

RECRUITMENT RULES

OF CHRISTOPHER NEWPORT UNIVERSITY PANHELLENIC ASSOCIATION

I. Code of Ethics

This code of ethics provides a guide by which all active sorority/fraternity members, potential new members, and alumnae of the CNU Panhellenic Association community shall strive to uphold. The code was created and established by the Panhellenic Association in order to maintain positive communication, mutual respect, trust and support among all Panhellenic women. This code establishes high standards that will continue to improve the growth and prosperity of CNU's Panhellenic community, and each individual therein, both now and in the future.

- A. As a united Greek community, we believe in our support of every chapter whether in times of difficulty or success. We will uphold and demonstrate the Panhellenic spirit in thought, word, and action through our chapters as well as individual members.*
- B. Demonstrate ethical behavior and conduct ourselves in a manner consistent with the mission and values of the College Panhellenic, each international organization and our institution.*
- C. Respectfully adhere to the Unanimous Agreements and all policies established by the National Panhellenic Conference. (Refer to MOI 2019, pg.29-40)*
- D. We believe it is in the best interest of CNU's Panhellenic community to avoid disparaging remarks about other Greek or non-Greek organizations, but rather create and support friendly relations with these entities.*
- E. In upholding positive Panhellenic spirit, it is understood that we represent the Greek community in our demeanor and manners, whether at CNU or away.*
- F. We believe all CNU Recruitment Rules and Procedures shall be adhered to and the chapters are responsible for being educated, aware and respectful of these rules and attend meetings. As a community of Panhellenic women we will avoid seeking unfair advantages in order to benefit our own sorority/fraternity.*
- G. Plan recruitment events that provide opportunities for the greatest possible number of women to become sorority/fraternity members while protecting the rights and privileges of individuals and the chapters. (what recruitment events that are held by Panhellenic)*
- H. Strive to be truthful, honorable, open, and friendly to all potential new members during all recruitment events.*
- I. 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/fraternity community. (refer to PNM Handbook or MOI pg. 118)*
- J. Refrain from limiting a potential new members chances of becoming a member of the Panhellenic community by encouraging her to make a single intentional preference or to limit her choices.*
- K. We will promote Greek unity by supporting philanthropic, academic, personal and leadership development programming set forth by the Panhellenic Executive Board and individual chapters.*
- L. Good sportsmanship shall be encouraged by each chapter to instill a sense of community, ensure cooperation and promote positive attitudes and behaviors.*
- M. We will not tolerate hazing as it is defined by the Fraternal Information and Programming Group (FIPG), Christopher Newport University, the Commonwealth of Virginia, and each chapter's*

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national policies.

- N. *We understand the obligation of good health to oneself in all aspects and agree to promote positive decisions that will lead to well-being among our Greek members. We believe that negative influences are potentially detrimental and threatening to the members of our community.*

We, as Panhellenic women of Christopher Newport University, also agree on and commit to: violating these rules may result in sanctions against a chapter, which are determined by the Panhellenic President, Vice President of Community Engagement, Panhellenic Advisor and/or the Panhellenic Judicial Board. Fines will be up to the discretion of the Panhellenic Advisor, Panhellenic President, and Panhellenic Vice President of Community Engagement.

- A. *Respectfully adhere to the bylaws and recruitment rules of the Christopher Newport University Panhellenic Association. As well as representing Christopher Newport University as a whole, and upholding the honor code of the University.*
- B. *Abide by all local and federal laws and NPC inter/national member organization bylaws.*
- C. *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.*

As Panhellenic women of Christopher Newport University, these are the tenets by which we strive to live.

Date Adopted: October 10, 2019

II. Statement of Purpose

The Panhellenic Women of Christopher Newport University should lead with purpose to give the Potential New Member (PNM) every opportunity to develop relationships with as many chapters as possible, ensure that chapters have an equal opportunity to have a successful recruitment during membership selection under the Panhellenic system, and guarantee that each chapter maintains a level of consistency through all forms of recruitment so that Potential New Members can make a wise, unbiased decision concerning membership.

III. 2020 Spring Recruitment Dates

January 16-19, 2020 (View the attached schedule)

IV. General Expectations

- A. National Panhellenic Conference Expectations
- All Panhellenic Association members are expected to uphold all expectations outlined in the 2019 National Panhellenic Conference Manual of Information on pg. 92-138.
- B. Panhellenic Chapter Expectations
- Each individual chapter will not be permitted to host any Continuous Open Bidding (COB) Events throughout the Fall and Spring semester.

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- i. Any COB event held prior to formal recruitment must contact VP of Recruitment with information regarding the event for COB purposes and must fill out proper COB recruitment forms
 - ii. COB event: Any event having a presence of chapter members of a singular sorority/fraternity and PNM's with prior organization for the event.
 - iii. The Panhellenic Association will be hosting recruitment events throughout the Fall semester that all chapters are required to attend.
 - iv. Should a chapter be allowed to have COB events other than indicated in the rules per their national bylaws, documentation must be submitted to the Panhellenic Vice President of Recruitment at least 2 weeks in advance. COB Events will be permitted only by the Panhellenic Vice President of Recruitment.
- b. All of the following will be turned into Panhellenic for approval on the specified date using the template provided by the Vice President of Recruitment for all aspects of recruitment:
 - i. Budget forms. Chapters must consult with the Vice President of Recruitment if they expecting to accrue an unexpected cost.
 - ii. All outfit selections, including t-shirt proofs.
 - iii. All event and round set-ups and layouts.
- c. Each individual chapter is required to have 1 phone line and a person to answer the phone during both pre-recruitment events and formal recruitment weekend at all times. The individual must be an active collegiate member on the executive board/recruitment team or the main chapter advisor in that organization. These specified chapter members from different organizations have to become members of a converged group message.
- d. No crafts will be allowed to take place during any Formal Recruitment event.
- e. Per the 2018-2019 National Panhellenic Conference Manual of Information, "chapters must keep decorations to a minimum and confined to the interior space used for recruitment rounds." There should be no additional decor added to a space to further enhance the way the space appears. Any type of frills will be up to the discretion of the Panhellenic Vice President of Recruitment.
- f. Each individual chapter is allowed to have up to 5 alumnae members present in each recruitment round, and must be clearly identified, via wearing an outfit and nametag significantly different from chapter members.
 - i. Alumnae members are prohibited from taking part in the physical recruitment and may not recruit any PNM's.
 - ii. Each chapter must send a list of alumnae attending formal recruitment to the Vice President of Recruitment 2 weeks prior to kick off.
- g. Fines not exceeding \$50 per PNM affected, may be placed on individual chapters if bid

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promising or individual COB events are found.

- i. Bid Promising: Where a PNM has been led to believe they are automatically guaranteed into an organization. Needs to be shown through a PNM testimony and/or visual proof. Can happen at anytime during the year, not just during formal recruitment.
- h. Marketing videos will be allowed until the end of Finals of the Fall semester (12/14/2019). Videos may only if feature specific events an organization hosted, or are the national philanthropy videos. No chapter made videos will be allowed during formal recruitment and during strict silence. A fine will be instituted for each hour and an additional fine for each additional social media outlet (Refer to Code of Ethics).
 - i. Sharing, re-sharing and commenting of old marketing videos past the end of finals week is also prohibited. Any activity of this kind may result in a fine.
 - ii. A member of any organization cannot post chapter made videos on any form of social media, even individual profiles, that do not pertain to a specific event or national philanthropy.
- i. No videos will be shown during formal recruitment rounds.
- j. National philanthropy videos from each organization will be shown during kickoff.
- k. Clean up expectations: Each chapter is required and expected to clean up all trash and supplies from recruitment rooms on campus and in the location where running home occurs and where bid day party takes place. Any form of trash, food items, frills must be cleaned up by each chapter.
 - i. Failure to do so will result in a fine. (Refer to Code of Ethics).
 - ii. Clean up of running home needs to be completed prior to Bid Day celebrations.
 - iii. Greek mansions:
 - 1. These chapters are expected to have a list of furniture items that were removed from their chapter room on file prior to the end of the Fall 2019 semester.
 - 2. Chapter rooms must be cleaned out after Bid Day
- l. Each chapter shall be responsible for submitting chapter selection lists the weekend of Recruitment to the Vice President of Recruitment on a time determined by the VP of Recruitment. Failure to do so will result in a fine for every minute the list is late, regardless of circumstance. (Refer to Code of Ethics).
- m. Strict silence shall be defined as the period directly following the closure of formal recruitment registration until Bid Day. During this time, no chapter members shall be in contact with PNMs in any way including phone, social media platforms, and in person communication.
 - i. Strict silence is observed in between rounds. No chapter members shall be permitted to leave the rooms between rounds.

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- n. Disassociation is required of the Panhellenic Council and Recruitment Counselors following Thanksgiving recess. No wearing of chapter apparel or paraphernalia or knowledge of Bid Day themes, clothing during rounds, or round pairings shall be permitted by any disaffiliated chapter member. These members may continue attending chapter meetings, but not recruitment related workshops, COB events, or open meetings.
 - o. Recruitment workshops shall not be held when classes are not currently in session on campus or off campus without permission from the CNU Greek Advisor.
 - p. The consumption or exchange of any alcoholic beverage of an initiated sister with PNM(s) or new member(s) shall be strictly prohibited. Any action as such will be perceived as hazing.
 - q. Social Media expectations:
 - i. No posting photos of outfits until after rounds have been completed for the day during formal recruitment
 - ii. Chapters should encourage “Going Greek,” but cannot strictly advocate for their own chapter, i.e. “Go Chi Omega”
 - iii. Violation of these expectations may result in a fine that is up to the discretion of the Panhellenic Council
 - r. Per the NPC Financial Transparency Program, chapters are required to share specific financial information (such as member dues, chapter fees, etc.) with PNMs. This information will be presented to all PNMs going through formal recruitment.
- C. Clothing Expectations
- a. Each individual chapter should not purchase or encourage members to buy identical outfits and/or accessories to be worn during Formal Recruitment. An exception will be made for Philanthropy/Sisterhood Round outfits which are pre-approved by the Vice President of Recruitment and Panhellenic Advisor. There is expected to be no style numbers, no brand specific clothing, and jewelry and footwear is expected to be up to the individual member’s discretion.
- D. Budget Expectations
- a. Each individual chapter is expected to spend no more than \$150 on its expenditures for Formal Recruitment.
 - i. T-shirts for any round of Formal Recruitment are not included in this cost.
 - ii. Food/drink and other chapter member necessities for any round are not included in this cost.
 - b. Each individual chapter is expected to spend no more than \$25 on its expenditures for New Member Bid Day gifts per New Member.
 - i. This cost does not include the New Member Bid Day shirt fee.
- E. Housing Expectations
- a. To ensure parity during recruitment, Greek Mansions cannot be used by organizations

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to recruit new members. This includes social media posts or stories focused on the mansion, invitations to house, and any other social engagement with potential new members.

- i. Chapters and chapter members may continue to post pictures that include their Greek housing. These pictures should use the sisters as a focal point and should not advertise the mansion.
- b. Chapters may use their houses for public events that are philanthropic.
- c. Any violation may result in a fine or judiciary action and is up to the discretion of the Panhellenic Council.

V. Continuous Open Bidding Purposes Event Expectations

- I. Budget Expectations
 - A. Each individual chapter is expected to spend no more than \$100 per event.
- II. Values-Based Recruitment Expectations
 - A. Each individual chapter is expected to follow the values-based recruitment guidelines as they are stated in the 2018-2019 National Panhellenic Conference MOI on page 93.

VI. 2020 Christopher Newport University Panhellenic Association Recruitment Schedule

Philanthropy: Friday, January 17th

(7 chapters), 20 minute rounds, 15 minutes passing

5:00 PM	Check-In
5:50 – 6:10 PM	Event 1
6:25 – 6:45 PM	Event 2
7:00 – 7:20 PM	Event 3
7:35 – 7:55 PM	Event 4

Sisterhood: Saturday, January 18th

(5 chapters), 40 minute rounds, 15 minutes passing

12:00 PM	Check-In
12:30 – 1:10 PM	Event 1
1:25 – 2:05 PM	Event 2
2:20 – 3:00 PM	Event 3
3:15 – 3:55 PM	Event 4
4:10 – 4:50 PM	Event 5

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8:10 – 8:30 PM	Event 5	4:50 – 5:45 PM	BREAK FOR DINNER
8:45 – 9:05 PM	Event 6	6:00 – 6:40 PM	Event 6
9:20 – 9:40 PM	Event 7	6:55 - 7:15 PM	PNM Debrief
9:55 – 10:15 PM	Event 8	7:15 - 8:10 PM	PNM Selection
		TBD	CHAPTER LISTS DUE
10:15 – 10:35 PM	PNM Debrief		
10:25 – 11:00 PM	PNM Selection		
TBD	CHAPTER LISTS DUE		

**Preference: Sunday,
January 19th**

**(2 chapters), 1 hour rounds, 15
minutes passing**

8:30 AM	Check In
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Bid Day: Sunday, January 19th

**(this is subject to change and up to the discretion of the RFM
specialist and Greek life advisor)**

4:00 PM	BIDS DUE
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9:15 – 10:15 AM	Event 1	4:30 – 5:00 PM	PNMs Arrive/ Handout Bids
10:30 – 11:30 AM	Event 2	5:15 PM	Chapters Report to Bid Day Location
1:00 PM	PNM		

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	Selection Complete	5:45 PM	PNMs Run Home
2:30 PM	CHAPTER LISTS DUE	6:00 - 8:00 PM	Chapter Bid Day Begins