

## **Introduction**

This manual is designed to specifically outline the rules and policies concerning Panhellenic member sororities at the University of Mississippi. These guidelines are those that have been approved by the College Panhellenic and are in accordance with the recruitment guidelines adopted and encouraged by the National Panhellenic Conference. These rules and policies apply to ALL women participating in recruitment, whether they are potential members, active members, or alumnae.

This manual will not be able to help with every situation that may arise concerning recruitment. If problems should develop, which are not covered in this manual, refer to the National Panhellenic Manual of Information and/or contact the College Panhellenic Executive Board or Advisor. In all cases, situations will be handled in the best interest of the fraternity and sorority community.

The purpose of these Panhellenic Recruitment Guidelines is two-fold: (1) to ensure that all member organizations have equitable opportunities for membership recruitment within the Panhellenic system; and (2) to provide Potential New Members (PNM) every opportunity to become acquainted with as many sororities as possible in order for them to make informed decisions concerning membership. All sorority members and PNMs will be expected to conform to the highest standards of conduct.

All NPC UNANIMOUS AGREEMENTS shall be followed in concurrence with these mutually agreed upon Recruitment rules, which are specific to all Panhellenic recruitment activities at the University of Mississippi.

All NPC member organizations and Alumnae groups are to promote Panhellenic-spirited contact with Potential New Members at all times.

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## **I. Code of Ethics**

We, the members of women's fraternities at the University of Mississippi, agree to promote honesty, respect, sisterhood, and cooperation within the College Panhellenic community and our respective chapters. This Code of Ethics is designed to inspire members, reinforce exemplary conduct and values-based leadership, and perpetuate lifelong membership to enrich the sorority and overall Panhellenic experience.

We, as Panhellenic women of the University of Mississippi, agree and commit to:

- I. Uphold the letter and spirit of the University of Mississippi College Panhellenic Recruitment Rules and the National Panhellenic Conference (NPC) Unanimous Agreements at all times by active and alumni members.
- II. Demonstrate ethical behavior, a spirit of fair play, and confidence in integrity, and follow the mission and values of the College Panhellenic, each national organization, and the University of Mississippi.
- III. Be truthful, honorable, genuine, open, and respectful to all Potential New Members (PNMs) during all Panhellenic recruitment events.
- IV. Be respectful of the rights of each individual Potential New Member to make her own decision and completely refrain from a discussion of her decision.
- V. Provide a safe, positive, and enriching Panhellenic recruitment experience for every Potential New Member, while maintaining harmony with fellow chapters, the University, and the community, abstaining from negative or harmful publicity.
- VI. Respect and uphold the role of the Panhellenic Recruitment Counselors and Panhellenic Standards Board members to maintain zero contact with their chapters in regards to Panhellenic recruitment.

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

- I. Be guided by ethical principles of autonomy, integrity, fairness, and loyalty between each chapter member, delegate, and officer involved within our Panhellenic community.
- II. Respectfully adhere to the bylaws and recruitment rules of the University of Mississippi College Panhellenic.
- III. Abide by all local and federal laws and NPC inter/national member group bylaws.
- IV. Hold one another accountable to these standards, remembering that all times we represent the Panhellenic community as a whole, not just our individual chapters.

## **II. Potential New Member Expectations**

I. Potential New Members are defined as:

- A. High school students
  - B. Students who are matriculated to The University of Mississippi and registered for College Panhellenic Primary Recruitment.
- II. Panhellenic Primary Recruitment
- A. Potential New Member (PNM) Eligibility:
    1. A woman is eligible to participate in Panhellenic Primary Recruitment and join a Panhellenic chapter if she is enrolled at the University of Mississippi and not simultaneously enrolled in high school and attending college.
    2. A woman is only eligible to participate in Panhellenic Primary Recruitment if she has not been an initiated member of any of the National Panhellenic Conference member organizations.
    3. If a woman completes the Panhellenic Primary Recruitment process and signs a Membership Recruitment Acceptance Binding Agreement (MRABA) she must wait until the next Panhellenic Primary Recruitment process at the University of Mississippi to receive another bid from a Panhellenic organization.
    4. In order to participate in the Panhellenic Primary Recruitment process, Potential New Members must attend any and all programming required by Fraternity and Sorority Life.
  - B. Potential New Member (PNM) Participation:
    1. Potential New Members are expected to abide by the Potential New Member Code of Conduct.
    2. Potential New Members must attend all events to which they have received an invitation
    3. Potential New Members are to maximize their options during Selections until they sign the MRABA.
    4. During Panhellenic Primary Recruitment, no Potential New Members shall visit a sorority house except during designated Panhellenic Primary Recruitment events.
      - a) The only exception(s) would be: if rain occurs, Potential New Members may be allowed to enter the sorority houses even if the events have not yet begun, or if a Potential New Member has to use the restroom, in which case she may only enter the house if escorted by a Panhellenic Standards Board member.
      - b) If a Potential New Member must leave an event for any reason, a Panhellenic Standards Board member must escort her. Active sorority members are responsible for notifying the Panhellenic Standards Board if a Potential New Member must leave.
    5. Potential New Members found in violation of any of the recruitment rules and procedures will be subject to dismissal from the Panhellenic Primary Recruitment process.

## II. Continuous Open Bidding (COB)

COB begins immediately after bids are distributed in the designated Panhellenic Primary Recruitment period and is open to all unaffiliated female students on campus without any requirement of prior participation in a Panhellenic Primary Recruitment period.

A. Potential New Member (PNM) Eligibility:

- I. A Potential New Member who withdraws from the Panhellenic Primary Recruitment process before the signing of her Membership Recruitment Acceptance Binding Agreement (MRABA) shall be eligible for snap bidding and COB.
- II. If through the Panhellenic Primary 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 Panhellenic Primary Recruitment period.
- III. A COB acceptance 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 campus until the beginning of the next Panhellenic Primary Recruitment period.
- IV. Women who have ever been initiated into any NPC organization are not eligible for COB.

B. Women who receive a Continuous Open Bid must be reported to Fraternity and Sorority Life within one (1) business day via the COB.

### **III. Reporting**

A. If a woman who is interested in sorority membership at the University of Mississippi (including high school seniors and women considered to be Upperclassmen) feels a recruitment rule has been broken (which includes bid promising), she may file a complaint with the University of Mississippi College Panhellenic Council Vice President of Standards (cphstandards@olemiss.edu).

### **IV. Chapter Expectations**

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

All NPC member organizations represented at the University of Mississippi believe in strictly adhering to NPC Unanimous Agreements and policies. All groups will follow these valued and non-negotiable policies during the Panhellenic Recruitment process. It is the responsibility of each individual sorority member to uphold these rules and standards and for each chapter to hold their members accountable to the rules. Active members, inactive members, new members, sorority advisors and other alumnae shall be bound by Panhellenic rules. Any report of an

accusation against these rules will be subject to the Panhellenic Standards procedure, including the assessment of fines.

In accordance with unanimous agreement VI, chapters at the University of Mississippi shall prohibit the use of alcoholic beverages and the participation of men in Panhellenic membership recruitment and Bid Day activities.

#### Statement of Membership Recruitment Acceptance Binding Agreement (MRABA)

The University of Mississippi College Panhellenic will uphold and use the MRABA for each Potential New Member interested in joining a women's fraternity, whether during Primary or not Primary Recruitment. We agree to all policies/steps pertaining to the MRABA.

#### Statement of Positive Panhellenic Contact

We, the women of the University of Mississippi, will promote Panhellenic-spirited contact with all Potential New Members throughout the year. Contact should consist of ethical behavior, holding yourself and all Panhellenic members accountable to good conduct, promoting unity for all member groups by fair and inclusive play. Also, all Panhellenic women should uphold integrity when interacting with the potential new members, avoiding activities that may bring physical, psychological or any other form of harm to others, including, but not limited to potential new members, Panhellenic chapters, alumnae, and/or individual Panhellenic members, and purposefully acting to contribute to the health and well-being of others, including, but not limited to the potential new member, Panhellenic chapters, alumnae, and/or individual Panhellenic members. The National Panhellenic Conference and the University of Mississippi College Panhellenic encourages positive Panhellenic contact; therefore, a sorority member must talk about Greek Life as a whole and never her individual sorority when meeting with a PNM and/or another sorority member. A member, active or alumni, may not slander other chapters to a Potential New Member or anyone. Sorority women should not use social media to promote their own organization by saying "Go \*insert sorority name\*" or "Rush \*insert sorority name\*" or any likeness thereof. Instead, sorority women should say "Go Greek" to promote all of Greek life.

#### Statement of Values-Based Panhellenic Recruitment

Panhellenic Recruitment at the University of Mississippi shall consist of focusing the Panhellenic recruitment process on its purpose as a process "for Potential New Members and members to get to know one another well enough for both to make an important lifetime choice."

All NPC member organizations represented at the University of Mississippi will promote the following practices during Panhellenic membership recruitment:

- I. Engage in values-based conversations.
- II. Choose recruitment activities and behaviors that reflect the core value of our organizations.

- III. Make informed choices based on shared values about Potential New Members.
- IV. Educate Potential New Members about the values, benefits, and obligations of sorority membership.

In accordance with NPC policy, the University of Mississippi Panhellenic recruitment events do not include skits, elaborate decorations, and costumes.

#### Alumnae and Non-University Women

- I. The undergraduate chapter and national organization will be held responsible for informing and educating alumnae members of Panhellenic Recruitment Rules, NPC Unanimous Agreements and policies, and the Code of Ethics and for the observance of these rules.
- II. The term “Parents” may include, but is not limited to, guardian, relative, etc.
- III. Each individual on the roster, including alumnae, parents, and advisors must have visible name identification.
- IV. For alumnae, parents, and advisors, their role must be specified on the nametag (e.g. “Sally Smith /Parent”) and the name tag must be a different color than the active member’s name tag color.
- V. Alumnae will not purposefully seek contact, or engage in conversation related to Panhellenic
- VI. Recruitment matters or pledging with Potential New Members during Fall Panhellenic Primary Recruitment. This includes local and out-of-town alumnae, with the exception of the mother- daughter or sister- sister relationship.
- VII. Alumnae and parents of active members who do not have family relation to a PNM will be allowed to prepare for the recruitment Events, but only between rounds.
- VIII. No one with a familial relation to a PNM will be able to prepare, assist, or help with the Panhellenic Primary Recruitment process.
- IX. VII. During Panhellenic Recruitment rounds, only current active members, one chapter or recruitment advisor, and one official national representative is allowed in the areas where the recruitment round is taking place. The chapter or recruitment advisor and national representatives are not allowed to actively recruit any woman attending the rounds.
  - A. Actively recruiting includes, but is not limited to verbal or nonverbal communication, letters, or notes.

Only active collegiate chapter members may introduce themselves during a round.

Members and new members who are affiliated with the constitutional requirements of the individual member chapters at the University of Mississippi may participate in Panhellenic Primary Recruitment. Alumnae may be in the chapter house or venue during Panhellenic Primary Recruitment but may not have contact with the PNM’s. Alumnae are not to be seen (visible) during Panhellenic Recruitment Events/events.

Transfer students who are to be affiliated as active collegiate members of a chapter may participate in Panhellenic Primary Recruitment if allowed by their organizational policy. Those members not to be affiliated are considered inactive or alumnae and are therefore ineligible to participate in Panhellenic Primary Recruitment.

## **V. Contact Guidelines**

The following policies are in place to protect PNMs, active members, and organizations. The only exceptions to these Contact Guidelines are immediate family members (i.e. grandmothers, mothers, sisters, step-siblings, step-mothers). College Panhellenic reserves the right to determine what constitutes a pre-existing relationship in individual situations.

### A. Post Panhellenic Primary Recruitment Period (Day after Bid Day – First Day of Spring Semester)

At the conclusion of the Panhellenic Primary Recruitment process (the day after Bid Day) until the first day of the Spring Semester, the following rules will apply:

- I. High school women may not be invited to sorority chapter sponsored events.
- II. Chapter members should not bring PNMs to events (e.g. pre-games, fraternity events, events hosted/sponsored by alumni, mother/daughter teas, brunches, or equivalent in nature etc.)
  - A. PNMs may attend philanthropy events in the spring semester prior to recruitment.
  - B. If a PNM chooses to attend a philanthropy event, the PNM may purchase their ticket from an active member. No tickets should be given to a PNM. This is considered a gift.
- III. Chapters are not allowed to send holiday cards to PNMs (i.e. high school students).
- IV. There will be no Panhellenic recruiting events or activities allowed with students who are not matriculated and/or taking classes at the University of Mississippi.
- V. No high school women or PNMs may attend a designated sorority date function or sorority/fraternity function during the academic school year, as designated by the University of Mississippi Academic calendar.
  - A. PNMs who attend the University of Mississippi may attend a fraternity function during the academic school year, as designated by the University of Mississippi Academic calendar.
- VI. Chapter websites shall accurately reflect all Panhellenic recruitment requirements.
- VII. There are to be no gifts, favors, social purchases, preference letters or notes given to the Potential New Members at any time. No cards are allowed.
- VIII. A family member, as defined above, may eat a meal at the sorority house. A family member, as defined above, may also spend the night at a sorority house during the aforementioned time.
- IX. If PNMs are present at social events (i.e. fraternity Events), chapter members should not talk to PNMs about any Panhellenic recruitment related topics.
- X. If any representative of a chapter receives questions about Panhellenic recruitment procedures from a PNM or parents, they should be referred to Fraternity and Sorority Life (662-915-7609).

### B. Spring Semester Period (First Day of the Spring Semester-Day Immediately Following May Commencement)

Beginning January 21st until May 13th, the following rules will apply: PNMs may not be invited to sorority chapter sponsored events with the exception of philanthropy events

- A. If a PNM chooses to attend a philanthropy event, the PNM may purchase their ticket from an active member. No tickets should be given to a PNM. This is considered a gift.
- I. Chapter members should not bring PNMs to events (e.g. pre-games, fraternity Events, events hosted/sponsored by alumni, mother/daughter teas, brunches, or equivalent in nature etc.)
  - A. ii. Written communication or phone calls are permitted with PNMs.
    - 1. Written communication includes text messaging, instant messaging, or direct messaging.
- II. Affiliated members may use online social networking tool to contact PNMs.
- III. Any conversation between an affiliated member and a PNM must be uplifting to the panhellenic community as a whole and may not, under any circumstances, allude to the use of alcohol.
- IV. “Liking” a PNM’s photo or social media post is allowed. Active members commenting on PNM’s pictures is not allowed.
  - A. There will be no Panhellenic Recruiting events or activities allowed with students who are not matriculated and/or taking classes at the University of Mississippi.
- V. Chapter websites shall accurately reflect all Panhellenic recruitment requirements.
- VI. No Panhellenic Recruitment Events, teas, brunches, dinners, and/or socials may be given, sponsored, or attended by actives, new members, alumnae and/or patronesses.
  - A. The only exception would involve an event hosted or sponsored by The University of Mississippi College Panhellenic. Should the College Panhellenic decide to host such an event, all Panhellenic sororities from the University of Mississippi will be given two weeks notice to ensure ample time and opportunity to attend the respective event.
- VII. Under the discretion and complete responsibility of said individual chapter, A PNM, as defined above, can be invited to a sorority house. The office of Fraternity and Sorority Life is not responsible for PNMs who are being hosted in said chapter’s facility or by members of said chapter.
  - A. This includes, but is not limited to, spending the night at and/or eating a meal.
- VIII. Under the discretion and complete responsibility of said individual chapter, A PNM, as defined above can be hosted by a chapter member overnight (including chapter houses, apartment complexes, or residential spaces).
- IX. Active sorority members may not bring PNM’s to spring parties or other fraternity functions.
- X. No high school women may attend a designated sorority date function or sorority/fraternity function during the academic school year.
- XI. If PNMs are present at social events (i.e. fraternity events), chapter members should not talk to PNMs about any Panhellenic recruitment related topics.
- XII. There are to be no gifts, favors, cards, social purchases, preference letters or notes given to the Potential New Members at any time.
- XIII. If a chapter member sees a PNM in a social setting, they are allowed to speak. These conversations must only be uplifting to the panhellenic community as a whole and may



- not, under any circumstances, allude to the use of alcohol. A chapter member may not provide a PNM with any form of alcohol.
- XIV. If a chapter member is seen buying/providing a drink for a PNM they will be called into an immediate mediation
  - XV. If any representative of a chapter receives questions about Panhellenic recruitment procedures from a PNM or parents, they should be referred to Fraternity and Sorority Life (662-915-7609).
  - XVI. Chapters and active Panhellenic sorority women are not to post “Hey Class of 202-, Follow XYZ to keep up with our sisterhood!” or any form of this recruitment tactic.
    - A. This applies to Facebook, Instagram, Twitter, Tumblr, Snapchat or any other platform used to communicate with a Panhellenic PNM.

### C. Summer Period (Spring Commencement until First Year Move In)

During this summer period, a strict silence period will be enforced. Silence is defined as any verbal, nonverbal, written, printed, text message, and electronic communication or communication through a third party about Panhellenic sorority recruitment.

Starting the day after Spring Commencement until First Year Move In, the following rules will apply:

- I. PNMs may not be invited to chapter-sponsored events.
  - A. Chapter members should not bring PNMs to events (e.g. philanthropy events, pre-games, fraternity events, events hosted/sponsored by alumni, mother/daughter teas, brunches, or equivalent in nature etc.)
- II. No written communication or phone calls are permitted with PNMs.
- III. No affiliated member may use any online social networking tool to contact PNMs.
- IV. Liking” a PNM’s photo or social media post is allowed.
- V. Commenting on a PNM’s picture is not allowed.
- VI. Chapters may not display banners or anything publicly alluding to PNMs (e.g., “XYZ loves y’all”).
- VII. No Panhellenic Recruitment specific Events, teas, brunches, dinners, and/or socials may be given, sponsored, or attended by actives, new members, alumnae and/or patronesses.
  - A. The only exception would involve an event hosted or sponsored by The University of Mississippi College Panhellenic. Should the College Panhellenic decide to host such an event, all Panhellenic sororities from the University of Mississippi will be given at least two weeks notice to ensure ample time and opportunity to attend the respective event.
- VIII. The only exception to any of these rules is if a sorority member or alumnae representing their own sorority would know the PNM personally and would have contact with them outside the reasons of Panhellenic Recruitment.
- IX. If a chapter member sees a PNM in a social setting, they are allowed to speak. These conversations must only be uplifting to the panhellenic community as a whole and may not, under any circumstances, allude to the use of alcohol. A chapter member may not provide a PNM with any form of alcohol.

- X. If a chapter member is seen buying/providing a drink for a PNM they will be called into an immediate mediation

#### D. Meet and Greek

- I. The University of Mississippi College Panhellenic will host “Meet and Greek” on the second day of each orientation session throughout the summer.
- II. Chapter members are permitted to place their social media handles on the tri-fold board but may not say “go follow our Instagram @xyz” or anything of similar nature.
- III. There will be no organized attempt by any sorority or sorority member to inform or influence a Potential New Member in regard to a particular chapter at any time over the summer. This includes but is not limited to internet contact/social media, phone calls, letters, cards, summer Panhellenic recruitment Events, alumnae teas, pool Events, beach retreats, gifts, text messages, e-mails, flowers, etc.
- IV. A chapter member, alumna member or anyone acting on a sorority’s behalf shall not imply to a Potential New Member nor her family that she has an invitation to an event during the Panhellenic Primary Recruitment period, ask her to pledge, nor imply that she will receive a bid.
- V. No active member should ask any fraternity to invite PNMs to any fraternity’s summer Events, nor should alumnae host Events for PNMs.
- VI. When PNM’s are present at social events (i.e. fraternity events), chapter members should not talk to PNM’s about any Panhellenic recruitment related topics.
- VII. Active members may not request or accept friendship of PNMs on any social networking.
- VIII. Chapter websites shall accurately reflect all recruitment requirements.
- IX. There are to be no gifts, favors, social purchases, preference letters or notes given to the Potential New Members at any time. No cards are allowed.
- X. If a chapter member sees a PNM in a social setting, they are allowed to speak. These conversations must only be uplifting to the panhellenic community as a whole and may not, under any circumstances, allude to the use of alcohol. A chapter member may not provide a PNM with any form of alcohol.
- XI. If a chapter member is seen buying/providing a drink for a PNM they will be called into an immediate mediation
- XII. If any representative of a chapter receives questions about Panhellenic recruitment procedures from a PNM or parents, they should be referred to Fraternity and Sorority Life (662-915-7609).

#### E. Pre-Recruitment Period (Residence Life Move in – Panhellenic Primary Recruitment)

- I. Beginning with Residence Life Move In until Panhellenic Primary Recruitment, the following rules will apply:
- II. Contact with PNMs prior to Panhellenic Primary Recruitment is encouraged only for the purpose of transmitting information about the Greek Community as a whole, through Positive Panhellenic Contact.
- III. PNMs may not be invited to chapter-sponsored events.

- A. Chapter members should not bring PNMs to events (e.g. philanthropy events, pre-games, fraternity events, events hosted/sponsored by alumni, mother/daughter teas, brunches, or equivalent in nature etc.)
- IV. No written communication or phone calls are permitted with PNMs.
- V. No affiliated member may use any online social networking tool to contact PNMs.
- VI. “Liking” a PNM’s photo or social media post is allowed.
- VII. Commenting on a PNM’s picture is not allowed.
- VIII. If a chapter member sees a PNM in a social setting, they are allowed to speak. These conversations must only be uplifting to the panhellenic community as a whole and may not, under any circumstances, allude to the use of alcohol. A chapter member may not provide a PNM with any form of alcohol.
- IX. If a chapter member is seen buying/providing a drink for a PNM they will be called into an immediate mediation
- X. Sorority women may not seek out potential new members. If approached by a potential new member, sorority women are to promote Greek Life in a positive light, not to recruit for her sorority. There should be no persuading by a sorority or individual sorority woman.
- XI. Chapters may not hold philanthropy events prior to recruitment.

#### F. Groovin’ at Move In

- I. Sorority members should not promote their individual organization through: apparel (including face paint), conversation, or action at any point.
- II. Chapter websites shall accurately reflect all Panhellenic recruitment requirements.
- III. There are to be no gifts, favors, social purchases, preference letters or notes given to the Potential New Members at any time. No cards are allowed.
- IV. A PNM, as defined above, cannot be invited to a sorority house. This includes, but is not limited to, spending the night at and/or eating a meal at the sorority house.
- V. No high school women or PNMs may attend a designated sorority date function or sorority/fraternity function.
- VI. If PNMs are present at social events (i.e. fraternity events), chapter members should not talk to PNMs about any Panhellenic recruitment related topics.
- VII. If any representative of a chapter receives questions about Panhellenic recruitment procedures from a PNM or parents, they should be referred to Fraternity and Sorority Life (662-915-7609).

#### G. Fall Panhellenic Recruitment Contact Guidelines

Beginning on the first day of Panhellenic Primary Recruitment until Bid distribution, a strict silence period will be enforced. Silence is defined as any verbal, nonverbal, written, printed, text message, and electronic communication or communication through a third

party about Panhellenic sorority recruitment. During this Panhellenic Primary Recruitment silence period:

- I. No active sorority member, including alumnae and new members, may communicate about the Panhellenic Recruitment process or live with PNMs unless approved by the Panhellenic Advisor or Panhellenic Vice President of Recruitment.
- II. In order to prevent sanctions, each chapter will submit a list of PNMs that live with collegiate active members by the date set in the master Panhellenic recruitment schedule.
- III. If PNMs live in the same space as an active or active collegiate member(s) (e.g. residence halls, apartments, etc.) or share academic courses, only casual greetings and contact are permitted. No discussion of a PNMs' Panhellenic recruitment experience is permitted.
- IV. There are to be no gifts, favors, social purchases, cards, preference letters or notes given to the PNMs at any time.
- V. Chapters may not have displays, banners, decorations, signs, etc. present on the lawn of the chapter facility during Panhellenic Primary Recruitment Week (e.g., campaign signs, etc.)
- VI. Active members will not slander other chapters to a PNM nor inquire about and/or discuss another sorority's Panhellenic recruitment Events or procedures at any time.
- VII. Active members may not inquire about a PNM's round schedule or legacy status at any time.
- VIII. If a chapter member sees a PNM in a social setting, they are allowed to speak. These conversations must only be uplifting to the panhellenic community as a whole and may not, under any circumstances, allude to the use of alcohol. A chapter member may not provide a PNM with any form of alcohol.
- IX. If a chapter member is seen buying/providing a drink for a PNM they will be called into an immediate mediation
- X. Chapters may not hold philanthropy events prior to recruitment.

## **VI. Forms of Recruitment**

There are two types of Panhellenic recruitment that occur at the University of Mississippi: Panhellenic Primary Recruitment and Continuous Open Bidding.

### **1. Panhellenic Primary Recruitment**

Panhellenic Recruiting is defined as any activity, planned or engaged in, by a sorority member, alumnae, or agent, which attempts to influence or persuade a PNM in favor of a particular sorority.

### **2. Continuous Open Bidding (COB)**

- I. Before considering a woman for Continuous Open Bid, a chapter must consult Fraternity and Sorority Life in order to verify the potential new member's eligibility.
- II. Chapters who do not match to quota through Panhellenic Primary Recruitment or who have not reached the current campus chapter total are eligible to participate in COB.

- III. COB Recruitment shall extend at all times throughout the school year, from the time bids are distributed at the end of Panhellenic Primary Recruitment to the last day of the Spring Semester.
- IV. All COB events shall not involve any men or alcohol at any time or under any circumstances.
- V. Following any extension process, chapters may not conduct recruitment activities or extend COB bids for membership within the agreed upon extension moratorium (not to exceed three weeks per NPC policy).

The collegiate chapter shall bear the penalty for any violation of the Panhellenic Recruitment Rules and Policies by initiated members, new members, alumnae, organizational representatives, or patroness. The University of Mississippi chapter is responsible for informing these individuals of the

Panhellenic Recruitment Rules and Policies. The Panhellenic Executive Board will provide chapters with a Primary letter to alumnae stating this expectation in order for chapters to distribute to all alumnae. However, it is ultimately the chapter's responsibility to inform the alumnae of the Panhellenic recruitment rules and hold all Events accountable.

## **VII. Panhellenic Primary Recruitment Operations**

### **I. Overview of Panhellenic Primary Recruitment**

- A. Panhellenic Primary Recruitment at the University of Mississippi is structured with four (4) rounds (One open house round & three invitational rounds) spanning one week during the Fall Semester.
- B. The following outlines the purpose and logistics of each of the four rounds:

A. Greek Day: The purpose of Greek Day is to introduce every Potential New Member to all 10 chapters at the University of Mississippi. Every PNM must visit all 10 chapters. During this round, PNM's will meet chapter members and discuss the financial aspect of sorority membership. Event will be 30 minutes held during one (1) day.

B. Philanthropy Round: Potential New Members may be invited back to a total of eight (8) chapters for this round. This round showcases the philanthropic work held by chapters at the University of Mississippi. Event will be 35 minutes held across two (2) days.

C. Sisterhood Round: Potential New Members may be invited back to a total of five (5) chapters during this round. Sisterhood round demonstrates each chapter's unique sisterhood. Event will be 35 minutes held during two (2) days.

D. Preference Round: Potential New Members may be invited back to a total of two (2) chapters during this round. Event will be 45 minutes held during one (1) day.

II. Values-Based Panhellenic Recruitment Practices - the following policies are to emphasize values- based Panhellenic recruitment practices that all 10 organizations at the University of Mississippi employ.

The following are prohibited at any point during Panhellenic Primary Recruitment:

- I. Balloons
- II. Standing on elevated surfaces other than stairs (i.e. chairs, tables, benches)
- III. Door stacking, which includes: laying down, kneeling, getting into rows. There will be no closing door chants/door stacks.
- IV. No decorations will be allowed outside chapter houses, other than shrubbery or wreaths. There will be no garnishes of any kind.
- V. Napkins and cups must be one solid color with no patterns, graphics, and/or text etc.

#### C. Tents

- I. Chapters may provide tents in front of their facility. Tents must be white or clear and contain no decorations (i.e. lights, chandeliers, streamers). Tents may have fans as the Panhellenic Primary Recruitment week is usually very warm.
- II. Each tent on Rebel Drive must have a white rope or 1 inch wide white ribbon tied at the back of it between the poles for the safety of the PNM. Ribbon may not be tied in bows.
- III. Each chapter facility should provide a trash can outside of their house to decrease the amount of litter that exist during the calendar school year.

#### D. Food and Beverage

- I. No food will be served during any round.
- II. Chapters will provide drinks only during Round 2, 3, & 4.
- III. Drinks may include a straw but may not resemble barware (e.g. margarita glasses, champagne flutes, wine glasses)
- IV. CPH will provide large bins in front of every chapter house where the PNMs can place their belongings during the rounds. The chapters are to place these outside each day before rounds begin.
- V. Chapters must provide a trashcan or trashbag outside their house during each round.

#### E. Entrances & Exits

- I. No door stacks or anything resembling a door stack.

- II. Potential New Members will be lined up outside the houses or venues used for Panhellenic Primary Recruitment in alphabetical order in order to promote efficiency when entering events.
- III. Active members may walk to the end of their property, but not step foot on the sidewalk, to pick up the PNMs for all rounds.
- IV. Active members may leave the house or venue in increments of twenty or less when bringing PNMs into a round and must call PNMs in alphabetical order.
- V. There must be a continuous flow of PNMs entering and exiting from the chapter facility.
- VI. For rounds 1, 2, and 3, active members must drop off the PNMs at the chapters exiting door threshold. For round 4, actives may walk PNMs to the end of the sidewalk. For rounds 1, 2, and 3, as soon as the last PNM exits the threshold of the chapter facility, the doors must close and the song must end. For round 4, as soon as the last PNM is dropped off at the end of the sidewalk, chapters are permitted to finish the end of the song. At the conclusion of the song, the door must be closed.
- VII. Chapter members may not be visible on the second floor at the opening and closing of each round.
- VIII. No packets with PNM contact information, including, but not limited to pictures, will be given, mailed, e-mailed, or distributed in any print or electronic form to any member of an NPC organization that is not part of the exclusive Panhellenic recruitment team of each chapter, with the exception of sending alumni information from Campus Director to write a recommendation letter.

F. "Hot boxing" is not allowed.

- I. Hot boxing shall be defined as more than two actives exclusively interacting with a Potential New Member for longer than 30 seconds.

G. Chapters should be silent before rounds begin.

- I. a. This includes but is not limited to playing music, cheering, clapping, etc.

Chapters may begin playing their music after the 1 minute mark before a round begins. Chapters may do their chant one time prior to the door opening.

- II. All excessive noise must end one hour prior to and following the conclusion of recruitment events and between individual events.

H. A minimum of 10 PNMs must be in each room used during Panhellenic Primary Recruitment rounds. Multiple rooms may be used so long as the minimum is met.

Chapters may not close any doors to a room that PNMs will be present in without the consent of the VP of Standards.

I. Chapters shall control elaborate theme decorations and over-expenses, including, but not limited to:

- I. The phrase “elaborate decorations” includes, but is not limited to: anything specifically outlined in this document, chocolate fountains, ice sculptures, replicas of popular or iconic places, buildings, etc., inflatables, streamers, enhanced lighting including but not limited to strobe lights, twinkle lights, theater lights or multicolored lights, drapery, rooms wrapped entirely in wrapping paper, temporary structures or walls, confetti poppers, etc.
- II. No decorations, speaker systems, or stereos will be allowed outside of the chapter houses during Panhellenic Primary Recruitment.
- III. The use of an external business or professional for the purpose of event planning and/or decorating is prohibited.
- IV. There will be no DJs, bands, or any other likeness of music performance during Panhellenic Primary Recruitment Events.
  - A. Exceptions to this rule include the rental and set up of tents, pipe and drape, flower delivery, and television equipment with the approval of the Panhellenic Advisor and the Vice President of Recruitment.
- V. Pipe and drape or noise cancelling fabric may only occupy 25% of the room and cannot be hung from the ceiling.
- VI. Fire safety requirements for the University of Mississippi and the State of Mississippi should be followed in consideration to PNMs, actives, and furniture/material placement.
- VII. All organizations must follow University and State Fire Marshal laws and expectations. Violations of said laws are subject to state statutes along with Panhellenic sanctions.
- VIII. Additional furniture is permitted solely for the seating for every PNM and cannot be frivolous or elaborate. (e.g. tables and chairs are allowed, but leather couches are not)

J. Chapters shall limit the purchasing of special recruitment outfits.

This includes but is not limited to the following:

- I. No specific required brand items should be worn or used for recruitment attire
- II. (e.g. Nike, Lululemon etc.)
- III. No costuming will be worn during Panhellenic Primary Recruitment. Costuming is prohibited.
- IV. Sororities may not require or “strongly suggest” that members purchase a specific article of clothing for recruitment (i.e., flare jeans).
  - A. Chapters may wear “blue jeans” or matching t-shirts, but may not require flare blue jeans from a certain store.

## **VIII. Round Specifications**

### **A. Round 1: Greek Day**

The following shall be prohibited:

- I. Light up shoes and/or laces



- II. Glow in the dark accessories or clothing
- III. Glitter
  - A. i. Glitter makeup (i.e. Naked Palette) is allowed on the active members eyes and lips but should not resemble face paint or look unnatural
- IV. Face paint of any sort
- V. Wigs
- VI. Tutus
- VII. Athletic jerseys
- VIII. Flash or face tattoos
- IX. Props of any sort (e.g. pom poms, glow sticks, confetti poppers, balloons in regards to costuming etc.)

A. Decorations: no decorations other than the original house décor are allowed. This includes but is not limited to:

- I. Chapter composites
- II. Original wall paintings and pictures
- III. Exceptions may include white table cloths.
- IV. Pipe and Drape may be used to cover kitchens or a room that is not being used during the round.
- V. The house needs to look like what it looks like on an average day during the semester. College Panhellenic has the right to remove items not normally present within the chapter house.
  - A. In the case that the sorority is holding recruitment at a venue other than the chapter house, the decoration in the venue needs to be equivalent to everyday chapter house décor. College Panhellenic reserves the right to remove items not normally present within an everyday chapter house.

B. Round Structure:

- I. There will be no video shown during this round.
- II. Concerning entrances, a sorority specific chant is permitted with clapping and jumping, but active members may not be on the porch.
- III. Introductions and welcomes may be no more than 2 minutes conducted by the chapter president or recruitment team.
- IV. If multiple rooms are used, then one introduction per room can be made.
- V. If music is used during this round, it must be played from inside the house at a respectful level. College Panhellenic reserves the right to tell the chapters to lower the volume and if necessary, turn off the music.
- VI. Physical displays and conversations must address chapter obligations that include but are not limited to:
  - 1. i. Financial obligations during the new member period and active member period.

2. ii. Housing financial obligations (In house cost and requirements to live elsewhere Sophomore and/or Junior year)
  3. iii. GPA requirement to remain an active member
  4. iv. Acknowledgement of fines for not meeting expectations
- VII. Individual fines or examples of situations causing fines do not need to be written out
- VIII. If Panhellenic provides chapters with financial transparency sheets, the chapter is required to give them to each PNM.

## B. Round 2: Philanthropy Day

### A. Decorations:

- I. Decorations may include but are not limited to:
  - A. Photos of chapter members engaging in philanthropic events
  - B. Small table decorations (not higher than 12 inches)
  - C. Decorations must be reflective of the chapter's philanthropic causes.
  - D. Chapters will be permitted to have one focal piece that represents their chapters philanthropy. This piece must not be excessive and must be approved in lookbooks. (e.g. books for Reading Is Fundamental)
- II. Decorations may not:
  - A. Be elaborate, excessive, or showy (e.g. balloon arches, fog machines, glitter falling from the ceiling)
  - B. Have men in photos
  - C. Exceed 25% of the walls may be covered.
  - D. Be hung from the ceiling if they are not present throughout the year (e.g. streamers cannot be hung, but a chandelier can stay)
    1. a. The exception to this rule is hanging pipe and drape with pre-approval from the CPH Vice President of Recruitment.

### B. Round Structure:

- I. Chapters may provide a 10-minute philanthropy presentation, which may include:
  - A. An approved video introducing/describing the sororities local and/or national philanthropy
  - B. A testimony from an active chapter member
  - C. 2 testimonies maximum, outside of the video
- II. Video Guidelines:
  - A. Videos may be a maximum of 8 minutes.
  - B. It is highly preferred that chapters show their national organization's video(s).
  - C. Videos should demonstrate how their national and/or local philanthropies are benefitting from philanthropic work.
- III. Videos may show:

- A. Local philanthropic volunteer work
- B. Contributions to local or national philanthropies by chapter or individual members
- IV. Videos may not show:
  - A. Men, unless the video was created for the purpose of the national or local philanthropy (e.g. Bonnamu). However, men should not be the focus of the video.
  - B. Alcohol or drug consumption, or allusion to alcohol or drug consumption.
  - C. Costumes, cheers, choreography, or performances, unless it is footage from a sorority philanthropy event (e.g. Bonnamu, KD swing dancing, Theta Encore are allowed, etc.)
  - D. Fraternity philanthropy events (e.g. Sigma Chi Derby Days, Sigma Nu Charity Bowl, Pike Powderpuff etc.)
  - E. Absolutely no likeness of a performance, which includes but is not limited to singing, choreographed dancing, or lip-synching.
- V. Production should not be elaborate or showy.
- VI. Song lyrics must be appropriate.
- VII. Chapters will not have a separate budget for the Philanthropy Video. The funds will be used from each chapter's recruitment budget.
- VIII. Both the College Panhellenic Recruitment Team and each chapter's executive headquarters must approve philanthropy videos prior to Panhellenic Primary Recruitment. The video and script must be submitted at a date and time deemed appropriate by the College Panhellenic Recruitment Team. (It is recommended to submit this material early, because College Panhellenic reserves the right to make you change said items.)

### C. Round 3: Sisterhood Day

#### A. Decorations:

##### I. Decorations may include but are not limited to:

- A. Photos of chapter members engaging in sisterhood events
- B. Small table decorations (not higher than 12 inches)
- C. Decorations need to be reflective of the organization, its rituals, and its values.

##### II. Decorations may not:

- A. Be elaborate, excessive, or showy (e.g. balloon arches, fog machines, glitter falling from the ceiling)
- B. Have men in photos
- C. Exceed 25% of the walls may be covered.
- D. Be hung from the ceiling if they are not present throughout the year (e.g. streamers cannot be hung, but a chandelier can stay)
  - 1. The exception to this rule is hanging pipe and drape with pre-approval from the CPH Vice President of Recruitment.

#### B. Video Guidelines:

- I. Videos may be a maximum of 5 minutes.
- II. This video must show the national chapter's values and emphasize the chapter's sisterhood.
- III. The video can also show benefits and opportunities of sorority membership, campus involvement, and individual and chapter accomplishments throughout the year.
- IV. Videos may not show:
  1. Men (i.e. Lane Kiffin, athletic teams, etc.)
  2. Alcohol or drug consumption, or allusion to alcohol or drug consumption.
  3. Costumes, cheers, choreography, or performances, unless it is footage from a sorority philanthropy event (e.g. Bonnamu, KD swing dancing, Theta Encore are allowed, etc.)
  4. Fraternity philanthropy events (e.g. Sigma Chi Derby Days, Sigma Nu Charity Bowl, Pike Powderpuff etc.)
  5. Absolutely no likeness of a performance, which includes but is not limited to singing, choreographed dancing, or lip-synching.
- V. Production should not be elaborate or showy.
- VI. Song lyrics must be appropriate.
- VII. Genuine reactions to the video will be permitted, but no choreographed movements are allowed during the showing of the video.
- VIII. Chapters will not have a separate budget for the Sisterhood Video. The funds will be used from each chapter's recruitment budget.
- IX. Both the College Panhellenic Recruitment Team and each chapter's executive headquarters must approve philanthropy videos prior to Panhellenic Primary Recruitment. The video and script must be submitted at a date and time deemed appropriate by the College Panhellenic Recruitment Team. (It is recommended to submit this material early, because College Panhellenic reserves the right to make you change said items.)

#### D. Round 4: Preference Day

##### A. Decorations:

- I. Decorations may include but are not limited to:
  - A. Small table decorations (not higher than 12 inches).
    1. Chapters will be permitted to have one focal floral arrangement that is not larger than 24 inches x24 inches or 5 inches in diameter (garland).
  - B. Decorations need to be reflective of the organization, its rituals, and its values.
- II. Decorations may not:
  - A. Be elaborate, excessive, or showy (e.g. balloon arches, fog machines, glitter falling from the ceiling)
  - B. Have men in photos

- C. Exceed 25% of the walls may be covered.
- D. Be hung from the ceiling if they are not present throughout the year (e.g. streamers cannot be hung, but a chandelier can stay)
  - 1. The exception to this rule is hanging pipe and drape with pre-approval from the CPH Vice President of Recruitment

B. Attire:

- I. No costuming of any kind permitted during this round.
  - A. By eliminating costuming and matching outfits, chapter members display their individuality and authentic selves to potential new members.
- II. CPH will abide by NPC's Unanimous Agreement to eliminate financial burden.

C. Round Structure:

- I. Concerning the opening of the round, chapters may open and close this round with a song. Members may stand outside the house on their property but no further than the sidewalk while singing the song. The door must be closed with all actives inside at the end of the permitted event time.
- II. There will be no video allowed during this round. This includes slideshows.
- III. There will be no preference notes of any sort.

E. Bid Day

- I. Chapter members and alumnae should not visit other chapters, including said chapter's house or designated bid day space.
- II. All activities are alcohol and drug free. Even chapter members who are 21 years old are not allowed to consume alcohol.
- III. Chapter members are allowed to wear matching t-shirts on Bid Day.
- IV. The only outside decorations allowed during Bid Day shall be two banners, up to three sets of wooden letters and three sorority specific props (e.g. Chi O can have an owl as one of theirs).
- V. There shall be no: balloons, streamers, food machines (i.e. popcorn or cotton candy machine), confetti, or outside vendors (i.e. face painter, balloon maker, DJ, etc.)
- VI. All food and refreshments served on Bid Day must be served inside the sorority chapter facility with the exception of water being served outdoors.
- VII. There shall be no live entertainment (e.g. DJ or band), inside or outside, on Sorority Row or Rebel Drive. There may be music inside the chapter house off of a phone or laptop, but no outside person can be hired.
- VIII. There shall be no non-familial men or alcohol during the Bid Day. Only new members, active members, their families, and alumnae may be on the sorority chapter's property during Bid Day activities.

**\*\*Exceptions are limited to university officials and contracted photographers.\*\***

Each sorority will submit an event planning lookbook for Philanthropy, Sisterhood, and Preference rounds of Panhellenic Primary Recruitment directly to the CPH Vice President of Recruitment (cphvpr@olemiss.edu) and the Panhellenic Advisor (bah@olemiss.edu). The lookbook must be submitted at a date and time deemed appropriate by the College Panhellenic Recruitment Team. The plan will be submitted for approval, and the CPH Vice President of Recruitment or the Panhellenic Advisor will notify each chapter of the status of said plan, including notice of any alterations that need to be made. Each final lookbook will be presented to all the chapters.

Fraternity and Sorority Life and/or Panhellenic Recruitment Team will remove items not included within a chapter's blueprint immediately during the week of Panhellenic Primary Recruitment.

Panhellenic Executive Board will make visits to each chapter prior to the start of Philanthropy, Sisterhood, and Preference Rounds prior to any Events.

Estimated expense outlines for the \$30,000 budget must be submitted as a separate attachment in your lookbook submission.

## **Budget**

- I. Regarding the budget for Panhellenic Primary Recruitment 2020: Chapters are to keep a record of all expenses and donations that include but are not limited to: pipe and drape, furniture rentals, linens, drinkware, floral arrangements, moving/storage expenses, nametags, videos, electronics, catering, and decorations.
- II. Each chapter will have a \$30,000 budget for Panhellenic Primary Recruitment. \$5,000 of this \$30,000 is strictly allocated to flowers. If a chapter spends less than \$5,000 on flowers, that additional amount can be spent on other Recruitment items
  - A. No written receipts/invoices.
  - B. Receipts/invoices will be accepted as scanned images through email.
  - C. Receipts/invoices must include totals highlighted.
  - D. If a receipt contains purchases that are not related to Panhellenic Primary Recruitment, highlight the individual items that are related to recruitment and cross through the ones that are not.
- III. New member or Bid Day materials are not considered a part of your recruitment budget.

- IV. Miscellaneous charges (i.e. items that do not pertain to categories specifically laid out in an expense sheet) must be itemized on the expense cover sheet.
- V. Flowers must have an itemized receipt/invoice.
- VI. Furniture moving/storage and hotel accommodations for NPC Representatives and advisors are NOT included within the budget.
- VII. Items required by CPH will not be included in your Budget. These items include:
  - i. Tents
  - ii. Greek Day T-shirts (chapters still have to pay for these shirts, but the cost will not be deducted from that year's Recruitment budget)
  - iii. Food for chapter members during Recruitment rounds (food provided on Wednesday will NOT be included in your recruitment budget).
- VIII. Receipts/invoices are due two (2) weeks after Bid Day by email to [cphvpr@olemiss.edu](mailto:cphvpr@olemiss.edu).
- IX. Fraternity and Sorority Life will evaluate the total cost of Panhellenic Primary Recruitment 2020 in order to determine a realistic budget for Panhellenic Primary Recruitment 2021.
- X. Keep track of all donations and provide copies of all donations by providing CPH with write-off proof two weeks after Panhellenic Primary Recruitment.

## II. Continuous Open Bidding (COB)

- I. Before considering a woman for Continuous Open Bid, a chapter must consult Fraternity and Sorority Life in order to verify the potential new member's eligibility.
- II. Chapters who do not match to quota through Panhellenic Primary Recruitment or who have not reached the current campus chapter total are eligible to participate in COB.
- III. COB Recruitment shall extend at all times throughout the school year, from the time bids are distributed at the end of Panhellenic Primary Recruitment to the last day of the Spring Semester.
- IV. All COB events shall not involve any men or alcohol at any time or under any circumstances.
- V. Following any extension process, chapters may not conduct recruitment activities or extend COB bids for membership within the agreed upon extension moratorium (not to exceed three weeks per NPC policy).

## X. Suspected Recruitment Violations and Infractions

- I. The University of Mississippi will follow the NPC Standards Procedures as outlined in the NPC Unanimous Agreements. A detailed, written report signed by the accusing party (specifying time, place, and witnesses to the alleged infraction) must be turned in to the Panhellenic Vice

President of Standards. It is crucial that violation forms be thoroughly filled out and that witnesses give their names and contact information. Only PNMs are excused from the NPC policy of identifying themselves in front of the accused parties. Infractions must be filed within 30 calendar days from the date of the alleged infraction (including university/college breaks).

- A. Mediation with the Vice President of Standards can be requested from chapter advisors.
  - B. The purpose of mediation is to find a solution satisfactory to both the party who filed the infraction and the accused sorority, in accordance with NPC Agreement found on page 37 of the Manual of Information.
  - C. The Panhellenic Council advisor reserves the right to contact the Inter/National Headquarters of any sorority with a Recruitment Code of Conduct violation. All National Panhellenic Conference Unanimous Agreements and Policies will be upheld; especially those pertaining to Primary Recruitment. All members are responsible for knowing and observing these rules.
  - D. All University of Mississippi rules, policies, procedures, and local, state and federal laws must be followed at all times.
- II. When an infraction is filed for violation of any of the aforementioned Recruitment Rules, a mediation may result in sanctions. These sanctions may include but are not limited to: a written and/or verbal apology, monetary fines, forms of social probation, community service, educational programming, and/or any other sanction deemed just and acceptable by the mediation.
- A. All violations involving alcohol that result in a sanction will be accompanied with an educational session, as mandated by NPC Unanimous Agreements.
  - B. Some examples of monetary fines for measurable offenses are listed below.
- III. Fined Infractions
- A. Examples of offenses that may result in sanctions include, but are not limited to:

<b>Violation</b>	<b>Fine</b>
Philanthropy/Sisterhood video not submitted to CPH on time.	\$25/day
Recruitment Budget not submitted to CPH on time.	\$50/day



Flex minus lists not submitted to CPH on time.	\$500/round
Philanthropy presentation exceeds the allotted 10- minute time.	\$100/minute with 10 second a buffer
Sisterhood video exceeds the 5-minute time.	\$100/minute with 10 second a buffer
Any likeness of performance during Greek, Philanthropy, or Sisterhood day.	Each chapter will have one warning from the VP of Standards per day, then \$100/round. *
Any note or gift given to a PNM by an active member, new member, alumni, advisor, or patroness.	\$50 fine and/or referral for mediation and/or Standards Board depending on the severity of offense. **the fine would only be assessed if a sanction is determined following a mediation or Standards Board Hearing
Questioning PNMs about grades, legacy status, parent's vocation, financial status, recruitment schedule, or selections.	Referral for mediation and/or Standards Board depending on the severity of offense.
Degradation of another sorority.	\$100 fine and/or referral for mediation and/or Standards Board depending on the severity of offense. **the fine would only be assessed if a sanction is determined following a mediation or Standards Board Hearing
Bid lists turned into Fraternity and Sorority Life after the designated time.	\$500/every 15 minutes

<p>Pictures or videos of Panhellenic Executive Board members, Recruitment Counselors, and/or Standards Board members on chapter websites, social media, or videos used during recruitment.</p>	<p>\$25/day beginning August 1st</p>
<p>Documented communication with a PNM during the primary recruitment silence period.</p>	<p>\$100 fine and/or referral for mediation and/or Standards Board depending on the severity of offense. **the fine would only be assessed if a sanction is determined following a mediation or Standards Board Hearing</p>
<p>Hot boxing more than two actives exclusively with a potential new member for longer than 30 seconds.</p>	<p>\$50 fine and/or referral for mediation and/or Standards Board depending on the severity of offense. **the fine would only be assessed if a sanction is determined following a mediation or Standards Board Hearing</p>
<p>Promising invitations to future event rounds or membership invitation (“Oral bidding”).</p>	<p>\$50 fine and/or referral for mediation and/or Standards Board depending on the severity of offense. **the fine would only be assessed if a sanction is determined following a mediation or Standards Board Hearing</p>
<p>PNMs exiting chapter houses late during Primary Recruitment.</p>	<p>\$200/every 10 seconds</p>
<p>PNMs leaving a chapter house with any physical object.</p>	<p>\$50/item</p>

Active members engaging PNMs on social media or other methods of communication during the strict silence period.	\$50 fine and/or referral for mediation and/or Standards Board depending on the severity of offense. **the fine would only be assessed if a sanction is determined following a mediation or Standards Board Hearing
Active members placing or pressuring PNMs in risky, dangerous, or potentially lawbreaking situations (i.e. fraternity events, spring Events, etc.).	Offense will be submitted to the Office of Conduct and Conflict Resolution/University Police Department/Oxford Police Department.
Active members or new members breaking the law while recruiting PNMs. This is included but not limited to buying underage PNM's alcohol.	Offense will be submitted to the Office of Conduct and Conflict Resolution/University Police Department/Oxford Police Department.
Active members using social media as a recruitment tactic (i.e. "Hey Class of 202-, Follow XYZ to keep up with our sisterhood!", etc.). **Refer to page 38 of NPC Unanimous Agreements/Manual of Information	\$100/post

\*For example: For Philanthropy Day, a chapter who is reported of any likeness of a performance will receive a warning for the first offense. Any offense following this warning for Philanthropy Day will receive a \$100 fine/round. A warning on the first day (Monday) of Philanthropy Day will be valid for the second day (Tuesday) of Philanthropy Day.

\*\*Because this offense is not measurable by nature, a fine will not be automatically assessed. Each chapter will abide by the NPC Standards Process outlined in the Unanimous Agreements for the violation in question before a fine is assessed. Either the VP of Standards will conduct a mediation or the Standards Board will hold a hearing in order to determine an appropriate sanction depending on the severity of the offense.

**XI. Panhellenic Executive Officer Expectations**

- I. Summer Orientation
  - A. College Panhellenic, in cooperation with Fraternity and Sorority Life, will sponsor Greek information sessions/table during the summer orientations to promote Greek life, and not individual organizations.
  - B. If Panhellenic Recruitment Counselors or Panhellenic Standards Board members attend these sessions, they will do so as a Panhellenic Recruitment Counselors or Panhellenic Standards Board members and not as a member of their respective sorority.
- II. Panhellenic Executive Board
  - A. No Panhellenic Officer shall sit in on chapter recruitment meetings or workshops.
  - B. Panhellenic Officers shall not wear or carry any item indicating their sorority membership (i.e. t-shirts, insignia, car tags, etc.) beginning with Commencement and ending at the conclusion of Fall Panhellenic Primary Recruitment.
  - C. No Panhellenic Recruitment Counselor may visit the inside of any house during Fall Panhellenic Primary Recruitment, unless she is going to the restroom.
  - D. Panhellenic Recruitment Counselors shall not wear or carry any item indicating their sorority membership (i.e. t-shirts, insignia, car tags, etc.) beginning on the last day of the spring semester (Commencement) and ending at the conclusion of Fall Panhellenic Primary Recruitment.
  - E. Panhellenic Recruitment Counselors will be expected to follow all Panhellenic Recruitment Rules and the Panhellenic Recruitment Counselor Contract, signed at the beginning of their term. This is a separate document.
  - F. Panhellenic Recruitment Counselors will be expected to adhere to the Strike Policy, signed at the beginning of their term. This is a separate document.

## **XII. Panhellenic Standards Board Expectations**

- I. A Panhellenic Standards Board Member cannot be stationed at her own chapter facility.
- II. Panhellenic Standards Board members will warn the Panhellenic Recruitment Chairman five minutes before the time for the total event to be over if the sorority has not begun to show signs of ending the event. Panhellenic Standards Board members will have their watches set at the same time and theirs will be the official time.
- III. For the duration of Fall Panhellenic Primary Recruitment only, members of the Panhellenic Standards Board shall be considered as Panhellenic Recruitment Counselors for the sole purpose of filing College Panhellenic Violation Report Forms. Panhellenic Standards Board members will have the same authority to file these reports as Panhellenic Recruitment Counselors, according to NPC guidelines. All authority to file College Panhellenic Violation Report Forms will end 30 days following the conclusion of Fall Panhellenic Primary Recruitment, at which point, only Panhellenic Recruitment Counselors will be able to file College Panhellenic Violation Report Forms under the title of "Panhellenic Recruitment Counselors."

- IV. Panhellenic Standards Board Members will be expected to follow all Panhellenic Recruitment Rules and the Panhellenic Standards Board Contract, signed at the beginning of their term. This is a separate document.

### **XIII. Miscellaneous Items**

- I. Release Figure Methodology (RFM)
  - A. The method used for calculating chapter invitations during Panhellenic Primary Recruitment is called the Release Figure Methodology (RFM).
  - B. All Bids must be issued by Panhellenic, in accordance with the schedule set by the College Panhellenic Council.
  - C. Per the National Panhellenic Conference's policy, campus total will be readjusted every regular academic term. This will be done within 72 hours of bid distribution in the fall academic term, following Panhellenic Primary Recruitment, and within seven (7) days of the start of the spring academic term. Total will be reset to ACS (Average Chapter Size) or MCS (Median Chapter Size), whichever is greater.
  - D. Chapters shall follow all NPC recommendations for the release figure.
  - E. Snap bids are an option available to chapters that did not match to quota during bid matching. This process takes place before bids are distributed. Snap bidding is not intended to fill spaces in the chapter total and is limited to any woman who participated in at least one event during Panhellenic Primary Recruitment.
  - F. Every chapter is strongly advised to follow the carry figures given to them from the RFM specialist for all invitational rounds. This requires that every chapter turn in the required invitation and flex-minus lists to Fraternity and Sorority Life. The fine for not completing a flex- minus list will be \$500 per event round. Flex-plus lists are optional.
- II. All chapters are required to abide by their national organization's policies.
- III. Lost and Found
  - A. There will be a lost and found maintained in recruitment headquarters during Panhellenic Primary Recruitment. If a PNM leaves an article in a sorority house, she or her Panhellenic Recruitment Counselor should call Fraternity and Sorority Life (662) 915-7609. The sororities will turn in items that have been left behind. AT NO TIME should a PNM and a sorority member contact each other about the matter.

### **XIV. Panhellenic Primary Recruitment Emergency Preparedness Plan**

- I. In preparation for Panhellenic Primary Recruitment at The University of Mississippi, the Director of Fraternity and Sorority Life will contact the Office of Emergency Preparedness in advance of the event to establish the weather protocol and emergency preparedness communication plan.
- II. In the event of inclement or dangerous weather conditions occurring during the week of recruitment, the Director of Emergency Preparedness will instruct the Director of Fraternity and Sorority Life of oncoming weather.

- A. In the event that the Director of Fraternity and Sorority Life is not available, the Associate Director or one of the Assistant Directors of Fraternity and Sorority Life shall be notified.
- III. LIGHT RAIN: Light rain, with no accompanying lightning, thunder, or high winds, will not result in a delay of the recruitment process. The Fraternity and Sorority Life staff, in conjunction with the CPH President and CPH VP of Recruitment, may choose to implement “Rainy Day Door Songs,” in which potential new members (PNMs) will line up in the lobby of their assigned sorority house before a party begins, with no changes to the recruitment schedule.
- IV. HEAVY RAIN, LIGHTNING, & HIGH WINDS: Storm systems producing heavy rain, lightning, thunder, high winds or tornado activity will result in a delay of the Panhellenic Primary Recruitment process and an implementation of the emergency inclement weather plan. The Director of Fraternity and Sorority Life or his designee, in consultation with the Office of Emergency Preparedness, will make the determination of when to suspend recruitment activities and implement the inclement weather plan.
  - A. If the suspension of recruitment activities occurs during a break or between parties, Recruitment Counselors will be asked to take their groups to the nearest available shelter according to their zone. This may include houses on sorority row, as well as The Union Ballroom.
  - B. If the suspension of recruitment activities occurs during a scheduled party, those parties will continue through their completion, and the PNM’s in events will stay in those houses until instructed that it is safe to leave.
  - C. PNMs on a break or not in a chapter house when the suspension of recruitment activities occurs should make their way to the emergency shelter corresponding to their location at the time that the suspension of recruitment is announced. Students will remain in these emergency evacuation areas until instructed that it is safe to leave.
- V. TORNADO WARNING: In the event of a Tornado Warning, all recruitment activities will be ceased, and Recruitment Counselors will be asked to take their groups to the nearest available shelter. All women in sorority houses should also seek shelter. Those facilities that are designated as secure shelters include: The Union and The Union Ballroom, The Inn, the basements of Delta Delta Delta, Delta Gamma, Chi Omega, Alpha Phi, Pi Beta Phi, Alpha Omicron Pi, Kappa Kappa Gamma.
- VI. FIRE ALARM: In the event that the fire alarms in a sorority house are activated, all occupants will calmly exit the house and wait outside at the closest break station, until the fire department has cleared the facility. At this point all recruitment activities will cease. Any alterations to the schedule will be announced to the recruitment staff, recruitment counselors as well as chapters and the recruitment events will proceed according to the revised schedule.
- VII. GAS LEAK: In the event of a gas leak, all occupants will calmly exit the house and wait outside at the closest break station, until the fire department has cleared the facility. At this point all recruitment activities will cease. Any alterations to the schedule will be announced to the recruitment staff, recruitment counselors as well as chapters and the recruitment events will proceed according to the revised schedule.
- VIII. BOMB THREAT: In the event of a bomb threat, all occupants will calmly exit the house and proceed to the Union. All students will remain there until instructed that it is safe to

leave. At this point all recruitment activities will cease. Any alterations to the schedule will be announced to the recruitment staff, recruitment counselors as well as chapters and the recruitment events will proceed according to the revised schedule.

- IX. **ACTIVE TERROR THREAT:** In the event that there is an active terror threat on campus, those occupants at break stations will proceed to the closest secure facility away from the danger. Any occupants currently in a sorority house will remain in that secure structure until instructed that it is safe to leave. At this point all recruitment activities will cease. Any alterations to the schedule will be announced to the recruitment staff, recruitment counselors as well as chapters and the recruitment events will proceed according to the revised schedule.
- X. **SUSPICIOUS PACKAGE:** In the event that there is a suspicious package, do not touch it and try to clear everyone out of direct sight of the package. Call UPD at (662)-915-7234 and be prepared to give the Communications Operator your name, cell number, location, and a description of the package in question.
- XI. The Director of Fraternity and Sorority Life or his designee will monitor the weather with the assistance of the Office of Emergency Preparedness and will make a determination regarding the restarting of recruitment activities. At that point, alterations to the schedule will be announced to the recruitment staff, recruitment counselors as well as chapters and the recruitment events will proceed according to the revised schedule.