter facility. This walk though can be for up to two hours of time during regular business hours. The date must be scheduled prior to May 15th, and a member of the Panhellenic Recruitment Team or FSL must be present.
- G. Chapter's members that have been selected for Frog Camp may start Work Week one day early in an organized time frame and location by The Panhellenic Executive Board. It is strongly encouraged that members that are chosen for Frog Camp pick dates that do not coincide with Work Week and Primary Recruitment.
- H. The Vice President of Recruitment Operations shall notify Recruitment Chairs for chapters no later than March 1st as to when Recruitment 101 will take place. One member of Panhellenic Exec (of a different chapter) will attend and co-facilitate with the chapter's recruitment chairmen.
 - i. The outgoing chapter Recruitment Chairs will present Recruitment 101 with the Panhellenic Executive Board to provide their perspective on the prior Recruitment and enhance the opportunity to present their chapter.
- I. Any sisterhood event on or off campus must be registered via the Social Event form (selecting sisterhood) and listed on your chapter planning document. Any activity brought in for these events during work week from a third-party vendor must have a Certificate of Insurance turned in advance to the Office of Fraternity & Sorority Life and TCU PD must be notified for approval.
 - i. If these activities or photo breaks on campus include props/supplies they will be temporarily allowed outside for the purpose of taking photos and should be brought back in immediately after use. All chapter members will be responsible for following this policy. Props/Supplies that are not cleaned up by the time specified by TCU Panhellenic each day will be subject to a fine, as described in the fines section of this document.
- J. No loose glitter shall be permitted as a part of any activity or decoration inside or outside the chapter facility.
- K. Panhellenic Pep Rally will take place prior to the start of Formal Recruitment.
- L. Work week themes cannot be repeated on the same day. The themes, their date, and inspiration pictures will be submitted on the date communicated by the VPRO. In the case of overlap, the chapter who submitted their documents first will have preference.

All Events:

- A. Chapter members may greet potential new members as they enter and exit the events at the front door but may not step outside the door. Two members are allowed to be outside holding open the door. An automatic fine of \$75 may be assessed if, after an initial warning, more than two members step outside of the threshold.
 - i. The threshold is defined as the internal set of doors which open directly into the chapter room. Chapters are permitted to have one member holding each external and internal door, meaning up to 4 members may cross the threshold for the purpose of holding a door during PNM entrances and exits.
- B. Chapters are not allowed to display any outside decoration during recruitment week. This includes car decorations, decorative sorority paraphernalia on the inside or outside of the chapter house that is visible (i.e., windows) from the outside, sorority letters outside any residence hall windows on TCU campus, and any new additional plants/flowers/planters used solely for recruitment. Permanent landscaping and

- permanent exterior home accessories shall be permitted.
- C. No glitter shall be permitted as a part of any activity or decoration inside or outside the chapter facility.
 - D. Food shall not be served during recruitment events, with the exception of snacks and/or meals that Panhellenic provides for the potential new members.
 - E. Entering and Exiting
 - i. No form of door stack will be allowed during work week activities or any round of recruitment.
 - ii. The timing of rounds will begin at the time detailed on the official schedule.
 - iii. The timing of rounds will end when the outside door closes.
 - iv. Exit songs are optional and are limited to only occur within the chapter facility. Once the door is closed, singing is prohibited. If a chapter is in the middle of a song, they are permitted to complete it.
 - v. Entrances and exits can include traditional singing, bouncing, and clapping. Swaying, leaning, clapping variations, snapping, and hand motions are permissible. Recruiters must stop singing, bouncing, and clapping once they have picked up their PNM(s) at the door during entrances and cannot begin singing, bouncing, and clapping until they have dropped off their PNM(s) at the door during exits. Once all PNMs have entered the chapter house, the chapter must stop all singing and corresponding movements at the completion of the verse in progress.
 - vi. Each chapter will be issued one timing violation warning per day, provided the violation does not exceed one minute.
 - F. Outside of Primary Recruitment events, there shall be no communication between chapter members, alumnae, or advisors and Potential New Members for the purpose of promoting a chapter, disparaging a chapter, or recruiting them to a chapter.
 - G. In accordance with the NPC Unanimous Agreements, the use and/or consumption of alcoholic beverages is strictly prohibited for all members, new members, and potential new members 24 hours before and after any Primary Recruitment event and 24 hours before and after Bid Day (i.e., If a round begins on a Sunday, no matter the time alcohol will be prohibited from 11:59 PM on Friday night to 11:59 PM on Monday and If bid day occurs on a Sunday, no matter the time, alcohol will be prohibited from 11:59 PM on Friday night until 11:59 PM on Monday.)
 - H. As stated in the NPC Unanimous Agreements, the participation of men is strictly prohibited in Primary Recruitment and bid day activities.
 - I. Distribution of sorority-specific paraphernalia to fraternity members to wear during recruitment is strictly prohibited.
 - J. Chapter members shall wear name tags and/or clothing identifying their affiliation at all times during Primary Recruitment. An exception will be made for academic-related uniforms during the times they are required to be worn.
 - K. Recruitment chairmen are responsible for completely covering up composite pictures of Panhellenic Board officers and Recruitment Guides. These women shall not be included in chapter pictures, Primary Recruitment slideshows, websites, social media, etc.
 - L. The TCU Fraternity and Sorority Life staff and Panhellenic Recruitment Team shall have the ability to enter a sorority's house during Fall Recruitment at any time during work week and the Primary Recruitment process as long as there is a valid reason. The Recruitment Team shall have access to any area open to a potential new member.
 - M. Unless initiated by the PNM or a long-standing relationship exists between the PNM and the active member, there should be no physical contact (i.e., handshake, embrace) between the PNM and active member.
 - N. There shall be no promising of bids directly or indirectly by any chapter member, alumni, and/or advisor. Oral bidding from chapter members, alumnae, and/or advisors is a serious violation of recruitment expectations. A potential new member shall not receive a bid until it is given through the Panhellenic Board on bid day.

Round 1:

Round 1 will consist of comprehensive videos made by each chapter in accordance with the video guidelines from Article IV of the TCU Panhellenic Standing Rules and Procedures. Potential New Members will view the chapter videos and financial transparency documents in their Rho Gamma small groups during PNM Orientation.

- A. Chapters will be provided with the data submitted through the PNM registration forms, which includes each PNM's academic record, resume, and supplemental information.
 - i. There will be no conversations between chapter members and Potential New Members during this round.
 - ii. Round One: Videos to be shown in Rho Gamma small groups during PNM orientation.
 - a. Timing: The elements listed below should adhere to the allocated time specifications.
 - 1. The Round 1 video must be no more than 4 ½ to 5 ½ minutes in total length.
 - 2. Must feature at least 3 minutes member testimonials.
 - b. Content Checklist: Must feature all elements listed below but content items can be in any order and do not have an individual time limit. Videos should be made to provide PNMs with general Open House content and promote values-centered recruitment.
 - 1. General/Open House content and chapter/national organization information: Values, Colors, year founded, where you were founded, etc.
 - 2. Sisterhood.
 - 3. Leadership and Involvement: Internal, External, TCU, Community, Academics.
 - 4. Philanthropy and Service.
 - c. Guidelines:
 - 1. In order to reflect an accurate member experience to the PNMs, videos:
 - a. Must feature a variety of members including but not limited to all member classes, various friend groups, leaders and general members, etc.
 - b. Cannot excessively feature the same few chapter members.
 - c. Cannot contain content that is more than 3 years old.
 - 2. Must be fully completed and turned in by July 1st with the Chapter Planning Documents to be evaluated for feedback.

Round 2:

- A. All chapter members and representatives shall wear casual attire during second round events.
- B. All chapters shall incorporate their Inter/National philanthropy or Inter/National philanthropy policy into Round 2.
- C. T-shirts for chapter members must be the same shirt that the chapter uses for their signature/ (inter)national philanthropy event or service project during the spring semester prior to Recruitment or the fall or spring semesters directly following Recruitment.
- D. Chapters may hire one musician. The cost, if any, must be included in the chapter's primary recruitment budget. Microphones (handheld or headsets), excessive stage lighting, and DJs (unless an active member of the chapter) are not allowed.
- E. All potential new members shall wear the T-shirt provided by the Panhellenic Board for the second round of Formal Recruitment.
- F. May include 1 video that pertains to the Inter/National Philanthropy.
- G. May include a PowerPoint, song, display boards, or speaker (must be active chapter member) that pertains to the Inter/National Philanthropy.
- H. May not include skits or full productions, which includes but is not limited to gathering at a designated place in the room, costumes, elaborate choreography, plots, characters, theatrical apparel, or sets.
- I. PNMs will bring their water bottle provided by Panhellenic into the chapter facilities.
- J. No more than one active member may talk to a PNM at one time. Transitions are allowed when talking to a PNM.
- K. Round Two Video Guidelines:
 - a. While showing videos in Round 2 is not required, all videos shown must adhere to the TCU Panhellenic Recruitment Rules.
 - b. Guidelines: In order to reflect an accurate member experience to the PNMs, videos:
 - 1. Must feature a variety of members including but not limited to all member classes, various friend groups, leaders and general members, etc.
 - 2. Cannot excessively feature the same few chapter members.
 - 3. Cannot contain content that is more than 3 years old.

4. Must be fully completed and turned in by July 1st with the Chapter Planning Documents to be evaluated for feedback.

Round 3:

- A. May include 1 video that pertains to leadership.
- B. May include a PowerPoint, song, display boards, or speaker (must be active chapter member) that pertains to leadership.
- C. May not include skits or full productions, which includes but is not limited to gathering at a designated place in the room, costumes, elaborate choreography, plots, characters, theatrical apparel, or sets.
- D. PNMs will bring their water bottle provided by Panhellenic into the chapter facilities.
- E. No more than one active member may talk to a PNM at one time. Transitions are allowed when talking to a PNM.
- F. During the 3rd round of Primary Recruitment, chapters shall present PNMs with individual chapter financial information along with the Financial and Housing Information form. The presentation will last for a minimum of two minutes.
 - i. PNMs are allowed to take the Financial and Housing Information form with them when they leave the chapter facility, and chapters will not face a fine.
 - ii. The Financial and Housing Information form must be in accordance with the template provided by Panhellenic and should be submitted along with the Chapter Planning Document for review and approval by July 1st.
 - iii. This form will be distributed by Panhellenic either virtually or in print depending on the determined recruitment format for Round 3.
 - iv. All chapter financial transparency components, including but not limited to, presentations, handouts, and Chapter Planning Documents, must be in compliance with the NPC Financial Transparency Program.
 - v. Must allocate time for questions from PNMs.
- G. Chapters may hire one musician. The cost, if any, must be included in the chapter's primary recruitment budget. Microphones (handheld or headsets), excessive stage lighting, and DJs (unless an active member of the chapter) are not allowed.
- H. Round Three Video Guidelines:
 - i. Must be fully completed and turned in by July 1st with the Chapter Planning Documents to be evaluated for feedback.

Round 4: Preference Round

- A. No more than one active member may talk to a PNM at one time. Transitions are allowed when talking to a PNM.
- B. No gifts, favors, preference letters, or notes should be given to potential new members. The intent is to avoid inappropriate actions that could be misinterpreted by potential new members.
 - i. Giving anything to a potential new member or doing anything that could be construed as promising a bid violates recommended NPC recruitment procedures.
 - ii. Symbolic items used as part of a preference ceremony (e.g., a pearl or flower) are not considered gifts. However, they must not be taken from the recruitment event.
- C. No discussion of Bid Day plays/activities with any potential new members.
- D. All potential new members who attend preference round events shall be included on the bid lists of the chapters that extended the invitation.

Post Recruitment:

- A. All recruitment materials must be removed from all chapter facilities by no later than 14 days after Bid Day.
- B. In accordance with the NPC Unanimous Agreements, potential new members who sign the membership recruitment acceptance binding agreement and decline their bid are ineligible to pledge to another NPC group at Texas Christian University until the beginning of the next primary membership recruitment period.
 - i. Exceptions to an individual's ineligibility to be pledged may be granted by the NPC Board of

Directors in the following cases:

1. documented illegal conduct by the chapter offering the bid, or
 2. documented errors in the communication of or violation of Panhellenic membership recruitment policies procedures.
- C. A potential new member who has withdrawn from Primary Recruitment prior to signing her membership recruitment acceptance binding agreement shall be eligible for snap and continuous open bidding.
- D. Upon the termination of a pledge by either the chapter or the new member, she is ineligible to join another NPC group at Texas Christian University until the next Primary Recruitment. Please consult the NPC Manual of Information for re-pledging guidelines.

X. Recruitment Counselors

- A. Every chapter will be required to have at minimum the same percentage of applicants for Recruitment Counselor. This quota is set at 5% of billable chapter size.
- i. Chapters will be fined \$100.00 per application below quota to be billed the week following formal recruitment.
 - ii. Chapter Presidents and Primary Recruitment Chairs will be notified of the women chosen from their chapter to be Recruitment Guides.
- B. All Recruitment Guides must have a minimum 2.75 cumulative GPA and be of junior or senior standing.
- C. All Recruitment Guides must be in "good standing" (i.e., academically, socially, financially, etc.) with their chapter.
- D. Recruitment Counselor Selection Process:
- i. Recruitment Counselors will be selected through an application and interview process, overseen by the Vice President of Recruitment Programming.
 - ii. The Panhellenic Executive Board will serve as application reviewers and interviewers. They will participate in the overall selection of Recruitment Counselors.
 - iii. Each written question on the application will have a required minimum word count, listed at the end of each question. Word requirement may vary per question.
 - a. Any single response that falls below the specified minimum word count will be considered an incomplete application. A \$50.00 fine will be assessed for each incomplete application. This must be paid within one week following the conclusion of formal recruitment. Incomplete applications will remain in the application pool and count towards the chapter's Recruitment Counselor quota. Chapters will be notified of the individual(s) who submitted an incomplete application on the College Panhellenic Alleged Infraction Report.
- E. The Panhellenic Executive Board is required to be "disaffiliated" from their respective NPC chapters for 30 days before the start and during the week of primary Recruitment, so their actions and decisions support the welfare and best interests of the Panhellenic community.
- F. Recruitment Guides should have the option to practice a "partial disaffiliation" or "complete disaffiliation" if they choose. Partial disaffiliation will involve the following rules:
- i. Rho Gammas will not be allowed to wear their letters for 30 days prior to and during the week of primary Recruitment. Chapter identifying merchandise such as stickers, phone cases, buttons, etc. are required to be hidden.
 - ii. Rho Gammas should not promote or reveal their affiliation unless a PNM has asked her personally and privately. The Rho Gamma must disclose that her reveal may sway the PNM's decision in which house they choose and should encourage the PNM to keep their options open since one person does not make the entire chapter. The training of this conversation will be incorporated into the summer training and work week. The Rho Gamma has the option to decline to reveal her affiliation and no other Rho Gamma should disclose the affiliation of another Rho Gamma.
 - iii. The sole promotion of a Rho Gammas affiliation will be considered a violation of the Panhellenic bylaws. All chapter members will be educated during Recruitment 101 on the proper rules and regulations of "complete" and "partial disaffiliation."
 - iv. Social media that can be turned into a private account should be temporarily converted to private for the 30 days prior to and during primary Recruitment, but old posts that promote their chapter do not need to be taken down.

- v. Chapter letters may not be included in social media bios.
 - vi. Rho Gammas may not follow or accept requests from PNMs.
 - vii. Rho Gammas can be subtly shown in short clips and pictures of the chapter's videos/slideshows but should not be allowed to participate in testimonials or be made the center of the video. If a Rho Gamma chooses to stay disaffiliated during her term, she must tell her chapter executive board that she wishes to not be shown in any clips. The chapter should respect the wishes of their members that choose to stay completely disaffiliated.
 - viii. If a Rho Gamma is living in a chapter facility, they will be allowed to live there during work week and primary recruitment, however, they will not be allowed to participate in chapter recruitment practices, member selection, or other chapter-specific recruitment events. The Rho Gamma will also not be allowed access to her building during formal recruitment rounds.
 - ix. As for Rho Gammas who are living in other on-campus facilities or off-campus housing, they will be allowed to reside in their own home with the expectation that they arrive at training, meetings, and activities on time. In the case that a Rho Gamma cannot prove she is able to be fully present in her role by arriving late or missing events, the Panhellenic Executive Board and advisors will make the decision to remove her based on lack of commitment to her role.
- G. The Vice President of Recruitment Programming shall plan programs and activities for the Recruitment Guides and Recruitment Team which consists of the Panhellenic Executive Board members.
 - H. All Recruitment Guides should be taken off any and all chapter email lists/online groups, or social media sites pertaining to recruitment from the day they are selected until the end of Primary Recruitment. Recruitment Guides should not be attending Recruitment meetings or workshops in the spring semester prior to Primary Recruitment.
 - I. Recruitment Guides should not be present with the PNM at the time the MRABA is being signed.

XI. Alumnae Involvement

- A. Only active members and new members may participate in Primary Recruitment.
- B. Alumni and fraternity representatives must be distinguished by nametags, and different attire to let the potential new member know they are alumni. Alumnae, fraternity/sorority representatives, and visitors may not recruit women. Exceptions to this rule are at the discretion of the Panhellenic Executive Board.
- C. One alumna may serve as a musical accompanist and/or be available to carry drinks, props, etc. out of the chapter room. All other alumni interaction with PNMs is prohibited. Exceptions to this rule are at the discretion of the Panhellenic Executive Board.
- D. A chapter desiring any participation during Primary Recruitment from the active membership of another chapter must have the permission of the Panhellenic Board.

XII. Fineable Violations & Fines Assessed

Violation	When Applicable	Amount	Assessed
<i>Late Submission of Primary Recruitment Budget</i>	<i>Date communicated by VP Recruitment Operations</i>	<i>\$5.00</i>	<i>Per day after the deadline</i>
<i>Missing or Late Receipts</i>	<i>Date communicated by VP Recruitment Operations</i>	<i>50% of total amount missing or late</i>	<i>After a three-day grace period from due date</i>
<i>Late Submission of Chapter Planning Document</i>	<i>July 2nd of each year</i>	<i>\$100</i>	<i>Decrease per day in the chapter's recruitment budget</i>
<i>Invitation List Submission</i>	<i>At communicated submission time for each round from VP</i>	<i>\$5.00</i>	<i>Per minute late</i>

	<i>Recruitment Operations</i>		
<i>Releasing of PNMs from Recruitment Rounds</i>	<i>Based on the Recruitment Schedule voted on and approved by Panhellenic Council</i>	\$25.00 \$50.00 \$75.00 \$100.00 \$125.00 \$150.00 \$50.00 per additional minute	0 seconds – 30 seconds 30 seconds - 1 minute 1 minute - 2 minutes 2 minutes - 3 minutes 3 minutes - 4 minutes 4 minutes - 5 minutes Over 5 minutes
<i>Payment of Recruitment Fines</i>	<i>Two weeks after issued</i>	<i>\$10.00</i>	<i>Per Day Late</i>
<i>Submission of Recruitment Documents</i>	<i>Two weeks after issued</i>	<i>\$10.00</i>	<i>Per Day Late</i>
<i>Recruitment Counselor Withdrawal</i>	<i>April 15 - May 14</i> <i>May 15 - July 31</i> <i>August 1 or after</i>	\$250 \$300 \$350	
<i>Recruitment Counselor Fee</i>	<i>On Date Communicated by VP Recruitment Operations</i>	<i>\$50.00, even if the RC withdrawals, to be billed to the chapter the week following recruitment</i>	<i>Per Chapter RC</i>
<i>Recruitment Counselor Applications</i>	<i>On date that RC applications close</i>	<i>\$100.00 per application below quota, and \$50.00 per incomplete application to be billed to the chapter the week following formal recruitment.</i> <i>An incomplete application is one that does not meet the prescribed minimum word count on at least one question, and the chapters will be notified of the individual(s) who submitted this incomplete application on the College Panhellenic Alleged Infraction Report.</i>	<i>Quota is defined as 5% of billable chapter size</i>

<i>Recruitment Budget Overage</i>	<i>On Date Communicated by VP Recruitment Operations</i>	<i>Amount spent over \$6,000 budget</i>	
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