

**UTAH STATE UNIVERSITY COLLEGE PANHELLENIC ASSOCIATION
RECRUITMENT RULES & CODE OF CONDUCT (2023-2024)**

We the members of the USU College Panhellenic Association (CPA) have established this document to guide and regulate our recruitment activities. It is our desire to provide a fair process that is open to all women at USU who may wish to affiliate with our organization. With that end in mind, we have adopted these rules in an effort to ensure parity for all potential new members as well as our member organizations. All women exploring membership in our organization should have a welcoming experience which they enjoy regardless of their final decision to affiliate or not. We seek to be as transparent as possible in all of recruitment practices and intend for this document to help accomplish that goal.

Included are three separate, but equally important parts that together are known as the Utah State University Recruitment Rules and Code of Conduct. These parts are the; Utah State University Recruitment Rules, Utah State University Standards of Ethical Conduct, and the National Panhellenic Recruitment Rules.

I. Statement of Positive Panhellenic Contact

We, the College Panhellenic members of Utah State University will promote Panhellenic-spirited contact with all potential new members throughout the year. Strict silence will begin at 9:00 PM on Friday, September 15, 2023 and last until bid distribution on Saturday, September 16, 2023. No sorority member, including alumnae and new members, may communicate with potential new members during this period. Strict silence is defined as oral, nonverbal, written, printed, text message and electronic communication or communicating through a third party about the recruitment process. If potential new members live or interact with sorority members, only casual greetings and contact are permitted.

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

All NPC member organizations represented at Utah State University adhere to NPC Unanimous Agreements and policies. All organizations will follow these valued and non-negotiable policies during the recruitment process.

III. Statement of Values-Based Recruitment

All NPC member organizations represented at Utah State University will engage in the following practices that align with the Values-Based Recruitment (1989, 1991, 1997, 2003, 2015, 2019) – 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.
- Determine recruitment event attire for chapter members that reduces individual financial burden and eliminates costuming.
- 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 recruitment skits.

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

The Utah State University College Panhellenic Association will uphold and use the (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.

V. Statement of Automatic Reset of Total

Total is the allowable chapter size as determined by the College Panhellenic. A College Panhellenic should evaluate total every term. In the academic term that primary recruitment is held, total will be automatically adjusted no later than 72 hours following bid distribution.

If a College Panhellenic has deferred recruitment, total will be automatically adjusted within one week (no more than 7 days) from the start of the first term of the academic year.

If a College Panhellenic hosts a fall primary recruitment and resets total in the academic term(s) in which primary recruitment is not held, then total must be reset within one week (no more than 7 days) from the start of the academic term(s), and cannot be set to less than 95% of the total that resulted from the automatic adjustment in the most recent academic term in which primary recruitment was held.

Total will be automatically adjusted using the following method:

- Largest chapter size plus (2).

VI. Recruitment Rules

1. The week of primary recruitment shall be defined as September 13, 2023 at 11:59 PM to September 16, 2023 at 11:59 PM
2. Involvement in Fall and Spring Men's Recruitment and vice versa, both actual and representative, is prohibited. This includes sorority and fraternity membership recruitment and Bid Day activities.
3. During the week of primary recruitment, the use of alcoholic beverages and being under the influence of alcoholic beverages is prohibited in membership recruitment and Bid Day activities.
4. House Tours, Philanthropy Rounds, and Preference Rounds will be in person, unless state/school/house rules dictate otherwise. A virtual option to each event will be available to PNMs who need it.

- a. Decorations should be kept to a minimum. Items, such as notes, or carnations can be passed out during preference rounds.
5. The College Panhellenic Council will create physical recruitment advertisements. This includes but is not limited to posters in front windows of chapter houses, wires in the TSC, publicity tables, hand-outs, etc.
 - a. The Panhellenic Council may enlist the help of chapter members to create and/or distribute marketing materials.
 - b. Chapters may create and distribute their own marketing materials for social media so long as the materials adhere to the rules in this document and NPC unanimous agreements.
6. Each individual chapter recruitment VP and/or their assistant will be responsible for attending recruitment planning and preparation meetings.
7. Each chapter is required to provide initiated members in good standing with their chapter, to fulfill the role of Rho Gammas (Recruitment Counselors).
8. Each chapter will work within a total recruitment budget of \$2,250, t-shirts, and the software cost contribution are not included in this total.
 - a. This will be enforced by the Panhellenic Vice President of Recruitment.
 - b. All recruitment receipts must be turned in to the Vice President of Recruitment, including donations, the Saturday before recruitment week.
9. Donations: up to \$ 500 may be given in donations (goods and services) to the chapter, and are not included in the cap as long as it has been pre-approved by Panhellenic President and Vice President of Recruitment.
9. Chapter Recruitment chairs must turn in a recruitment week outline to the Fraternity & Sorority Life Advisor, by August 28th, 2023
10. USU Panhellenic President and Vice President of Recruitment will check each chapter house prior to each night of recruitment week for budget and rule regulation purposes.
11. USU Panhellenic President and Panhellenic Recruitment reserves the right to ensure the rules and regulations of recruitment are being followed at all chapter houses at Utah State University.
12. Strict Silence Policy: Strict silence is the period of time from the end of the woman's last event until bids are distributed. 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. Normal friendly contact shall be advocated at all other times.
13. Via the registration software chapters will have access to PNM information. This will include name, hometown, class rank, high school/college GPA, legacy status, self-bio, photo and t-shirt sizes. Panhellenic will do its best to keep all chapters informed as to which PNMs formally drop out of the process.

14. There will be no PNM's allowed in chapter houses starting August 29th 2023 until the start of primary recruitment.
15. There will be no unaffiliated members allowed in the chapter houses during recruitment preparation or events, unless the individual is going through recruitment. They may then attend their designated party time(s) only. The exceptions to this rule will be if a chapter invites unaffiliated members to observe their final preference night practice and live in housing directors.
16. No due-paying collegiate sorority member will be allowed at Men's Fraternity Houses the week of Fraternity recruitment. (Spring and Fall) This includes Satellite houses defined as, "a house where four or more members of the same fraternity live and hold events."
 - a. No due-paying collegiate sorority member will be allowed at any Men's Fraternity activity where the main purpose is recruitment (Spring or Fall).
 - b. Men's Fall Recruitment will begin, September 10th at 11:59 PM to September 16th at 11:59 PM. (*date may be different*)
 - c. Exceptions include sweethearts/dream girls invited to Fraternity's Bid Day dinners as long as IFC's Recruitment Week does not fall on the same week as Panhellenic's Recruitment Week.
 - d. Exceptions to this rule may be granted by a consensus of the Panhellenic President), Panhellenic VP Recruitment and the Panhellenic Advisor.
17. Collegiate sorority women are allowed to wear fraternity lettered or rush shirts during the week of men's recruitment, Fall or Spring.
18. Communication With PNM(s): During the week of primary recruitment active members shall limit communication with PNMs to their normal everyday interactions, I.e., seeing them in classes, through co-curricular involvement, etc.
 - a. Members will not go out of their way to spend time one-on-one with PNM's. If members are contacted by PNMs about specific recruitment questions, they will direct them to their assigned recruitment counselor.
 - b. Active members who live with PNM's shall strive to refrain from conversations about recruitment.
19. Alumnae may only participate in recruitment events behind the scenes (ex. logistics, preparation, set up, clean up, etc.), and may not have any contact with the PNMs during recruitment events.
20. Event restrictions prior to Primary Recruitment Period: Chapters will not be permitted any pre-recruitment events. Panhellenic will host minimum of two (2) sorority specific events from the start of school to the week of recruitment. Chapter members will be encouraged to attend.
 - a. Affiliated status chapters may have their own events pertaining to their own chapter.
21. No Bid promising of any kind will be tolerated. Bid Promising shall be defined as communicating with a potential new member implying that they will receive a bid. Examples

include statements involving things such as "we would love to have you ", "Don't worry, you are already in" "We can't wait to see you on bid day", "You would look great in our colors/letters" etc.

22. Intentional Single Preference defined by NPC rules as, "When a woman who attended more than one preference event lists only one chapter on her membership recruitment acceptance binding agreement following preference round."
 - a. NPC sorority members shall not suggest to any potential new member that she refuse a bid from one organization in order to wait for a bid from another organization or suggest that a potential member list only one choice on her membership recruitment acceptance binding agreement (MRABA).
23. Social Media: Sorority Chapters (KD, AXO, TNX) are allowed to share IFC recruitment graphics (Fall and Spring) during the primary recruitment period.
 - a. YEAR-ROUND: collegiate sorority women can post graphics from both IFC and individual fraternity chapters.
 - b. Additionally, chapters and individuals will not post anything negative about other chapters, year-round.
24. After registration closes, each chapter participating in formal recruitment agrees to contribute to the College Panhellenic Council an amount of funds equal to the remaining balance from the purchasing of selected recruitment software.
 - a. This balance will be equally divided amongst participating chapters.

VII. Spring Recruitment

1. Both chapters may have their own COB period according to their National/Headquarters standards.
2. All Chapters shall follow and enforce Recruitment Bylaws regarding Spring Semester. Including, but not limited to,
 - a. No due-paying collegiate sorority member will be allowed at any Men's Fraternity activity where the main purpose is recruitment (Spring or Fall)