

Miami University Panhellenic Association
Standing Rules: Administration of Membership Selection
Updated September 2016

Section 1. Code of Ethics.

We as undergraduate members of the Panhellenic Association of Miami University, agree to promote honesty and trust between and within all chapters during sorority recruitment. Our vision is to create a successful and unified Recruitment program for each of our chapters by:

- A. Integrity – Relying on our own good judgment, using ethical decision making in all situations. Actions can be inappropriate and unethical even if they are not explicitly stated as “rules”.
- B. Respect – A mutual understanding that each person and chapter is unique in some way and willingness to share and express opinions openly as individuals; celebrating differences across the Greek and Miami Community.
- C. Bullying – PA prohibits acts of harassment or bullying. Harassment or bullying is any gesture or written, verbal, graphic, or physical act (including electronically transmitted acts – i.e. internet, cell phone, personal digital assistant (PDA), or wireless handheld device) that is reasonably perceived as being motivated either by any actual or perceived characteristic, such as race, color, religion, ancestry, national origin, gender, sexual orientation, gender identity and expression; or a mental, physical, or sensory disability or impairment; or by any other distinguishing characteristic.
- D. Support – Acting as one united body rather than many separate entities and promoting the opportunities that will be gained in the Greek Community as a whole. Together we will build the future of the PA at Miami University. United we stand, together we fall.
- E. Collaboration – Acting purposeful by sharing ideas, holding each other accountable; being responsible and practicing selflessness for the sake of benefiting others. Together everyone achieves more.
- F. Sincerity – Believing in others. Through our genuine actions and encounters with others we will exemplify loyalty and faithfulness toward all.
- G. Education – Promising continuous growth and development by acting out our founding principles and promoting excellence in scholarship. Demonstrating a never-ending desire to improve the quality of life of ourselves and those around us.
- H. Golden Rule – Treat others, as you would want to be treated.
- I. Promoting a values-based image.

Section 2. Membership Recruitment Rules

- A. The Membership Recruitment rules as well as this Constitution and Bylaws apply to all persons associated with Panhellenic Membership Recruitment, including chapter members, potential members, new members, chapter advisors, affiliates, and alumnae. All shall abide by silence rules beginning in January throughout the recruitment process.

- B. Amendments to these rules may be made when deemed necessary, following the guidelines set forth by the PA Constitution and Bylaws.
- C. No rule may be altered once the Formal Membership Recruitment week has begun.

Section 3. Membership Recruitment Eligibility

- A. A woman is eligible to participate in membership recruitment if she is a regularly matriculated student on campus.
- B. Miami University requires for a woman to participate in Formal Membership Recruitment, she must have successfully completed at least twelve (12) hours the previous semester with a cumulative 2.5 GPA.
- C. A woman shall provide her own transportation or use transportation provided by Panhellenic to and from membership recruitment events.
- D. From the beginning of orientation through the end of membership recruitment, no potential new member may visit a women's fraternity chapter except to attend invitational or open recruitment events.
- E. A woman shall not be, or have ever been, an initiated member of an NPC group and join another NPC group.
- F. No female student shall be asked to join an NPC fraternity during any school recess except during a formal membership recruitment period and the ensuing continuous open bidding held immediately prior to an academic term.
- G. No women's fraternity member may buy anything for a potential new member.
- H. A woman shall not give a promise, either verbal or written, to join a certain fraternity before bids are issued through Panhellenic.
- I. A woman shall register for membership recruitment and pay a registration fee of \$50 at the time specified by the PA.
- J. A woman shall attend orientation and all parties to which she has accepted invitations. In the event of illness or emergency, she should notify Panhellenic and/or her recruitment counselor/Rho Gamma if she cannot attend.
- K. A woman may only be excused by Panhellenic from a Formal Recruitment event or activity for an academic class or a University related commitment such as cheer, sports, a University committee meeting, for personal issues related to a family concern or an extreme case of illness that is verified by a hospital or doctor's note. A PNM may be asked to share the specific nature of her absence to the PA Recruitment Committee so that an appropriate determination can be made. No other exceptions will be allowed. All absences during Formal Recruitment events or activities must be submitted in writing to the Recruitment Team by the end of Orientation Night. An absence that occurs during recruitment will be handled on a case-by-case basis.
- L. Strict silence is the time during which there is no conversation or contact between women's fraternity members and potential new members. This includes all references to fraternities, verbal, written, typed or printed. Strict silence is the period from the end of the woman's last event until she reports to the fraternity from which she accepts a bid.

- M. A list of all membership financial responsibilities will be given to each potential new member by Panhellenic or each member fraternity during membership recruitment. Panhellenic may give a range of fees as general information.
- N. Panhellenic names tags will be provided to the potential new members.
- O. A woman must contact her recruitment counselor/Rho Gamma and/or College Panhellenic if she desires to withdraw from the membership recruitment process and complete a withdrawal evaluation.
- P. A woman will complete the MRABA after the last event she attends. It is a binding contract and once this has been signed, no changes may be made.
- Q. Any woman who signs an MRABA and receives a bid at the end of the membership recruitment will be bound by the bid until the next primary membership recruitment period at the same college or university.
- R. A signed membership recruitment acceptance or a continuous open bidding (COB) acceptance is binding. If a potential member receives a bid under the preference system, she is ineligible to be pledged to any other NPC fraternity on the same campus for one calendar year. If a potential member does not receive a bid under the preference system, she is eligible for COB.
- S. If through the primary membership recruitment process, a potential member receives a bid and declines it, then she is ineligible to be pledged to another NPC fraternity on the same campus until the beginning of the next year's primary membership recruitment period.
- T. At a later date but before the next primary membership recruitment period, if the potential member who declined her bid expresses interest in being pledged to the chapter with which she originally matched, she may do so only if the chapter extends another bid to her and has quota or total spaces to fill.
- U. If a potential member does not receive a bid at the end of the primary membership recruitment period, she is eligible immediately to participate in continuous open bidding (COB).
- V. If through the primary recruitment process a potential member accepts a bid and then has her pledge broken by an NPC fraternity or breaks her pledge, then she is ineligible to be pledged to another NPC fraternity on the same campus until the beginning of the next year's primary membership recruitment period.
- W. A COB acceptance is a binding agreement. IF a potential member accepts a bid, signs a COB acceptance and then has her pledge broken by an NPC fraternity or breaks her pledge, then she is ineligible to be pledged to another NPC Fraternity on that campus until the beginning of the next year's primary membership period.
- X. A woman who has accepted a bid either through primary or COB recruitment and who has her pledge broken by an NPC fraternity or has broken her pledge, may be re-pledged by the same NPC fraternity chapter on the campus at any time before the beginning of the next year's primary membership recruitment period, even if the chapter is over total.

Section 4. Chapter Total

- A. Chapter Total shall be one hundred and seventy eight (178) for the fall semester. Chapter total will be reviewed and set at the end of formal recruitment for the spring semester.
- B. Chapter total will be determined by the following system. Every spring after recruitment, chapter total will be reviewed and must be adjusted by Panhellenic to reflect 1) average chapter size; 2) the median chapter size; 3) the size of the largest chapter and combined with a number that reflects the best adjustment to total to ensure continued growth opportunities, parity, housing obligations, availability of campus facility and vitality of the College Panhellenic community. Fall chapter total will be reviewed to reflect either average chapter size or median chapter size.
- C. Every regularly enrolled new member, initiate or affiliate of a chapter shall be counted in the Chapter Total.
- D. Vacancies in total chapter size will be handled as stated in the NPC MOI.

Section 5. First Semester Recruitment Activities

- A. All First Semester Recruitment Activities are designed to promote all aspects of Fraternity/Sorority Life on Miami University's Campus and promote a "Go Greek" image.
- B. The PA shall coordinate events to promote Sorority Life, including, but not limited to: Mega Fair (Student Organization Involvement Fair), Information Sessions, and Chapter Introduction/Open House.
- C. First Semester Contact Rules: throughout the first semester, members of sororities are encouraged to have positive Panhellenic contact with all potential members. Positive Panhellenic contact includes discussion regarding the Greek Community and individual fraternity and sorority chapters in accordance with the Code of Ethics adopted by the PA.
- D. Social Media Interactions: PNMs may follow chapter social media accounts. The chapter may not at any time follow a PNM account from the chapter's social media account.
- E. First year women and unaffiliated upper class women may participate in all chapter activities that are open to all Miami women. No unaffiliated undergraduate woman shall be restricted entrance or participation in registered first semester recruitment events. Chapters must register events with the VP of Recruitment with information including date, time, location, description of activities and budget for event to communicate to all potential members to attend.
- F. Chapter Introduction/Open House will consist of two large-scale Greek recruitment events that demonstrate the "Go Greek" concept. These events will begin with the first emphasizing the Greek community and the positives of being Greek, and end with the second event offering a more specific chance to get to know each sorority. Events will be fun, interactive, and highlight the Greek Pillars of Community, while generating excitement to join the Greek Community as we recruit potential new members.
- G. Chapters may hold one individual sprite date.
- H. Philanthropy events may be opened to potential new members. Requirements are:
 - a. Event must be registered as a normal philanthropy event.

- b. Event must be held on campus.
 - c. Details and invitations regarding the event must be sent to the VP of Recruitment to be sent out to all potential new members.
- I. Each sorority must hold all recruitment events on campus.
- J. During the entirety of first semester (including formal and informal recruitment events such as Sprite Dates) No favors or gifts may be given to women by the fraternity and/or individual members. This includes anything along the lines of gifts, merchandise, papers, flyers, or stationary that is distributed either in a recruitment event (such as a Sprite Date) or hung in a residence hall. Food may be distributed at Sprite Dates, however, the PNM may not leave with food as this could be seen as a gift.
- K. First Semester Recruitment Apparel
 - a. Apparel, such as custom designed shirts that have more than a chapter's letters displayed, must be approved by the VP or Recruitment for use during informal recruitment events, such as Sprite Dates.
 - b. Apparel must have the PHC crest included in the design to be approved by the VP of Recruitment.
- L. Chapters under Chapter Total who will be participating in continuous open bidding (COB).
 - a. All members, including alumnae and uninitiated members, are responsible for knowing and observing these Membership Recruitment agreements, policies, and unanimous agreements as outlined in the Manual of Information, 17th Edition.
 - b. COBs allowed in accordance with the MOI except from the last Friday of the Fall Semester until the distribution of bids at the conclusion of FMR. Chapters may not produce any visual propaganda for their specific chapter after the last day of fall term, at which point the Public Relations Team will be responsible for all recruitment publications.
 - c. Any promotion or invitation to COB events must be directed towards upper class unaffiliated women.
 - d. All chapters participating in COB must obtain Grade and Judicial Release Forms from the Greek Life office prior to the start of COB activities. The chapter must submit a signed copy of this document to the Greek Life office and receive confirmation from the Greek Advisor that a PNM is eligible for membership before extending a bid.
 - e. All chapters participating in COB must have their new members listed on The Hub within one week of issuing a bid, including all contact information (email, cell phone, and student identification number).
 - f. All chapters are expected to adhere to campus and PA policies, especially those relating to publicity and student housing, during all COB events. Violations of campus policy and these rules are subject to the process outlined in Section M of this document.
 - g. Chapters are prohibited from promising an invitation to join (bid) in the fall to any PNM registered for Formal Recruitment.

Section 6. Invitations to Events

- A. All invitations to Formal Recruitment events will be issued by the PA.
- B. All chapters are expected to adhere to the release figures given to them by the PA when inviting women back for invitation rounds of formal recruitment.
- C. For each round of Formal Recruitment, chapters must turn in their invitation lists at the time specified by the PA.
- D. To ensure accuracy, it is recommended that Recruitment Chairs have another chapter member with them to double check their lists of those potential members they have invited against the computer list, and to check their party list against their invitation list. Invitation lists that have been submitted through the computer system by the chapter are not allowed any changes until the next round.

Section 7. General Event Rules

- A. All formal recruitment dates will not be planned on a national holiday.
- B. Bulletin boards outside of suite shall be decorated in a manner which prominently displays the chapter name and/or Greek letters only at the beginning of Formal Membership Recruitment and shall remain unaltered until Bid Day.
- C. At any time during Membership Recruitment, only collegiate or alumnae Chapter members may participate in Membership Recruitment functions. Other institution collegiate chapter members may participate with prior notification to the PA VP of Recruitment.
- D. Adhering to the NPC Unanimous Agreements, men may not participate in Membership Recruitment and Bid Day Activities. Furthermore, the use of alcoholic beverages in Membership Recruitment and Bid Day Activities is strictly prohibited.
- E. Recruitment entertainment consists of five (5) minutes maximum of philanthropy based entertainment during Philanthropy Round and a values based video during Sisterhood Round that must be kept at a maximum of ten (10) minutes. Songs sung during the entering or exiting of potential new members will not be considered entertainment. Entertainment is anything except conversation time, philanthropy craft, and ritual based activities. There will be no entertainment during open house.
 - a. Video: The content of the video that is shown during Formal Recruitment will be the same edited video content that was approved by the PA Recruitment Committee. Any deviation will be a violation of the recruitment event rules and subjected to infractions being brought against the chapter.
- F. Five (5) minutes before the end of each event, a Rho Gamma will knock on the suite door and announce that the party will be over in five (5) minutes. All potential members must be out of the suite after those five (5) minutes. Chapters will also be responsible for monitoring event times.
- G. Rho Gammas shall not be involved with any PNMs in the process of completing and signing the MRABA (Membership Recruitment Acceptance Binding Agreement).

- H. Bid Day apparel given to the New Members must reflect the PA's code of ethics as well as the Chapter's values and standards; to insure the VP of Recruitment must approve this all Bid Day apparel by the end of First Semester.
- I. Bid Day events are to commence at the time assigned by the PA and to end by 10:00 PM (the end of an event shall be defined as chapters ensuring that every new member has been safely returned to their room by 10:00 PM). It shall be mandatory that a PNM turn in a cell phone number in order to be reached on Bid Night. Bid day events are to be completely alcohol-free.
 - a. They must be registered by the PA. All bid night functions are subject to inspection by the PA Executive Council.
- J. A \$2,500.00 budget cap has been set for each chapter, which includes any costs that are used for Membership Recruitment. Donated goods and services will be included in the budget figure. The budget includes: entertainment, moving expenses, and philanthropy craft (all material). Not included in the budget: membership selection material, Membership Recruitment retreat information, food for the chapter, and chapter clothing. Two weeks following Membership Recruitment, Recruitment chairs will submit an itemized breakdown of expenses by the chapter president and treasurer.

Section 8. Individual Event Rules

- A. Welcome Round Event – These events are held to introduce potential members to the Miami Greek Community.
 - a. Timing – Each event is twenty-five (25) minutes in length with twenty (20) minutes between events. This will be the timing for each day/night a recruitment event occurs for Welcome Round.
 - b. Facility – Each Chapter will use an alternate location to the Chapter Suite for the Welcome Round Event. Each Chapter will be assigned the alternate location to the Chapter Suite on Miami University's campus as deemed appropriate by the PA Recruitment Committee.
 - i. After the newly colonized/recolonized chapter(s) on campus and any chapter(s) who did not meet quota the previous semester choose their locations, the following procedures will be used:
 - ii. Remaining chapters will be ranked by all chapter GPA from the prior spring semester. The chapter with the highest GPA will be ranked number one, the next highest number two, etc. After this list is determined, major recruitment infractions will determine the final order for room selection as follows:
 - 1. For every major infraction each chapter received during the previous Miami University Panhellenic Formal Recruitment, the chapter(s) will be moved down one number in the ranking list.
 - 2. After the ranked list is determined, the first group selects their space from the available options. Then the second group selects, etc. until all groups have made their selections.

3. After selections are made, chapters may swap rooms amongst themselves. If they do so, they must notify the Panhellenic VP of Recruitment no later than December 1.
 - c. Damage to Miami University Facilities is prohibited. If the chapter incurs damage, the chapter will be in automatic violation of recruitment rules with an automatic fine that is equal to the property loss in addition to a formal recruitment sanction.
 - d. Sound
 - i. Outside noise makers and props are prohibited from being used in the Welcome Round event of Formal Recruitment.
 - ii. Use of Facility to make noise is prohibited. Chapters may not use the walls, desks, tables, floor or ceiling.
 - e. Dress – Attire for this round is a t-shirt designed by individual chapters which includes the PHC seal and is approved by the VP of Recruitment and Recruitment Committee by December 1st. This ensures a “no-frills” recruitment.
 - f. Decorations – each chapter is allowed to have one set of wooden letters and an elevated platform for speaking purposes. The elevated platform should be a solid color and not decorated. No other decorations are allowed to be purchased for this round. If this is violated there will be a \$150.00 fine. Do not alter the physical appearance of the alternate location from it’s physical appearance.
 - g. Each chapter will have the ability to have tables with solid color (black or white University standard) table cloths.
 - h. Food and Favors – None
 - i. Each chapter must provide their national statement, whether it be a mission statement, values statement, or creed that is public to spark discussion about the sorority's values.
- B. Philanthropy Round Event – An optional philanthropy craft may be done during this event. NPC strongly encourages chapters to do a craft that coincides with their national philanthropy. Individual themes may NOT be incorporated into these parties. The entertainment or video must be philanthropy oriented and oriented to the 5 Greek Pillars.
- a. Timing – Each event is twenty-five (25) minutes in length with twenty (20) minutes in between events. This will be the timing for each day/night a recruitment event occurs for Philanthropy Round.
 - b. Facility – Each Chapter will use an alternate location to the Chapter Suite for the Welcome Round Event. Each Chapter will be assigned the alternate location to the Chapter Suite on Miami University’s campus as deemed appropriate by the PA Recruitment Committee.
 - c. Damage to Miami University Facilities is prohibited. If the chapter incurs damage, the chapter will be in automatic violation of recruitment rules with an automatic fine that is equal to the property loss in addition to a formal recruitment sanction.
 - d. Sound
 - i. Outside noise makers and props are prohibited from being used in this event of Formal Recruitment.

- ii. Use of the Facility to make noise is prohibited. Chapters may not use the walls, desks, tables, floor or ceiling.
 - iii. Use of stereo/television/projection system is allowed to play the video.
 - e. Dress – Potential members and active members may wear similar attire that is casual in nature.
 - i. Chapter funds may not be used to purchase identical outfits, but similar attire is permitted.
 - f. Decorations - each chapter is allowed to have one set of wooden letters and an elevated platform for speaking purposes. The elevated platform should be a solid color and not decorated. No other decorations are allowed to be purchased for this round. If this is violated there will be a \$150.00 fine. Do not alter the physical appearance of the alternate location from it's physical appearance.
 - g. Each chapter will have the ability to have tables with solid color (black or white University standard) table cloths.
 - h. Food and Favors – None
 - i. Philanthropy must be introduced, but no philanthropy related artifacts are permitted.
- C. Sisterhood Round Event – Sorority Life: There are to be no themes during this round of recruitment. Entertainment for this round will be a recruitment video. The video must be related to sorority/Greek life, permitting the potential members to learn more about the sisterhood of each individual chapter.
 - a. Timing – Each event is forty (40) minutes in length with twenty (20) minutes between events. This will be the timing for each day/night a recruitment event occurs for Sisterhood Round.
 - b. Facility – Each Chapter will be able to use their chapter suite or they have the option of holding their events in an alternate location on Miami University's campus. For use of alternate space for Sisterhood Round recruitment events the chapter must submit a request to the PA Advisor the semester prior to Formal Recruitment.
 - c. Sound
 - i. Outside noise makers and props are prohibited from being used in this event of Formal Recruitment.
 - ii. Use of Facility to make noise is prohibited. Chapters may not use the walls, desks, tables, floor or ceiling.
 - iii. Use of stereo/television/projection system is allowed to play the video.
 - d. Dress – Attire for potential members and active members is business casual. Active members may wear coordinating outfits, but may not be identical.
 - e. Decorations - each chapter is allowed to have one set of wooden letters and an elevated platform for speaking purposes. Purchasing decorations for this round is prohibited. Allow the suite to look how it would normally. Furniture can be removed from the space to allow room for everyone to stand or sit comfortably.
 - f. Food and Favors – None

- E. A potential member shall not be asked, either orally or in writing, to join a fraternity before the time designated by the PA. A chapter who fails to do so will automatically be brought in front of the PA Standards Board.
- F. Snap Bidding is an option for chapters that did not fill quota and shall adhere to the guidelines stated in the NPC MOI.
- G. Continuous Open Bidding (COB): Continuous open bidding is an option for chapters that did not fill quota, or filled quota but did not reach Total (195), to take additional new members immediately following Formal Membership Recruitment. During First Semester recruitment, COB is limited to upper-class women and transfer students. In the spring semester, COB begins the morning after scheduled Bid Day Activities and continues throughout the academic year and includes any unaffiliated women with twelve (12) credit hours and the GPA requirement shall be met by the Miami University required GPA and determined by the chapter. If at any time chapter membership falls below Total, COB may occur. A potential member may be extended a bid orally (visiting a potential member or calling a potential member by phone) or in writing. If the bid is to be extended during a visit to the potential new member, only the sorority Recruitment chair, President, and/or sorority member who is her friend may be in attendance. A written acceptance to join is binding until the next session of formal recruitment and must be filed with the FSL within forty-eight (48) hours after a potential member accepts a bid.

Section 10. Rho Gammas

- A. The Co-Directors of the Rho Gammas, under the direction of the Panhellenic Vice President of Recruitment, shall coordinate all Rho Gamma activities. (i.e. retreats, meetings, and fireside chats)
- B. Rho Gamma eligibility
 - a. A Chapter member must obtain a nomination on their behalf from their Chapter's Executive Board
 - b. Must maintain a 2.5 cumulative GPA
 - c. Must have participated in recruitment with their chapter at least once prior to applying for the Rho Gamma position
- C. During Formal Membership Recruitment, Rho Gammas may have contact with members of any fraternity participating in Formal Membership Recruitment. They may not discuss any potential new members or recruitment specific activities.
- D. Rho Gamma's will stay affiliated with their individual chapters during the Fall semester and formal recruitment. They must remain unbiased about chapters. They are allowed to wear chapter letters/t-shirts one day per week. They will be given Rho Gamma/Go Greek shirts that they must wear more often than their individual chapter shirts.
- E. Rho Gamma's are allowed to keep their social media accounts (facebook, instagram, twitter, etc.) active, but are not allowed to friend request/accept requests from any potential new members. Rho Gamma's are allowed to keep pictures with their sorority sisters but they must remove/not post chapter specific pictures, including sprite date, social, and philanthropy pictures.

- F. Rho Gammas may participate in Greek Week events. Chapter letters may be worn whether participating or supporting.
- G. Rho Gammas are required to maintain at least a 2.5 cumulative grade point average and good standing with her chapter throughout their term as a Rho Gamma; if they do not, they will be expected to resign or be terminated. Alternative measures may be taken at the discretion of the Vice President of Recruitment, Co-Directors of Rho Gammas, and the PA Advisor.
- H. Any violation on the part of a Rho Gamma will result in a major Membership Recruitment infraction of the Rho Gamma's affiliated Chapter (such as fines). Depending on the severity of the violation, a Rho Gamma may be terminated from her position at the discretion of the Panhellenic Vice President of Recruitment, Directors of Rho Gammas and the PA Advisor.
 - a. A Rho Gamma may also be terminated if it is determined that she has violated the Panhellenic Code of Ethic and/or any of the NPC UNANIMOUS AGREEMENTS.
 - b. If a Rho Gamma is terminated, she will not:
 - i. Have contact with her chapter for the remainder of formal Recruitment including Bid Day activities.
 - ii. Take part in any formal Recruitment activities including bid day activities.
 - iii. Have contact with the women in her previously assigned group or any other potential member for the remainder of Formal Recruitment including Bid Day activities.
- I. The Vice President of Recruitment will establish a date by which Rho Gammas must have their contracts submitted. If a Rho Gamma does not fulfill the obligations of her position as stated in this contract and is released after this date her decision will be counted as a major infraction of her affiliated Chapter.
- J. Any discourteous behavior, verbal or physical, between a Rho Gamma and a Recruitment chair at the door of the suites during Formal Membership Recruitment will be considered a Membership Recruitment violation and handled according to Membership Recruitment infraction procedures.

Section 11. Potential New Member Behavior During Membership Recruitment

- A. Any discourteous behavior, verbal or physical, of PNM's will not be tolerated. We expect all PNM's to adhere to the Miami University Panhellenic Code of Ethics found in the Recruitment Standing Rules. If a PNM is accused of inappropriate or discourteous behavior, they will have the opportunity to meet with the Vice President of Recruitment and Panhellenic Advisor to discuss evidence and possible outcomes. Behavior deemed discourteous by Panhellenic may result in a PNM(s) being released from the Formal Membership Recruitment Process.
- B. Examples of discourteous behavior:
 - a. Speaking poorly about a chapter or active chapter member
 - b. Speaking poorly about a Rho Gamma

- c. Speaking poorly about another PNM(s)

Section 12. Silence

Silence is defined as a period of time when sorority women may not discuss recruitment specific activities with potential members.

- A. First Semester Contact Rules:
 - a. During first semester recruitment, members of sororities are encouraged to have positive Panhellenic contact with all potential members. For example, speaking in class, conversations based on previous friendships, and inviting them to chapter functions that are open to all MU students (including women only events) are all accepted forms of positive contact. Invitations to functions where alcohol is served or present is not considered positive Panhellenic contact.
- B. Formal Recruitment Silence Rules:
 - a. Chapter members may not have any contact with PNMs outside of recruitment rounds. This includes email, Facebook, texts, and phone calls.
 - b. Chapter members will have NO contact with potential members during the period following the end of the Preference Round (3rd Round), throughout the delivery of Bid Day cards. This includes sisters of sorority members who are participating in Membership Recruitment. In addition, sorority members will not be permitted into the residence hall or have any contact with potential members before 6:00 p.m. on Bid Night.
- C. Sorority members are permitted and encouraged to wear their respective letters during formal and informal recruitment. Chapter members may not discuss recruitment specific activities at any time during the formal recruitment process, especially when event invitations are being considered by the chapter and potential members. Silence will end for chapter members at the beginning of bid day activities and end for Rho Gammas between the hours of 6:00 PM and 10:00 PM, depending on specific Rho Gamma obligations during bid night.
- D. Men's fraternity letters, are not permitted at any time during Formal Membership Recruitment. This includes but is not limited to sportswear, lavaliers, philanthropy, athletic, Greek Week, or Membership Recruitment T-shirts. Membership Recruitment infractions will be issued should these stipulations be violated. Each College Panhellenic shall denounce the participation of undergraduate Panhellenic women in men's formal recruitment. As well as men are prohibited to participate in Recruitment.

Section 13. Infractions

- A. Membership Recruitment infractions shall be handled according to the guidelines set by the National Panhellenic Conference in the MOI.
- B. The Vice President of PA Recruitment shall serve in the role as College Panhellenic President, as stated in the MOI.
- C. The Judicial Board shall be comprised of the chapter president of all member groups.

- D. Individual chapter infraction fines from Recruitment go to PA event funding.

Section 14. Mediation

All recruitment infractions in need of Mediation will follow the mediation protocol in the NPC MOI.

- A. If mediation is not successful, the issue may be referred by the Panhellenic President to the Panhellenic Judicial Board, unless the chapter or individual filing the Initial CPH Violation Report Form requests that the matter be dropped.
- B. The Panhellenic President is responsible for referring the issues in a failed mediation to the Judicial Board. All materials pertinent to the case are to be forwarded as soon as possible so that the Judicial Board may schedule a meeting to review the materials in a timely matter.

Section 15. Sanctions for Infractions of Membership Recruitment Rules

Ethical behavior is expected of all members at all times. The NPC UNANIMOUS AGREEMENTS state that each college PA shall adjudicate fair and reasonable sanctions for infractions of Membership Recruitment rules. Sanctions must correspond to the nature and the degree of seriousness of the offense for both Minor and Major infractions.

- A. Minor Infractions and Sanctions - Minor infractions are based primarily on Membership Recruitment procedure violations as outlined in the Panhellenic Membership Recruitment rules. Minor infractions include, but are not limited to, Membership Recruitment procedure violations such as:
 - a. Budget violations.
 - b. Membership Recruitment regulation violations
 - i. Decorations
 - ii. Membership Recruitment outfits
 - iii. Entertainment
 - c. Gifts of any sort, including personal or preference notes.
 - d. Recruitment events extending beyond scheduled closing time, thus delaying potential members.
 - e. Submitting invitation lists after specified times.
 - f. Examples of Appropriate Sanctions for Minor Infractions:
 - i. Official Reprimand (Reports to be sent within one week of imposing sanction)
 - 1. Officially recorded in College Panhellenic minutes
 - 2. Report sent to Inter/National President of offending group
 - 3. Report sent to NPC delegate of offending group
 - 4. Report sent to NPC area advisor
 - ii. Constructive Sanctions of Positive Nature:
 - 1. Host Panhellenic reception for Chapter Directors, new member, etc.

2. Set number of community service hours required for each member.
 3. Provide clerical assistance in Panhellenic office for designated time.
 4. Plan a workshop for chapter/PA dealing with Membership Recruitment procedures.
- iii. Monetary fines shall be acceptable only for measurable infractions (i.e. actual computer time, late parties, etc.)
1. During Formal Recruitment Failure to turn in invitation lists during formal recruitment by the time specified by the PA will result in a one hundred and fifty dollar (\$150.00) fine for the first fifteen (15) minutes past the deadline. Each additional fifteen (15) minute period will constitute a fifty dollar (\$50.00) fine. There will be no maximum fine for late invitation lists. Chronic Tardiness in lists (two or more times) will result in a Membership Recruitment Infraction.
 2. Damage to a Miami University Facility will result in a fine that is to cover property damage and loss of use by the University.
- B. Major Infractions and Sanctions - Major infractions are primarily the result of Membership Recruitment ethics. Violations and include, but are not limited to, violations of the NPC UNANIMOUS AGREEMENTS and other recruitment violations, such as:
- a. Failing to observe membership recruitment silence or contact rules.
 - b. Disparaging remarks made about fraternity women or another group.
 - c. Extending bids early.
 - d. Encouraging women to intentionally single preference.
 - e. Suggesting a woman refuse a bid from one group to wait for a bid from another group.
 - f. Involving men in the recruitment process.
 - g. Involving alcohol in the recruitment process.
 - h. Suggesting that a woman withdraw from the formal recruitment process and wait to go through the continuous open bidding process.
- C. Rho Gamma incidents resulting in the release of a Rho Gamma from her position
- a. Examples of Appropriate Penalties for Major infractions
 - i. Constructive penalties of a positive nature
 1. Plan, finance and conduct a Panhellenic workshop upon consultation with the NPC Area Advisor or other NPC representatives.
 2. Plan and execute a major fundraiser to provide Panhellenic scholarships, speaker or regional Panhellenic Conference fees
 3. Plan and sponsor a retreat for Membership chairmen or other chapter officers.
 4. Plan a positive public relations program for Panhellenic.
 - ii. Suspension of social privileges:

1. The deprivation of social privileges involves the suspension of social, Greek Week and/or intramural participation in varying degrees for specified periods of time. The suspension must be appropriate to the nature and degree of the infraction. Penalties including loss of social privileges shall not forbid formal or informal entertainment that is part of Membership Recruitment or the observance or an international celebration.

b. Inappropriate Penalties:

- i. Deprivation of social privileges is no longer recommended for minor infractions.
- ii. An NPC fraternity chapter's quota shall not be lowered as a penalty.
- iii. The time of new member acceptance and/or invitation shall not be delayed as a penalty because this action infringes on the sovereignty of individual fraternities.

D. Duration and Completion of Sanction - The duration of any sanction imposed shall not exceed twelve (12) months from the time the final decision is rendered. A penalty shall become effective when the offending group receives the final decision. The judicial body imposing the sanction is responsible for the oversight during the life of the sanction.