

RECRUITMENT RULES OF WASHINGTON COLLEGE PANHELLENIC ASSOCIATION

I. Introduction

The Washington College Recruitment Guidelines are intended to help guide fraternity women and Potential New Members through the membership selection process. The guidelines incorporate many of the procedures recommended and/or required by the National Panhellenic Conference (NPC).

The purpose of these Panhellenic Recruitment Guidelines is two-fold: (1) to ensure that member organizations have equitable opportunities for membership recruitment within the Panhellenic system; and (2) to provide Potential New Members every opportunity to become acquainted with as many sororities as possible in order that they may make informed decisions concerning membership. All sorority members and Potential New Members will be expected to conform to the highest standards of conduct.

All NPC UNANIMOUS AGREEMENTS AND POLICIES shall be followed in concurrence with these mutually agreed upon Recruitment rules, which are specific to all Panhellenic Recruitment activities at Washington College.

All NPC fraternities and Alumnae groups are to promote Panhellenic-spirited contact with Potential New Members at all times.

II. Code of Ethics

We, the women of NPC fraternities at Washington College, declare acceptance of the following standards of practice during any recruitment period and throughout the year: As Panhellenic women, we are obligated by the standards set forth from the National Panhellenic Conference to follow the Washington College Recruitment Rules. We have the responsibility to incorporate those standards into our everyday behavior. Our purpose as Panhellenic women is to serve our community and act as representatives of our chapters and of Panhellenic. Panhellenic women who violate the Recruitment Rules for selfish or other unworthy motives violate a high trust and a mutual respect among the Washington College sororities.

We have a responsibility to Potential New Members, the Washington College community, our respective chapters, our Inter/National Organizations, to each other, and to ourselves to act in a respectful manner during Primary Recruitment. Trust is our ultimate goal. We have an obligation to improve and enhance the welfare of others, and our actions during Recruitment will not interfere with this. We have the right to demand trust and respect from each of our chapter members and among Panhellenic sororities. The Washington College Code of Ethics is intended to preserve, protect, and strengthen the bond of trust and respect among the Washington College sororities, Potential New Members and the community during any recruitment period and throughout the year.

This bond is essential to sustain the principles upon which every NPC fraternity and the Washington College Panhellenic Association were founded.

As members of The Washington College Panhellenic Association, we agree that our vision is of a safe, positive, enriching recruitment experience with the goal of providing opportunities for the

greatest possible number of women to obtain membership in a women's sorority. Therefore, we promise to:

- Respect ourselves, our sisters, and the Greek community as a whole. We will work with other sororities to improve the Greek system and reverse the current stereotypes.
- Enable every Potential New Member an equal opportunity and act accordingly with true Panhellenic spirit as well as our own chapter values and moral judgments.
- Confront the concerns about alcohol and other illegal substances and promote the safety and protection of current and prospective members.
- Treat Potential New Members with the same respect before, during, and after recruitment.
- Abide by all official Panhellenic codes, including but not limited to:
 - The Panhellenic Creed
 - The Potential New Member Bill of Rights
 - The Washington College Panhellenic Association Recruitment Rules
 - The Washington College Panhellenic Association Bylaws
 - The National Panhellenic Conference Unanimous Agreements and Policies
- Leave the Potential New Member with a positive idea of what sisterhood could be.
- Encourage the Potential New Member to explore the freedom of thought in her decisions.
- Inform the Potential New Member about the recruitment process, membership requirements, and external and internal responsibilities.

III. Potential New Member Expectations

A. Potential New Members are defined as:

- i. Any female student that has completed at least one full semester at an accredited university.

B. Potential New Member (PNM) Eligibility:

- i. Potential New Members must have a cumulative GPA of 2.6 or higher.
- ii. A woman is only eligible to participate in Primary Recruitment if she has not been an initiated member of any of the National Panhellenic Conference member organizations.
- iii. If a woman completes the Primary Recruitment process and signs a Membership Recruitment Acceptance Binding Agreement (MRABA), she must wait until the next Primary Recruitment process at the Washington College to be eligible to receive another bid from a Panhellenic organization.

C. The NPC sororities do not discriminate in membership selection practices on any basis prohibited by law, except sex.

D. Primary Recruitment Participation

- i. Potential New Members are expected to abide by the Potential New Member Code of Conduct, which is attached to this document as an appendix.
- ii. Potential New Members must attend all events to which they have received an invitation.
- iii. Potential New Members are to maximize their options during Selections until they sign the MRABA.
- iv. A Potential New Member must register for Primary Recruitment with the Washington College Panhellenic Association and pay the recruitment fee in order to participate in Primary Recruitment.
- v. Potential New Members found in violation of any of the recruitment rules and procedures will be subject to dismissal from the Primary Recruitment process.

E. Continuous Open Bidding (COB) Participation

- i. Eligibility
 - a. COB begins immediately after bids are distributed in the designated primary recruitment period, and is open to all enrolled, unaffiliated, female students, without any requirement of prior participation in a primary recruitment period.

- b. A Potential New Member who withdraws from the Primary Recruitment process before the signing of her Membership Recruitment Acceptance Binding Agreement (MRABA) shall be eligible for snap bidding and COB.
- c. If through the Primary Recruitment process, a Potential New Member accepts a bid and then has her pledge broken by an NPC sorority or breaks her pledge, then she is ineligible to be pledged to another NPC sorority on the same campus until the beginning of the next year's Primary Recruitment period.
- d. If a Potential new member is not matched during the bid matching process and/or placed as a quota addition, she is eligible for snap bidding and COB.
- e. A COB acceptance is a binding agreement. If a Potential New Member accepts a bid, then signs a COB acceptance or goes through the member organization's official pledging ceremony and has her pledge broken by an NPC sorority or breaks her pledge, then she is ineligible to be pledged to another NPC sorority on that campus until the beginning of the next Primary Recruitment period.
- f. Women who have ever been initiated into any NPC organization are not eligible for COB or membership in another NPC member organization.
 - ii. Women who receive a Continuous Open Bid must report to the Office of Fraternity and Sorority Life within one (1) business day to complete the COB MRABA.

F. Reporting. If a woman who is interested in Greek life at Washington College (including high school seniors and women considered to be Upperclassmen) feels a bid has been promised by an individual and/or chapter, she may file a complaint with Washington College Panhellenic Association.

IV. Chapter Expectations

A. Statement of Positive Panhellenic Contact

We, the women of Washington College will promote panhellenic-spirited contact with all potential new members throughout the year. Strict silence will begin at Recruitment Kick off and last until bid distribution on Bid Day. No sorority member, including alumnae and new members, may communicate with potential new members during this period. Strict silence is defined as verbal, nonverbal, written, printed, text message and electronic communication or communicating through a third party. If potential new members live in a residence hall with sorority members, only casual greetings and contact are permitted.

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

All NPC member organizations represented at Washington College believe in strictly adhering to NPC Unanimous Agreements and policies. All organizations will follow these valued and non-negotiable policies during the recruitment process.

C. Statement of Values-Based Recruitment

All NPC member organizations represented at Washington College will promote the following practices during membership recruitment:

1. Engage in values-based conversations.
2. Choose recruitment activities and behaviors that reflect the core values of our organizations.
3. Make informed choices, based on shared values, about potential new members.
4. Educate potential new members about the values, benefits and obligations of sorority membership.

NPC Policy on Values Based Recruitment states that all chapters and NPC member organizations will incorporate the following into their membership recruitment programs:

- 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.
- No chapters should bulk order any clothing items for recruitment purposes. No chapter should require their members to purchase a specific brand of clothing. T-shirts or sorority branded apparel will be the exception.

D. Contact Guidelines

The following policies are in place to protect PNMs, active members, and organizations. The only exceptions to these Contact Guidelines are immediate family members (i.e. grandmothers, mothers, sisters, step-siblings, step-mothers). College Panhellenic reserves the right to determine what constitutes a pre-existing relationship in individual situations.

i. Academic Year Guidelines

- a. In the period beginning with the culmination of Bid Day activities, defined as 24 hours after Panhellenic has distributed bids, and up until any time before the start of Primary Recruitment there will be no Recruitment activities. This period should be a time of friendly, positive Panhellenic Contact with no promotion of one individual sorority.
- b. A sorority function shall be defined as five (5) or more active members in the company of a Potential New Members isolated in a designated place, public or private. This rule applies to both Fall and Spring year-round. All sorority functions where Potential New Members are present must abide by the NPC UNANIMOUS AGREEMENTS.
- c. There will be no recruiting events or activities allowed with PNMs who are not matriculated and/or taking classes at Washington College.
- d. Potential New Members may not participate in overnight stays with active sorority members at any time.
 1. Exceptions will be made for immediate relatives who may stay with their active sorority member sister. The sister may not be accompanied by any friend or non-immediate family member while she is staying with her sister. No Potential New Member may stay in the sorority house for any reason.
 2. If a sorority (five or more women from the same chapter) is found to have violated this policy, they will be subject to disciplinary action by the Panhellenic Judicial Board.
 3. If the violation was a result of the actions of one to four sorority members, then the sorority's leadership will be responsible for disciplining the members violation of the policy and must turn in the results of the disciplinary action.
- e. Active sorority members may not contribute to PNMs attending fraternity parties (on or off campus) or being in bars. Those found responsible through the judicial process will receive a minimum fine of \$250 and possible other

sanctions.

ii. Recruitment Contact

- a. Communication between active sorority members and Potential New Members
 1. Sorority members are expected to promote general sorority membership as opposed to promoting their own individual chapter.
 2. During the Primary Recruitment period, sorority members may wear letters, but may not converse with or contact any potential new members directly or indirectly through friends outside of designated Recruitment parties. This includes but is not limited to: conversations on and off campus; in town, residence halls, dining hall, at apartment and/or fraternity parties; through letters, phone calls, instant messenger, text messaging, or social networking sites such as but not limited to Facebook, Instagram, Snapchat, MySpace, and Twitter. Polite greetings and salutations are acceptable and judged on a case-by-case basis.
 3. Strict Silence is the period beginning at Sorority Kick Off and ending with Bid Day activities. During this time there will be no conversation or contact or social activity between Potential New Members and sorority members, alumnae, or chapter representatives except at specified Panhellenic recruitment events. Potential New Members may not discuss sorority members with other Potential New Members. Strict Silence allows Potential New Members to make decisions free from outside pressures and opinions of others.
- iii. Sorority Members may not promise bids or invitations or give the hint that a bid or invitation will be extended to the PNM. They may never suggest intentional single-preference or to list a preference of any sorority over another. No form of bidding may occur outside the prescribed Panhellenic procedure. No bids, oral or otherwise, may be directly or indirectly issued during events at any time, including any indication to a Potential New Member by a sorority member, new member, or alumna that the sorority intends to see the Potential New Member at a future recruitment event.
- iv. Sorority members may not slander other chapters and member organizations to a Potential New Member. Any violations will be sanctioned through the Panhellenic Judicial Board.
- v. Sorority members may not buy anything for Potential New Members (i.e. gifts, meals, etc.) or give a Potential New Member any cards, letters, envelopes, or any type of written correspondence, including preference letters, at any time during Primary Recruitment.
- vi. Sorority members may discuss social functions but will refrain from discussing the presence of alcohol at any such social events.
- vii. Any sorority members who have immediate relatives or roommates going through Recruitment and cannot avoid contact with them must follow all rules outlined for the recruitment process. When contact is absolutely inevitable, recruitment may not be discussed.
- viii. Chapter websites shall comply with all recruitment policies.
- ix. Disclosure
 1. Recruitment Counselors, Recruitment Team members, and the Panhellenic Executive Board members may not release any information concerning a Potential New Member to members of any sorority unless directed to do so by the OFSL Staff.

2. Any sorority seeking information about a Potential New Member should direct their questions and concerns to the Greek Life Staff. All violations of disclosure will be sanctioned through the Panhellenic Judicial process.
- x. Sorority members may not hold any events with PNMs present outside of the hours established for Primary Recruitment. An event would be defined as any time there are five (5) or more sorority members in the presence of a PNM. If it is reported that a chapter is in violation of this rule, the chapter will be placed on social probation for six (6) weeks.

E. Alumnae and Non-University Women

The sorority will be held responsible for informing and educating alumnae members of Recruitment rules, NPC Unanimous Agreements and policies, and the Code of Ethics and for the observance of these rules. Washington Panhellenic Association shall provide educational materials to chapters that shall be shared with their respective alumnae.

- i. Alumnae will not purposefully seek contact or engage in conversation related to recruitment matters or pledging with Potential New Members during Primary Recruitment. This includes local and out-of-town alumnae.
- ii. A maximum of three (3) visiting collegiate/alumnae members, visiting National officers/consultants, may be present at recruitment events at one time. They must wear nametags designating their alumnae status and they may not act as a hostess or have contact with any Potential New Members. "Assist in Recruitment" includes food preparation, serving, and cleanup, but excludes talking with Potential New Members or participating in door songs.

V. Forms of Recruitment

Recruiting is defined as any activity, planned or engaged in, by a sorority member, alumnae, or agent, which attempts to influence or persuade a PNM in favor of a particular sorority.

There are two types of recruitment that occur at Washington College: Primary Recruitment and Continuous Open Bidding. The collegiate chapter shall bear the penalty for any violation of the Panhellenic Recruitment Rules and Policies by initiated members, new members, alumnae, or organizational representatives. The Washington College chapter is responsible for informing these individuals of the Recruitment Rules and Policies.

A. Primary Recruitment

For purposes of these rules, Primary Recruitment begins at the completion of kick off and ends after the completion of Bid Day activities. Calendars specifying the official dates set by Washington College for recruitment will be distributed by the Panhellenic Council. Beginning at the start of formal recruitment, up until the culmination of Bid day activities, defined as 24 hours after bids are distributed, there will be no events with alcohol, including, but not limited to sisterhood events. If a chapter is found to have had an event with alcohol during this time, it will be a fined infraction and/or social probation.

- i. All members of sororities must be completely dry during this time. This will include but is not limited to alcohol and drugs.
- ii. All excessive noise must end one hour prior to and following the conclusion of recruitment events and between individual events.
- iii. No entertainment, including the use of a DJ, shall be done for Primary Recruitment by any person other than the collegiate members of that sorority on this campus. Should a chapter

feel that they have an exception to this rule, the Recruitment Judicial Board will evaluate their entertainment and make a determination.

- iv. Each sorority's budget must not exceed \$1,600 and must be submitted 1 week prior to Kick-off. Chapters who exceed this amount will be subject to the APA judicial process.
- v. All communication between sorority women and Potential New Members outside of the hours established for Primary Recruitment is to be prohibited. There shall be no purposeful seeking of contact with Potential New Members by sorority women during Primary Recruitment except at official events. Normal friendly contact is the only type of contact allowed during the Primary Recruitment period.
 - a. Contact that is prohibited includes, but is not limited to, telephone calls, letters, e-mails, text messages, flowers, gifts, contact through male friends and boyfriends, social media (Facebook, Twitter, Instagram) etc.
 - b. According to the NPC Manual of Information (p. 84), "NPC believes that normal, social contacts should not be disrupted in the case of long-standing friendships by prohibiting all contact between sorority women and potential [members]. (Normal contact implies relatives, friends, neighbors, and coworkers.) However, each sorority is charged with the responsibility of seeing that unfair advantage is not taken of such contacts."
- vi. There must be no exterior decoration during Primary Recruitment.
- vii. Hotboxing and/or any inappropriate conversation are strictly prohibited. Hotboxing is defined as any situation in which 4 or more active members are participating in a conversation with a Potential New Member during recruitment activities.
- viii. During Fall Primary Recruitment no Potential New Members shall visit a sorority except during designated Primary Recruitment events.
- ix. If a Potential New Member must leave an event for any reason, a Recruitment Counselor must escort her. Active sorority members are responsible for notifying the Recruitment Counselors if a Potential New Member must leave.
- x. Sorority women must not discuss information in regard to Panhellenic Recruitment outside of the Primary Recruitment events.
- xi. Chapters shall turn in a preliminary design plan for each round of recruitment to the Panhellenic Advisor and Director of Recruitment by May 1st and a final lookbook plan by December 15th. A template shall be provided by Panhellenic. Any adjustments or edits after that date must be submitted to the Panhellenic Advisor and Director of Recruitment.
 - a. Look book: photos and descriptions of what the room will look like each night and a rough plan of activities
 - b. Chapters who deviate from their Look Book plan without submitting an updated copy will be subjected to fine.
- xii. Invitational Rounds
 - a. **Sisterhood Round** This round lasts for minutes and is intended to provide Potential New Members with a look into the bond within the chapter. Each sorority can show a video up to 5 minutes long that will showcase the sorority's sisterhood, values, campus involvement, personality, etc. and must comply with all recruitment guidelines. Each chapter must submit their sisterhood video to the Panhellenic Advisor and the Office of Fraternity and Sorority for approval by December 15th. If revisions must be made, a revision deadline will be set. Chapters may not share their video on social media without prior approval by the Panhellenic Director of Recruitment.
 - 1. Chapters will not have a separate budget for sisterhood videos. The funds will be used from each chapter's recruitment budget.

- b. **Philanthropy Round** This round lasts for 45 minutes. While the focus of this party should be on philanthropy and community service, chapters may utilize a philanthropy craft. The use of a video is optional but must be approved by December 15th.
- c. **Preference Parties** This round lasts for 45 minutes. Potential New Members will sign Membership Recruitment Acceptance Binding Agreement (MRABA) cards immediately following their last Recruitment event. If a sorority invites a Potential New Member to their preference event, the Potential New Member must be listed on that chapter's bid list, even if she did not attend the event and was excused. Solo performances by active chapter members pertaining to chapter rituals shall be allowed.
- d. **Bid Day** Bid day activities and an outline of the new member education program is due to the Sorority Life Advisor by the first day of spring semester classes. There shall be no men or alcohol during Bid Day. Only new members, active members, and alumnae may enter during Bid Day activities. Bid day activities cannot exceed three hours.

B. Continuous Open Bidding

- i. Chapters who do not match to quota through primary recruitment and/or who have not reached the current campus chapter total are eligible to participate in COB.
- ii. All Continuous Open Bidding events shall not involve men or alcohol at any time or under any circumstance.
- iii. Bidding shall be by oral, written, or electronic invitation extended by the sorority as a whole to a non- sorority woman. Sororities may not extend a bid until the PNMs grade point average has been checked.

VI. Suspected Recruitment Violations and Infractions

- A. Washington College will follow the NPC Judicial Procedures as outlines in the NPC Unanimous Agreements. A detailed, written report signed by the accusing party (specifying time, place and witnesses to the alleged infraction) must be turned in to the Panhellenic Director of Judicial Affairs. It is crucial that violation forms be thoroughly filled out and that witnesses give their names and contact information. Only PNMs are excused from the NPC policy of identifying themselves in front of the accused parties. Infractions must be filed within 30 calendar days from the date of the alleged infraction (including university/college breaks).
 - i. The Panhellenic Council advisor reserves the right to contact the Inter/National Headquarters of any sorority with a Recruitment Code of Conduct violation.
 - ii. All National Panhellenic Conference Unanimous Agreements and Policies will be upheld; especially those pertaining to Primary Recruitment. All members are responsible for knowing and observing these rules.
 - iii. All Washington College rules, policies, procedures, and local, state and federal laws must be followed at all times.
- B. Fined Infractions

All fines are due within 30 days of each chapter's final receipt invoice for Recruitment infractions. For every day that they are late a \$50 fine will be added.

Per NPC Judicial practices, should informal discussion not suffice, the chapter may request a mediation.

- i. Late submission of budget- \$10/day/document
- ii. Budget not following provided template - \$20
- iii. Party room not being set up by room checks- \$20/for every additional 5 minutes
- iv. Party room not being completely clean by room checks including trash removal- \$20/for every additional 5 minutes
- v. The use of glitter, confetti, or feather boas in any form at any time- \$100/occurrence
- vi. PNMs leaving the party with any items including favors. - \$25/PNM
- vii. Recruitment party going over time limit. - \$25/minute.
- viii. Turning in invitations and/or bid lists late to the Office of Fraternity and Sorority Life. - \$50/15 minutes
- ix. Breaking of dry period \$100/per sorority members
- x. Showing an unapproved video during recruitment - \$50/day
- xi. Video submission after set deadline - \$50/day/video
- xii. Final Look Book submission after set deadline -\$50/day
- xiii. Look Book deviation - \$50 chapter fine
- xiv. Chapters writing any written correspondence, including preference letters, to Potential New Members -\$100/occurrence.
- xv. Communication with Potential New Members outside of Primary Recruitment events using any form of social media commenting. This excludes likes on any form of social media (ie. Instagram, Facebook, Snapchat, etc.). -\$100/occurrence and/or referral for mediation and/or Judicial Board depending on the severity.
- xvi. Communication with Potential New Members outside of Primary Recruitment events using text messages, phone calls, and/or any direct form of communication privately. - \$100/occurrence and/or referral for mediation and/or Judicial Board depending on the severity.
- xvii. Conversation with Potential New Members involving bid promising. \$200/occurrence

C. Community Service for Violations Handled by Judicial Board

Infractions that involve community service hours as a sanction shall be completed by 80% of the active sorority members, not including New Members, Panhellenic Executive Board, Recruitment Judicial Board or Recruitment Counselors. Community service hours may be specified by the Panhellenic Executive Board to include specific events. Community service does not include any activities related to any NPC philanthropy.

Hours must be completed and turned in to the Vice President of Judicial Affairs within 30 days of notice. Failure to complete community service hours will result in a \$200 fine per chapter per hour not completed. If an opportunity is not available till after the 30-day deadline an extension request may be submitted on a case by case basis. If nothing is available after an exhaustive effort.

All fines may be paid in chapter community service hours at an exchange rate of \$10/hour.

VII. Panhellenic Executive Officers

- A. No Panhellenic Officer shall sit in on chapter recruitment meetings or workshops.
- B. Panhellenic Officers and recruitment committee members shall not wear or carry any item indicating their sorority membership (i.e. t-shirts, insignia, car tags, etc.) beginning on the last day of fall semester finals and ending at the conclusion of Primary Recruitment.
- C. Panhellenic Executive Board members are subject to all rules and guidelines set forth by Washington College Panhellenic Association and National Panhellenic Conference. In addition, a Panhellenic Executive Board member may be immediately dismissed from her position and/or will

receive other penalties to be sanctioned through the Panhellenic judicial process.

VIII. Recruitment Counselors and Judicial Board Members

- A. Recruitment Counselors and Judicial Board members are subject to all rules and guidelines set forth by the Washington College Panhellenic Association or National Panhellenic Conference. In addition, a Recruitment Counselor or Judicial Board member may be immediately dismissed from her position and/or will receive other penalties to be sanctioned through the Panhellenic judicial process.
- B. Recruitment Counselors/Judicial Board Members may not wear any Panhellenic apparel (including Recruitment Counselor t-shirts) at bars any time and are expected to conduct themselves at all times in a mature, responsible, and unbiased manner.
- C. Recruitment Counselors and Judicial Board Members will show proper respect to all sororities; this includes making any comments, positive or negative. Violation may lead to removal from her position.
- D. No Recruitment Counselor may sit in on chapter meetings or workshops to discuss Potential New Members.
- E. A Recruitment Counselor or Judicial cannot be stationed at her own chapters space.
- F. Disaffiliation and Disassociation
 - i. Disassociation is effective beginning at the completion of fall semester finals and will end at the conclusion of Primary Recruitment.
 - 1. This time is defined as silence period.
 - 2. Disassociation shall be defined as: no display of Greek letters, insignia, or any evidence of fraternity chapter on items including but not limited to the following: jewelry, vehicle, key chains, décor of my living quarters, Facebook profile/social networks.
 - 3. Recruitment Counselors shall keep their affiliation confidential and take all the necessary steps to prevent its disclosure in social and/or professional settings.

IX. Membership Recruitment Administration

- A. Statement of Automatic Reset of Total

Total is the allowable chapter size as determined by the College Panhellenic.

To allow chapters to achieve parity as quickly as possible, total will be automatically adjusted every regular academic term. This is to be done no later than 72 hours following bid distribution in the academic term that primary recruitment is held and within one week (no more than seven days) from the start of the academic term(s) in which primary recruitment is not held.

- B. Release Figure Methodology (RFM) will be used for primary recruitment.
- C. Every chapter is strongly advised to follow the carry figures given to them from the RFM specialist for all invitational rounds. This requires that every chapter turn in the required invitation and flex-minus lists to the Office of Fraternity and Sorority Life. Flex-plus lists are optional.
- D. A revised chapter roster must be turned in to the Panhellenic Advisor by Kick off and ICS rosters must be updated.

Appendix

Potential New Member Bill of Rights

1. The right to be treated as an individual.
2. The right to be fully informed about the recruitment process.
3. The right to ask questions and receive true and objective answers from recruitment counselors and members.
4. The right to be treated with respect.
5. The right to be treated as a capable and mature person without being patronized.
6. The right to ask how and why and receive straight answers.
7. The right to have and express opinions to Recruitment Counselors.
8. The right to expect confidentiality when sharing information with Recruitment Counselors.
9. The right to make informed choices without undue pressure from others.
10. The right to be fully informed about the binding agreements implicit in the preference card signing.
11. The right to make one's own choice and decision and accept full responsibility for the results of that decision.
12. The right to have a positive, safe, and enriching recruitment and pledging experience.