

RECRUITMENT RULES OF GRAND VALLEY STATE UNIVERSITY COLLEGE PANHELLENIC ASSOCIATION

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

We, as Panhellenic women of Grand Valley State University, agree on and commit to:

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

We, as Panhellenic women of Grand Valley State University, also agree on and commit to:

- Respectfully adhere to the bylaws, standing rules, and recruitment rules of the Grand Valley State University Panhellenic Association.
- Abide by all local and federal laws and NPC inter/national member organization bylaws.
- Abide by all local, state, and federal health and safety guidelines and GVSU protocols.

- Hold one another accountable to these standards, remembering at all times that we represent not only our individual chapters but also the Panhellenic community as a whole.
- Uphold these standards at all times, as recruitment is an ongoing process that extends past the primary recruitment period.

As Panhellenic women of Grand Valley State University, these are the tenets by which we strive to live.

I. Statement of 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. 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.

II. Strict Silence

Strict silence will begin at the time of the PNM's last round until the beginning of Bid Day. No sorority member, including alumnae and new members, may communicate with potential new members during this period. It is the only period when positive Panhellenic contact is restricted. Strict silence is defined as verbal, written, printed, text message, or social media communication between the potential new members and sorority members, new members or alumnae. If potential new members live in a residence hall with sorority members, only casual greetings and contact are permitted.

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

All NPC member organizations represented at Grand Valley State University believe in strictly adhering to NPC Unanimous Agreements and policies. All organizations will follow these valued and non-negotiable policies during the recruitment process. The NPC Unanimous Agreements can be found in the Panhellenic Manual of Information.

IV. Statement of Values-Based Recruitment

All NPC member organizations represented at Grand Valley State 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, door stacks, elaborate decorations, and costumes.
- Be financially transparent when engaging in conversation and interacting with potential new members, which includes disclosing live-in house requirements, fines, and empty bed fees.
- Choose recruitment activities and behaviors that reflect the core values of our organizations.
- Make informed choices, based on shared values, about potential new members.
- Educate potential new members about the values, benefits, and obligations of sorority membership.

V. Bid Promising

There will be no promises of bids directly or indirectly by any member, new member, or alumnae of a sorority. A bid promise can include potential new members taking any items, not specified as an exception, out of the house or any verbal confirmations that allude to the PNMs potential membership status.

Examples of bid promising may be considered one of the following:

- Accepting a potential new member back on social media during primary recruitment
- Letting a potential new member leave with written letters, or anything given out during the Preference round such as flowers, pearls, candles, etc.
- Saying statements such as “See you tomorrow”, “Can you see yourself in this chapter?”, “I could totally see you in this chapter”, etc.

Exception: Sanitary supplies, such as a bandage, tissue, water cups, and financial information sheets are acceptable to be taken out of the house. If a situation arises that necessitates a potential new member taking medical supplies out of a chapter house, first address the immediate medical concern and then contact the Vice President of Recruitment or another member of the recruitment team.

VI. Promotions and Social Media

No chapter-specific information is to be distributed by individual sororities at any time prior to the Primary Recruitment Period. Any public relations pertaining to the Primary Recruitment Period may be created by chapter members. All publicity must be “pro-Panhellenic” rather than “pro-specific chapter” until after Primary Recruitment round one is completed.

- Interaction via social media (for individuals, chapters, and the College Panhellenic) is allowed to promote the overall sorority experience (not one chapter over another),

encourage participation in Panhellenic recruitment, and answer specific questions about joining sororities on campus.

- No potential new member may be invited, via Facebook or other social media sites, to an event or group associated with any chapter prior to the Primary Recruitment Period.
- All Rho Gammas and disassociated Panhellenic Executive Board officers will remove all indications of sorority affiliation from all Internet profiles, blogs, and social networking sites prior to and during the Primary Recruitment Period.
- Chapters must cover any pictures (composites, books, or online media – Facebook, websites, Twitter, Instagram, etc.) and remove any information identifying Rho Gammas and members of the Panhellenic Executive Board that are disassociated during the Primary Recruitment Period.
- Additionally, affiliate or disassociated members cannot post any new social media that would imply any membership of Rho Gammas during the disassociation period.

VII. Statement of Positive Panhellenic Contact:

Positive Panhellenic contact includes all social interactions, on and off-campus, with potential new members. This is intended to promote communication between members and potential new members about the overall sorority experience, not for members and organizations to promote solely their own organization and experience.

- Sorority women may not reach out to potential new members (via verbal, nonverbal, written, printed, text message/electronic communication or communicating through a third party) outside of recruitment events (primary recruitment rounds or informational sessions) or other university functions of which sorority women will be attending.
- Sorority members should not promote their chapter outside of recruitment functions when conversing with a PNM. For example, you may say “Go Greek” not “Go Your Chapter”.
 - If there is an interaction with a PNM and a active member of this sort, direct them to their Rho Gamma or the Vice President of Recruitment
- Posts on social media should focus on chapter values, leadership, philanthropy, and sisterhood.
- All sorority women including collegians, alumnae, Inter/national organizations, and the National Panhellenic Conference should actively promote the overall sorority experience and membership opportunities in organizations. This should be done through all forms of communication (e.g., print, digital, in-person) in the spirit of Panhellenic unity and the desire to reach out to all women to share the opportunity for sorority membership.
 - College and Alumnae rules should not infringe on the rights of individuals, chapters, and/or organizations in the content or forms of communication to promote the sorority experience.
- Sorority members can not invite potential new members to fraternity or sorority events (official or unofficial) prior to the Primary Recruitment Period, excluding PNM Orientation sessions or functions that all Panhellenic chapters will be attending such as...
 - Campus Life Night

- Pre-recruitment events
- Sorority members are not to be in contact with any PNM who has registered for Primary Recruitment unless a member has a strong prior relationship with the PNM that has been disclosed to the Panhellenic Recruitment Leadership Team.
- Chapters should engage with women who have not yet registered for Primary Recruitment, not those who have already registered.
-
- Chapter Instagrams may not initiate direct messages with PNMS. If a PNM messages a chapter's Instagram page, direct them to the GVSU Panhellenic Instagram.

VIII. Statement of Primary Recruitment Period Structure

The entire period from Disassociation Day until all members reach the site of their respective Bid Day parties shall be referred to as the Primary Recruitment Period and is subject to the rules and regulations set forth by the College Panhellenic. The Primary Recruitment Period will officially end after Bid Day concludes. Alcohol is prohibited from recruitment activities and chapters should adhere to their national and local policies for further regulation. Potential new members shall not visit a woman's sorority house or chapter room except during designated recruitment parties.

IX. Disassociation for Panhellenic Executive Board Officers and Rho Gammas:

- Disassociation is when a member temporarily removes their association from their chapter prior to and during the Primary Recruitment Period. Disassociated members must not participate in recruitment activities for their own member organization.
- Disassociation for Rho Gammas will begin 30 days prior to Bid Day and will end with their affiliation revealed on Bid Day. The period of disassociation must not exceed 30 days, as per the NPC Manual of Information.
- Following the announcement of Rho Gammas, these women may no longer participate in chapter recruitment-related activities
- Rho Gammas and Panhellenic Executive Board officers are required to abstain from alcohol use prior to and throughout the Primary Recruitment Process. This will begin with PNM Orientation and end after the final bid is extended on Bid Day.
- Rho Gammas and Panhellenic Executive Board officers are allowed to maintain normal social contact with affiliated women until Rho Gammas are assigned their Potential New Member groups.
 - Disassociated women may not partake in recruitment-related conversations with affiliated women however they may partake in social and academic conversations.
 - If a chapter member speaks to a Rho Gammas about a recruitment-related topic, the Rho Gamma is required to inform the Vice President of Recruitment, Vice President of Rho Gammas, and Executive Vice President with details of the interaction, including the chapter and information discussed.

X. Primary Recruitment Schedule and Logistics

A. Prior to Primary Recruitment Rounds

- a. The Panhellenic Association will plan, promote, and sponsor pre-recruitment informational sessions and events for potential new members. Chapters can also promote these individually.
- b. Potential new members must register by September 4, 2024, at the conclusion of PNM Orientation.
- c. The recruitment directors will vote on the schedule for Primary Recruitment prior to the end of the winter semester.
- d. Recruitment attire should be submitted to the Vice President of Recruitment by the end of the winter semester to ensure that no two chapters have the same attire and that the NPC policy of no-frills, no costuming, and the elimination of required purchases of recruitment event attire is being upheld.

B. Primary Recruitment Rounds

- a. All Primary Recruitment parties will be planned and implemented with the ideals of “Values-Based Recruitment” in mind per the Manual of Information.
- b. Primary Recruitment will take place in an in-person format as follows:
 - i. **Prior to Information Round Day 1:** PNM Orientation (60 minutes), to be held in advance of the primary recruitment process on September 4, 2024
 - ii. **Information Round Day 1:** 20-minute parties held on September 6, 2024
 - iii. **Values Round Day 2:** 60-minute parties held on September 7, 2024
 - iv. **Preference Round Day 3:** 90-minute parties held on September 8, 2024
 - v. **Bid Day Day 4:** Held at the GVSU Fieldhouse on September 9, 2024

C. Logistics

- a. College Panhellenics will continue to engage and keep PNMs informed about recruitment logistics and schedules as well as keep them engaged with the Rho Gammas and other Panhellenic personnel.
- b. A pre-recruitment informational video will be submitted by August 1, 2024 that will be shown at the PNM orientation on September 4, 2024.
 - i. These videos must not exceed 3 minutes in length.
 - ii. They should showcase each chapter with basic chapter information.
 1. Basic values and philanthropy information, housing requirements, financial information, GPA requirement, and introductions to some positions.
- c. A Membership Recruitment Acceptance Binding Agreement (MRABA) will be signed immediately after the last party the potential new member attends on the last round of Primary Recruitment.
- d. There will be a \$10 fine imposed for every 30 minutes a chapter is past the deadline for turning in sorority invitations or bid lists. Secondary sanctions will be determined case by case on infraction days.
- e. Infraction Days
 - i. Dates will be set prior to the Primary Recruitment Period to hold mediations. If mediation cannot solve the issue, a judicial board meeting

will be set after these days. Any infractions received after the dates will be scheduled on a case-by-case basis.

- ii. Recruitment Infractions may only be reported by one of the following:
 1. Chapter president on behalf of her chapter
 2. College Panhellenic officer in charge of recruitment
 3. Rho Gamma
 4. Potential New Member
 5. Fraternity/Sorority Advisor

D. Bid Day Regulations

- a. New member gifts may be handed out to new members at Panhellenic Bid Day. This may include bid day shirts, bags, hats, stickers, etc.
- b. Transportation for new members is the responsibility of the chapter (no rental vehicles are allowed).
- c. If more than one person has to carry a prop, it will count as a frill. Props cannot be reconstructed or unfolded at the location of Bid Day.
 - i. Wooden letters are an exception but have to be the height of 5 feet tall and must be brought to the location of Bid Day prior to the arrival of the new members.
- d. Bid Day themes must be approved by the Vice President of Recruitment and an assigned advisor from the Office of Student Life prior to the Primary Recruitment Period.
- e. It is each chapter's responsibility to ensure they are following COVID-19 regulations relating to social distancing. (EX: Outside bid day, Virtual bid day, etc.)
- f. Members are prohibited from wearing glitter or feathers inside on-campus facilities such as a gymnasium, classroom, or banquet room.

E. Primary Recruitment Regulations

- a. Each chapter may have a limit of 5 alumnae, two consultants, and/or one member of headquarters staff present at all rotations.
 - i. All alumnae members are to be clearly marked as alumnae (clothing, nametag, alumnae badge, etc.).
 - ii. Per the Manual of Information, their participation/assistance should be reserved as a behind-the-scenes role to assist. They should never actively participate in the recruitment process and contact potential new members, with the exception of designated international member group staff, volunteers, and traveling leadership consultants.
- b. The Panhellenic Association strongly recommends and urges each sorority to use good judgment in planning and maintaining a realistic and sound financial budget for Primary Recruitment.
- c. All active members must wear the philanthropy shirt designed by their Recruitment Directors, and approved by Vice President of Recruitment, for the first round of recruitment. No alterations should be made to the pre-approved shirts.

- d. Chapters may provide food or water for potential new members during rounds.
 - i. Water is permitted to be distributed during all rounds.
 - ii. Other beverages outside of water are permitted to be distributed during rounds two and three.
 - iii. Food is permitted to be distributed during round three.
- e. During values and preference, potential new members will be permitted to visit the upstairs of chapter houses, including bedrooms.
- f. Chapters will clearly display their organizational values through a banner during round one outside of the chapter's house.
- g. Chapters will clearly display their Philanthropy(s) through a banner during round two outside of the chapter's house.
- h. Chapters may not have more than one banner outside their house for any round.
- i. Per the Financial Transparency Policy within the NPC Manual of Information, chapters will share detailed financial information pertaining to member dues and other chapter fees with potential new members during round one.
 - i. Including rent and if the chapter fines members for attendance, etc.
 - ii. This information will be shared in a brief group presentation and/or individual conversations.
 - iii. Chapters may provide a printed version of this to potential new members.
 - iv. Supplemental information will also be provided to potential new members in the educational materials that they receive through the Panhellenic Association.
- j. Potential new members may begin to enter a chapter house for the designated party at the indicated start time and must exit prior to the indicated end time.
- k. All chapters must be in their house and not roaming an hour before the round begins.
- l. Chapter members will not be allowed to travel between their houses.
- m. Decorations permitted to be displayed outside houses: block letters and banners (must display written out chapter name, values, or philanthropy).
- n. Decorations permitted to be displayed inside houses: display letters, poster and quote boards, crafts, scrapbooks, pictures, composites, items that include national and/or local symbols, mascots awards, decorative banners (maximum of three, must display at least written out chapter name, values, philanthropy, or other wording pertinent to chapter), and ritual items (only during round three).
- o. Display permitted to be utilized within houses: items used (such as rack, easel, panel, etc.), boxes, name tags, curtains, apparel with letters, and accessories.
- p. Decor permitted to be utilized within houses: plain or embroidered tablecloths, table runners, tulle, pipe and drape, color-appropriate backdrops, table decorations and accessories, flowers, non-latex balloons, wall and ceiling decorations, and lights.
- q. Round one will be limited to minimum decorating. Examples of this would be lights, tulle, vines, pictures, tables, chairs, and banners.

- r. Supplies permitted to be utilized during rounds: fans, first aid kits, Air Wick plug-ins, drink dispensers, display ware, silverware, and glassware.
- s. Media permitted to be utilized:
 - i. Recruitment videos
 - 1. All recruitment videos must be approved by the Vice President of Recruitment by a date determined by the Recruitment Leadership Team.
 - ii. Round 2 video
 - 1. National's philanthropy video and 10-minute sisterhood video
 - iii. Preference round
 - 1. Recorded ceremony if applicable - no limit
 - iv. Videos, music, and pictures must be checked by the Vice President of Recruitment
- t. **Budget:** Membership recruitment budgets should be turned in by the first day of classes. The cap on membership recruitment expenses, including the value of all donated goods and services, may not exceed \$1,500.

XI. Statement of Continuous Open Bidding Structure

If a chapter falls below campus total at any point in the given academic year, even if the chapter pledged to quota, they are eligible to pledge additional women to reach the total. A chapter may not participate in COB unless they fall below campus total and/or did not pledge to quota.

Each NPC sorority chapter has the right to use continuous open bidding (COB) to reach quota or its total allowable chapter size during the regular school year as defined by the school calendar. COB begins on Bid Day for chapters who did not achieve quota or reach total.

To accommodate chapter colonization or to allow a chapter to build its membership, the Panhellenic Association may vote to suspend COB for a period not to exceed three weeks. The start and end dates for the COB moratorium must be set by a vote of the Panhellenic Association, preferably during the academic term before implementing the moratorium. The Panhellenic Association should consider the need for chapters not at quota or total to have up to one week to fill vacant spaces through COB before the moratorium begins.

XII. Statement of Membership Recruitment Acceptance Binding Agreement (MRABA)

The Grand Valley State University Panhellenic 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.

XIII. Automatic Reset of Total

The Panhellenic Association must use one of the following methods to determine total:

1. Average or median chapter size (whichever is larger).
2. Midpoint between median and largest chapter size.

3. Largest chapter size (LCS).

4. LCS plus up to 20 women.

When a campus experiences greater than a 2% decrease in the open pool over the previous year, total must be set at midpoint or higher.

If half or more of all chapters are not meeting facility obligations, total will be set using method 4. All chapters, whether or not they have a facility, will be included when determining what percentage of chapters are not meeting facility obligations. Total will automatically be reset to LCS plus one unless this policy requires a total setting method that will set total at a higher number. Facility obligations shall be defined as the revenue from chapter membership necessary to support facility expenses. Each NPC Inter/national organization will report to NPC on behalf of its local chapters, by June 30 of each year, whether its chapters are meeting their facility obligations.

XIV. Inclusion Statement

Grand Valley State University College Panhellenic Association does not categorically deny membership to an individual, based on race, color, religion, sex*, national origin, age, disability, marital status, military or veteran status or political affiliation. *Pursuant to 20 U.S.C. 1681(a)(6)(A), social fraternities and sororities may limit membership on the basis of sex.

XV. COVID-19 Policy

GVSU College Panhellenic will abide by COVID-19 policy set by Grand Valley State University, the Center for Disease Control, the National Panhellenic Conference, or individual National Headquarters represented in GVSU College Panhellenic. The Panhellenic Association will follow the stricter of the four policies.