

College of Charleston 2006 Panhellenic Recruitment Compact

Panhellenic Creed

We, as undergraduate members of women's fraternities, stand for the good scholarship, for guarding of good health, for maintenance of fine standards, and serving, to the best of our ability, our college community. Cooperation for furthering fraternity life, in harmony with its best possibilities is the ideal that shall guide our fraternity activities.

We, as fraternity women, stand for service through the development of character inspired by the close contact and deep friendship of individual fraternity and Panhellenic Life. The opportunity for wide and wise human service through mutual respect and helpfulness is the tenet by which we strive to live.

College of Charleston Code of Ethics

We, the undergraduate members of women's fraternities at the College of Charleston, agree to promote honesty, respect and sisterhood through adherence to the Unanimous Agreements and all the amendments established by the National Panhellenic Conference. We agree to value and demonstrate a unified Greek community in thought, word, and action both as a chapter and as individual members.

We recognize the importance of building and creating friendly relations with all collegiate women so that we can diligently promote the benefits of Greek Life. We will project a positive image of Greek Life by conducting ourselves maturely in a trustworthy manner in our efforts to improve and better ourselves and our chapters. We believe that the highest level of trust should exist between chapter members, the chapters, and officers of the Panhellenic Council in order to ensure a spirit of cooperation and unity.

A successful recruitment demands that we respect every fraternity at all times. We define the goals of recruitment as the following: to give each potential member maximum opportunity to pledge; to provide the fraternity experience to as many as possible; and to maintain strength in each of the fraternity chapters. We recognize the potential new member as an important individual with the right to make an informed decision without undue pressure from others. We accept the responsibility to provide a positive, safe, and enriching recruitment and new member education experience.

COMPACT

The College of Charleston recruitment rules have been established by the Panhellenic Council to serve as a guide for Sorority women and potential members in upholding the recruitment system and maintaining the Panhellenic spirit.

All persons participating in formal recruitment are expected to exhibit the highest standards of ethical conduct as stated in the Code of Ethics. The discussion of sororities' reputations, stereotypes, or the promising of a bid for membership violates the purpose and the spirit of the Panhellenic community.

I. General Rules

The formal recruitment period is designed in a way that allows each potential member the opportunity to become acquainted with as many sororities as possible so that she may make a wise and unbiased decision concerning membership. Furthermore, formal recruitment allows sororities to recruit potential members on an equal opportunity basis under Panhellenic guidelines.

It is the responsibility of each sorority member and alumnae to uphold these rules and standards and for each chapter to hold their members accountable to the rules.

- A. Formal Recruitment shall begin November 4th with Open House and conclude with Bid Day November 7, 2006.
- B. Active members, inactive members, new members, and alumnae (including Sorority Advisors) shall be bound by Panhellenic rules. It is the responsibility of each nationally affiliated local chapter to see that all active members, inactive members, new members, and alumnae are informed of the latest Panhellenic rules so that they will not knowingly participate in any infractions.
- C. The agreements and regulations embodied in National Panhellenic Compact and Standards of Ethical Conduct are binding on all National Panhellenic Conference (NPC) members and alumnae, which can be found in the NPC Manual of Information.
- D. Any ideas being considered by a chapter that are not covered in the Membership Recruitment rules must be approved by the Panhellenic Recruitment Chair.

II. Summer or Pre- Recruitment Rules

- A. Summer or Pre-Recruitment is defined as the time between the final day of the spring semester (May 3, 2006) and the day before the beginning of Formal Recruitment (November 3, 2006).
- B. Neither a sorority member nor a potential new member may visit, call, email, fax, write letters, instant message or have any other form of communication with each other that is not face-to-face casual social contact. The exceptions to this rule are Panhellenic Counselors, Panhellenic Council members, and anyone else serving in an official capacity as directed by College of Charleston faculty or staff.
- C. Face to face casual contact between sorority members and potential new members may only be about Greek Life at the College of Charleston and the benefits of being Greek. If a sorority member is asked her affiliation, she may reveal her affiliation to the potential new member. The sorority member may answer questions specific to her sorority, but cannot answer any questions pertaining to other sororities. It is strongly encouraged to direct potential new member questions to Panhellenic Council Members, the Panhellenic Counselors, or the Associate Director of Greek Affairs. Please Section IV for Recruitment Violations.

III. Recruitment Requirements and Guidelines

A. Potential Member Guidelines

- 1. A woman must be a full time student to be eligible for recruiting and joining. A potential member shall register for formal recruitment by completing a Recruitment Information Form and paying a fee of \$60.
- 2. The Panhellenic Council requires a scholastic grade point average of 2.5 as a condition of participation in the membership selection process. However, each Panhellenic group has its own scholarship requirements.
- 3. A potential member shall not be, or have ever been, an initiated member of a NPC group.
- 4. A potential member who has pledged a NPC group shall not participate in formal or informal recruitment again for 365 days from the time she signed her preference/bid card. This information should be disclosed on the recruitment application.
- 5. No sorority or individual member may buy or give anything to a potential new member (beverages, gifts, etc) and no potential new member may buy or give anything to a sorority or individual member.

6. A potential member shall attend convocation and up to the maximum number of parties to which she has received invitations for the next round. Failure to do so will result in the Panhellenic Council withdrawing the potential member from recruitment. In the event of an emergency or illness, she shall notify her Panhellenic Counselor and/or the Panhellenic Recruitment Chair and fill out the appropriate excuse form.
7. A potential member shall consult with her Panhellenic Counselor before withdrawing from recruitment. Proper notification involves completing an official withdrawal form and informing the Associate Director of Greek Affairs.
8. A potential member shall not give a promise, verbal or written, to join a certain sorority before formal bids are extended through the Panhellenic Council.
9. From the beginning of formal recruitment through the accepting of bids, no potential member may visit a sorority house other than during the designated recruitment parties.
10. No potential member may accept invitations to recruitment functions and/or non-recruitment social functions from a sorority member and is required to report such illegal invitations to the Associate Director of Greek Affairs.
11. A potential member is bound by STRICT SILENCE RULES from the end of the last preferential party she attends until she reports to the sorority from which she accepts a bid. STRICT SILENCE is defined as: no contact or conversation with any women's fraternity members regarding recruitment in any way from the time that she leaves her last Preference event until after she turns in her signed Bid Card.
12. A potential member shall fill out a preferential Bid Card immediately after the last party that she attends. The Panhellenic Council recommends that the potential member rank all of her choices to maximize her options.
13. Any potential member signing a preferential Bid Card and receiving a bid at the end of recruitment shall be bound by the agreement for a calendar year if she is at the same university.
14. After receiving a bid to any sorority, a potential member is not allowed to be on male fraternity property or consume alcohol for 24 hours.
15. Any potential member who is living with a sorority member (including sisters) is expected to conform to all rules of formal recruitment. Furthermore, she is not permitted to invite other potential members to her place of residence while a sorority member is present.
16. Night activities for potential members are limited to Panhellenic Counselor group activities or family outings (movies with friends, etc. are permissible). A Recruitment Counselor and/or a member of The Panhellenic Council can give clearance of an activity that may be exempt of the "going out" rule. The Panhellenic Council reserves the right to remove any potential member from any non-exempt event during formal recruitment who is in violation of this rule. Examples of non-exempt events include but not limited to a bar, male fraternity house, or a house party.
17. For required academic group work, meetings between sorority women and potential new members are allowed. In which case, you must meet on neutral territory. Neutral territory is defined as any College of Charleston campus area except resident housing and the Greek houses.
18. Potential new members who know the affiliation of any Recruitment Staff member may not disclose this information to any other potential new member.

If a potential member does not follow these guidelines, she may be withdrawn from recruitment at the discretion of the Associate Director of Greek Affairs. If a potential member feels that she has been pressured or coerced in any way by a sorority woman, she is strongly encouraged to report this violation to the Associate Director of Greek Affairs.

B. Sorority Member Guidelines

1. All members, including alumnae, are responsible for knowing and observing the formal recruitment rules. All members participating in recruitment will sign a contract stating that they have read and understood what is and is not acceptable behavior and activities concerning formal recruitment.
2. All NPC Unanimous Agreements shall be upheld.
3. There shall be no hazing during formal recruitment. The College defines hazing as “causing or permitting a person preparing for initiation or membership into a society, club or similar organized group to participate in any activity that subjects that person or others to risks of physical injury or mental distress or personal indignities of a highly offensive nature, whether or not such a person has consented to participation in the activity.”
4. No sorority is allowed to discriminate against a potential member on the basis of race, religion, national origin, handicap, age, veteran status, or sexual orientation.
5. There shall be no negative verbal or visual reference of any sorority by any Greek in accordance with the Code of Ethics.
6. No sorority member may visit a potential member in her place of residence from the time students arrive on campus until Bid Day activities conclude.
7. Sorority women living with a potential member are not to discuss recruitment; other activities between roommates and suitemates are not curtailed provided they have received the official request form and have been approved by the Panhellenic Council.
8. A sorority member living with a potential member shall not invite any other sorority members to the potential member’s place of residence, nor shall she organize any social meeting between potential members and sorority members.
9. No sorority members shall buy or give anything for potential members, or vice versa (i.e. not even a coke, candy or cigarette).
10. No member may arrange a date for a potential member.
11. No member may issue an invitation of any sort or make appointments to meet a potential member anywhere for any reason excluding academic work. Meetings between sorority women and potential new members are allowed if there is a need based due to required academic group work. In which case, you must meet on neutral territory. Neutral territory is defined as any College of Charleston campus area except resident housing and Greek houses.
12. When a sister is in doubt about whether or not a person is a potential member, she is not to talk to her about formal recruitment or sororities.
13. Greek women participating in any aspect of formal recruitment are not allowed to have any contact with Recruitment Counselors from October 3, 2006 until the time bids are extended. This includes visiting, sending letters, notes, gifts, etc. Notify the Panhellenic recruitment committee of extenuating circumstances.
14. Sorority Facebook groups are removed from June 1, 2006 to November 8, 2006 which is prior to the first Orientation Session. In addition, Pi Chi’s and All Chapter members of each sorority must privatize their Facebook profile and friends’ list from June 1, 2006 to November 8, 2006.
15. Only national fraternity representatives, house directors, alumnae, new members, and initiated members of the sorority may assist the chapter with recruitment during the formal recruitment process. National fraternity representatives and alumnae must be identified as so by their nametag. Mothers of members may assist in food preparation, serving and cleaning up only.
16. No sorority member may give a potential member any written or oral communication in regard to formal recruitment before or during the recruitment process, including invitations to parties.

17. Panhellenic will issue deadlines for the return of “no-shows” and invitation lists. Failure to adhere to the deadlines for returning these lists will result in fines at the rate of \$5 for every minute late.
18. Sorority recruitment chairs shall abide by the times agreed upon for turning in party lists and ending parties.
19. Each chapter must strictly adhere to room contracts. A representative from each chapter may not leave until the room is checked out and approved by the Panhellenic President, Recruitment Chair or Director of Panhellenic Counselors.
20. Chapters that do not pledge quota may snap bid up to 24 hours after the start of Bid Day. Sororities that pledged quota but didn't reach total (117), may take additional new members from Continuous Opening Bidding (COB). COB may begin as 24 hours after the end of Bid Day. The purpose of COB is to provide maximum opportunities for membership to the greatest number of people.
21. THERE WILL BE NO PROMISING OF BIDS, DIRECTLY OR INDIRECTLY, BY A MEMBER OR ALUMNA OF A SORORITY. Examples of this are but not limited to: I'll see you tomorrow, I hope to see you in my letters, Do you want to be.....
22. No sorority woman is allowed on fraternity property for 24 hours after Bids are given/extended. This rule is a National Policy and will be strictly enforced.
23. There shall be no mention of lists or voting procedure to any potential member as well as blaming Panhellenic for mismatches. Be responsible for your own choices.
24. Chapters shall follow NPC recommendations for release figures.
25. Updated rosters are due to the Panhellenic Council by the first day of classes in the Fall semester.
26. A sorority may not begin its COB process until its updated roster is verified by the Panhellenic Council.

C. *Panhellenic Counselor Guidelines*

1. Panhellenic Counselors (Pi Chi's) will serve as guides during all stages of Recruitment to potential new members.
2. Each Pi Chi must be present at every recruitment event. For example. Pi Chi's should not go out to a restaurant to sit down and eat as a group while events are occurring. There is to be absolutely no drinking of alcoholic beverages during Recruitment parties by a Pi Chi. If Panhellenic determines that a Pi Chi left their group unattended to go out or is drinking during the events, they reserve the right to dismiss the Pi Chi of her duties and the Chapter is notified of this event.
3. Panhellenic Counselors may not be acknowledged as a member of a particular chapter beginning October 3, 2006 to the handing out of bids.
 - a. Pi Chi's are not to wear sorority specific wear badges or letters upon arrival to campus in August 2006 to the completion of Recruitment on November 7, 2006.
 - b. No Pi Chi is to reveal her affiliation.
 - c. As of October 3rd, all letters and symbols associated with their organization should be hidden until the completion of Recruitment. This includes ALL sorority paraphernalia.
 - d. Panhellenic Counselors shall not participate in their chapter's pre-recruitment workshops.
4. All Panhellenic Counselors shall attend education sessions.
5. All Panhellenic Counselors are responsible for finding their own housing during Formal Recruitment. They may not live with any sister from any sorority who is participating in Formal Recruitment. They may live with Potential New Members.
6. Panhellenic Counselors shall not have contact whatsoever with sorority members from Convocation to the handing out of bids

7. Panhellenic Counselors shall abide by all NPC rules and shall perform their duties as unbiased counselors, acting in the spirit of Panhellenic.
8. Panhellenic Counselors need to understand that their main purpose is to promote and support the entire Panhellenic system.

IV. RECRUITMENT INFRACTIONS

Recruitment rules are in effect from the time the students return to campus until Bid Day and are binding OUT OF TOWN AS WELL AS IN CHARLESTON.

Please refer to the Judicial Procedures located in the National Panhellenic Guidebook for all infraction information.

V. Events During Formal Recruitment

The total budget for the Formal Recruitment parties with potential member is \$1,600 including donations. Budgets must be turned in to the Panhellenic Council no later than October 3, 2006.

Panhellenic will not break down the budget by round. Each sorority can determine how much they want to spend on each round.

Food and non-alcoholic beverages will be allowed only at Preference events.

OPEN HOUSE

The Open House Round is to promote the Greek system as a whole. Each party is 20 minutes long. A maximum of 100 balloons is permitted at this event. Potential Members are to tour the sorority house and singing is permitted upon their entrance and exit, but not during the party.

PHILANTHROPY

Each philanthropy event, 30 minutes in length, should promote the individual chapter's charity or philanthropy. Potential Members must be engaged in an activity benefiting the cause. The event may include a 10-minute presentation about the philanthropy but NO SKIT is permitted. Each chapter is allowed one 6 foot by 9 foot banner and up to 20 photos depicting their philanthropy no larger than half a poster size. Props to illustrate the project goals may be used in the presentation; however these must be approved by Panhellenic. The maximum number of balloons is 50 at this event. No more than 5 people may take part in the presentation. Songs may be sung upon entering and exiting. A philanthropic video from their National Organization is permitted.

SISTERHOOD

The Sisterhood celebration is 40 minutes long per event. There can be a maximum of 5 speakers who are either collegians or alumnae from the chapter. The purpose of this event is to promote your fraternity values, and should concentrate on the one-on-one interaction between potential members and sorority women. One 6 by 9 foot banner is permitted. Costumes are strictly prohibited. The maximum number of balloons is 50 at this event. No three-dimensional props are permitted without prior Panhellenic approval. No glitter, including glitter on banners is permitted. A 3-5 minute slide show may be shown.

PREFERENCE

Each Preference party is 45 minutes long; however, props, costumes, and skits are strictly prohibited. The maximum number of balloons is 50 at this event. This is the only party in which food is permitted.

PRESENTATIONS & ADDITIONAL NOTES

1. One slide show or video at either Preference or Sisterhood is permitted.
2. One national video is allowed for Philanthropy.
3. Each chapter's budget must be approved by the Panhellenic Council no later than October 3, 2006.
4. Anything different than what the rest of the chapter is wearing is considered a costume.
5. A sorority member cannot portray a "character" other than herself during a presentation.
6. No "propping" is allowed as part of presentation.
7. No hats are permitted unless prior approval is granted by the Panhellenic Council.
8. Music is acceptable to be played in the background of parties.
9. Banners for individual sororities may not be hung from November 3, 2006 until after Bid Day unless they are in the style of "Greek Week" with all Greek sororities represented equally. Banners that are hung can only appear on each individual sorority's house unless prior approval is given.