

Recruitment Policies of the University of Kansas Panhellenic Association

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Approved: April 23, 2024



University of Kansas Sorority & Fraternity Life

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Article I: Annual Review of Recruitment Policies

The Vice President of Accountability along with the three recruitment Vice Presidents shall present a full proposal during the academic term preceding the Formal Recruitment. Proposed motions must be announced at a previous meeting to allow opportunity for chapter input before a vote may be taken on the issue. Proposals shall require a majority vote for adoption.

Section 1: Adherence to NPC Recruitment Agreements and Policies

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

Article II: Fall Formal Recruitment

Section 1: Definition

Fall Formal Recruitment is defined as all activities involving the selection of new members at the beginning of the fall semester. This period begins when Potential New Members move into the residence halls and ends 24 hours after Potential New Members open bid cards. National Panhellenic Conference (NPC) Unanimous Agreements, The University of Kansas Panhellenic Association Code Of Ethics, Recruitment Policies, Bylaws, and Standing Rules apply to the entire duration of this period.

Section 2: Structure

Structure: The style of formal membership recruitment shall be that of “Fully Structured Recruitment” as defined in the NPC Manual of Information. In accordance with NPC policy, chapters exhibit a values-based recruitment focused on meaningful conversations with Potential New Members and active recruiting members who will have a positive impact on chapters and the Panhellenic Community. NPC Release Figure Methodology will be employed, as will the NPC Quota-Total and Preferential Bidding systems.

- A. Chapters will follow NPC recommendations for release figures, recognizing that the proper use of release figures is vital to the success of recruitment week. Chapters are encouraged to only invite Potential New Members who they are seriously considering for membership.
- B. Prospective members will sign a Preference Card and MRABA following the last

event of Preference Round at a location designated by the Panhellenic Association.

Section 3: Eligibility and Expectations of Prospective Members

To be eligible to participate in Panhellenic recruitment and pledge an NPC sorority as a collegiate member, a potential new member must:

- a. Not be simultaneously enrolled in high school and attending college
- b. Be an undergraduate regularly matriculated according to the definition of matriculation established by the University of Kansas
- c. Not be previously initiated into another NPC sorority.

If through the membership recruitment process, a potential new member signs a membership recruitment acceptance binding agreement (MRABA), receives a bid and then declines it, the potential new member is ineligible to be pledged to another NPC sorority on the same campus until the beginning of the next primary membership recruitment period.

If a potential new member does not receive a bid at the end of primary recruitment, the potential new member is eligible immediately to participate in Continuous Open Bidding (COB).

For the purpose of participation in Panhellenic recruitment, a woman is defined as an individual who consistently lives and self-identifies as a woman. Each NPC member organization determines its own membership selection policies and procedures.

Section 4: Description of Rounds

- A. PNM Education Day - Chapter Rest Day: All registered Potential New Members must attend an Education Day before the start of Fall Formal Recruitment. This date will be set in the recruitment schedule and be hosted by the Panhellenic Association. Chapters will not be permitted to host any recruitment-related workshops during this day.
- B. Round 1 - Open House: This round is intended to provide prospective members with an informative introduction to Panhellenic life and SFL membership at the University of Kansas, and such should stand as the theme. Chapter members can wear shirts designed and purchased by their respective chapters and approved by the Vice President of Recruitment Programming and the Vice President of Accountability to promote values-based recruitment. Potential New

Members shall attend events at all 11 chapters. Lists will be due through Campus Director at a predetermined time. There will be no entrance or exit songs.

- C. Round 2 - First Invitational: This round is intended to provide prospective members with information about each chapter's philanthropic endeavors. This is the only round where a chapter may conduct a philanthropy presentation or project. Chapters are encouraged to express their chapter values and speak on topics such as mental health, diversity, equity, and inclusion. Chapter members can wear shirts designed and purchased by their respective chapters showcasing their philanthropy, this will be approved by the Director of Recruitment Programming and the Director of Accountability. Potential New Members shall attend events at a maximum of 8 chapters. Lists will be due through Campus Director 4 ½ hours after the conclusion of the last scheduled event for the round. There will be no songs.
- D. Round 3 - Second Invitational: This round is intended to highlight the chapter's unique features, personality, and financial information. Chapters must disclose their financial obligations during this round through active financial conversations. Chapters must give financial transparency sheets to each Potential New Member. Handouts must be provided to the recruitment team for distribution and consist of a detailed breakdown of costs for the first year of membership. Every Potential New Member will be allowed to take the financial breakdown out of the chapter house. They should also include room and board costs for current live-ins. Recruitment counselors will have available all the chapters' financial sheets for later reference and will distribute them at the nightly recruitment group meeting. This is the only round when a chapter may conduct house tours, which may last no longer than 20 minutes. Potential New Members shall attend events at a maximum of 5 chapters. Lists will be due through Campus Director 4 ½ hours after the conclusion of the last scheduled event for the round. Entrance and exit songs are allowed.
- E. Round 4 - Preference Round: This round is intended to provide prospective members and chapter members an opportunity to discuss membership commitment and display a more intimate side of the chapters. Potential New Members shall attend events at a maximum of 2 chapters. Lists will be due through Campus Director 4 ½ hours after the conclusion of the last scheduled event for the round. Entrance and exit songs are allowed as well as songs during a ceremony.
- F. Bid Day: Bid Day begins when membership invitations are opened by prospective members and lasts for 24 hours following. Each chapter should have activities, transportation, and appropriate meals planned for their new member classes. All plans must be submitted and approved by the Director of Interfraternal Relations and Member Development. Bid Cards are due 4 ½ hours

after bid lists are distributed. Snap Bidding will occur 2 hours after bid lists are distributed and conclude when bid cards are opened.

Section 5: Budget and Accountability Contract

- A. Chapters will meet with the Vice Presidents of Recruitment to discuss the topics listed below.
 - a. Signature Agreement
 - i. By signing, a chapter is stating that they will follow all of the rules outlined in the Standing Rules for Membership Recruitment.
 - b. Budget Agreement
 - i. Can be found in the Article VII Appendix.
 - c. Emergency Protocol
 - i. This section will include the procedures for bathrooms to be used before rounds and holding rooms for the Potential New Members in case of a heat advisory, rain, or other emergency situation.
 - d. Recruitment Counselor Procedures
 - i. Timing Structure: The selected Recruitment Counselor that is placed inside the chapter facility will assist the chapter in timing notifications via knocks on a door, wall, or a designated area that the Recruitment Team will be able to hear. Knock patterns are listed below.
 - 1. 10 minutes remaining = 5 knocks
 - 2. 5 minutes remaining = 3 knocks
 - 3. 2 minutes remaining = 2 knocks
 - 4. 1 minute remaining = 1 knock
 - ii. Recruitment Counselors will take PNM attendance at the chapter facility.
 - iii. Recruitment Counselors will line up PNMs alphabetically by last name.
 - iv. Chapters using members to verify attendance must not engage in conversation with PNMs and will only be outside when checking lines and will re-enter the facility. Members checking lines can be outside after the 5 knocks and must be inside by the 3 knocks.
 - v. If a chapter requests extra Recruitment Counselor procedures, they must communicate with the Vice President of Recruitment Counselors by August 1st at 11:59 pm.
- B. Infractions Sheet
 - a. This section will include an itemized list of all of the potential measurable infractions, that can be found in the bylaws, position statement and resolutions, recruitment policies, code of ethics, peer accountability

policies, bylaws, and other important policy or rule documents, that occur during the Fall Formal Recruitment and Continuous Open Recruitment Processes, followed by the consequence designated by the Panhellenic Executive Council. Each infraction has the option for Peer Accountability Meeting before a fine or consequence is upheld (Appendix A). A chapter's signature states that they are aware of the definition and consequences of each infraction.

Section 6: Rules and Obligations

A. General Expectations

- a. Chapters are responsible for informing their initiated members, new members, and alumnae members of the recruitment guidelines, which are binding for all concerned. Each chapter is held responsible for the actions of its members.
- b. From the beginning of the spring semester, pre-recruiting by any active member is prohibited.
 - i. This contact includes but is not limited to: promissory comments and promoting an individual chapter with Potential New Members. This includes house tours, social media and special events with current and Potential New Members. This rule applies to family members as well.
 - ii. Any use of degrading or derogatory remarks about another chapter to a potential new member will be considered pre-recruiting and is prohibited.
 - iii. Local Panhellenic Councils may hold pre-recruiting activities that do not violate the University of Kansas Standing Rules for Membership Recruitment. Any other circumstances regarding pre-recruiting must be addressed to the Panhellenic and the Vice President of Accountability on an individual basis.
- c. No chapter member, recruitment counselor, recruitment staff member, or Potential New Member may consume alcoholic beverages at drinking establishments (bars) beginning at the time prospective members move into their residence halls until 24 hours after Bid Day. Chapter advisors will be held to these same standards within reason as deemed and regulated by the Recruitment Policy Team.
- d. The participation of men in membership recruitment and Bid Day activities is prohibited. This includes promotional posts that target or promote only one chapter.
- e. No chapter members, including siblings and alumnae, excluding Recruitment Counselors, may visit a Potential New Member in the

residence hall or at an apartment between the time the Potential New Member moves into their prospective recruitment housing and Bid Day.

- f. A chapter member who has a sibling as a Potential New Member may help the Potential New Member move into the residence hall until twelve (12) hours before the beginning of the first round of recruitment. The chapter member must be disassociated; not displaying letters, revealing the chapter member's affiliation, or speaking with Potential New Members about the member's affiliation.
- g. No chapter member may allow a Potential New Member to visit or stay with a chapter member at the chapter member's "out of house" residence at any time during Fall Formal Recruitment.
- h. In Accordance with the NPC Values-Based Recruitment Policy chapters must:
 - i. Focus on conversations between chapter members and potential new members about organizational values and member organizations.
 - ii. Establish guidelines for membership recruitment budgets and set a cap on membership recruitment expenses, including the value of all donated goods and services.
 - 1. Budget Agreement
 - a. This section is designed to keep track of all of chapter expenses during the Fall Formal Recruitment Process. By initialing at the bottom, your chapter is stating that all of the information provided is accurate and that you are staying within \$3,500. Alumni contributions, donated goods and services, and all purchased items that are to be used exclusively during recruitment week are to be included in this amount. This cost does not include the food and activities held on Bid Day, any costs related to accommodations, bulk-ordered t-shirts as well as the cost of Recruitment Counselor snacks and refreshments. Previously owned items (e.g. those used for recruitment in previous years) are also not included in the budget. An estimated itemized budget is due to the Panhellenic Vice Presidents of Recruitment and the Vice President of Accountability 3 days before the first day of recruitment at 11:59pm. A finalized, itemized accounting of all recruitment expenses must be submitted 24 hours after Bid Day to the Panhellenic Vice Presidents of Recruitment and

- the Vice President of Accountability. Each finalized budget must include receipts along with the budget template.
- b. Keep decorations to a minimum and confined to the interior space used for recruitment rounds.
2. Extraneous indoor decorations, with the exception of flower arrangements, may not be used during rounds 1, 2, 3, and 4.
 - a. Extraneous decorations are items not normally visible in the chapter house. Permitted items include one free standing table or easel of display board with photographs and other images depicting the values of the chapter and Panhellenic community that do not depict or imply alcohol/drug use. Permitted table decorations include confetti, small vases of flowers, candles, etc. Prohibited table decorations include “wedding-like” centerpieces and glitter or other frills. Any other items must be submitted and approved by the Vice Presidents of Recruitment and the Vice President of Accountability. Decorations hanging from the ceiling or high on the wall are also prohibited for fire safety concerns.
 - b. Standing wooden letters are permitted in the front yard during Bid Day. All other outdoor decorations at the chapter facilities are not allowed during rounds 1, 2, 3, and 4.
- iii. Eliminate the required purchasing of recruitment event attire for chapter members.
 1. Bulk-ordering or mandated purchase of clothing is prohibited for all rounds of Fall Formal Recruitment. This excludes screen-printed t-shirts ordered for the Open House round and Philanthropy Round.
 2. Eliminate gifts, favors, letters and notes for potential new members.
 3. No chapter member may buy anything for a Potential New Member nor may any Potential New Member leave the event with anything from the chapter. The only exception will be an unadorned sealed mini water bottle.
 - iv. Eliminate all forms of bid promising, oral or written, to join a certain sorority before bids are distributed by Panhellenic.

1. A chapter member, alumnae member, or anyone acting on a chapter's behalf may not imply to a Potential New Member that the Potential New Member has an invitation to a recruitment event, ask a Potential New Member to pledge, imply that a Potential New Member will receive a bid, or in any other way make a promissory comment. Likewise, a Potential New Member may not give a promise to join a certain chapter before formal bids are given through the Panhellenic Association nor shall the Potential New Member state a preference to any chapter that is recruiting the Potential New Member.
- v. Eliminate extraneous and costly performances. This includes, but is not limited to, recruitment skits and door stacks.
 1. Songs will be performed for the Panhellenic Executive Board during work week and during the Spring semester.
 - a. Songs must only be sung on Sisterhood and Preference Round.
 - b. Songs during sisterhood must only be sung as PNMs are entering and exiting the chapter facility. There shall not be a time when songs occur and recruitment conversations are not happening. This excludes songs during a chapter's preference ceremony.
 - c. PNMs will not be lined up after events and will be immediately excused after leaving the chapter facilities.
 2. When picking up and dropping off PNMs, there must be a near constant motion. Exceptions include members holding open doors, chapter presidents, and Vice Presidents of Recruitment.

B. During Rounds

- a. Food is not permitted during rounds 1, 2, 3, and 4. Chapters may only serve individually sealed, generic, unadorned mini water bottles. A Potential New Member will be allowed to leave a chapter with the water bottle without it being considered a gift.
- b. A recruitment event is defined as beginning when the chapter door opens for the first time and ends when the doors are closed. There will be a 60 second grace period for every event.
- c. Chapters will be allowed to recruit out of any space inside their chapter facility as long as no house tours are involved in route, with exception to Sisterhood Round. Common areas (like lounge areas and study rooms) should be used before bedrooms.

- i. There shall be a minimum of 2 PNMs and 2 chapter members per room (with the door open). An exception to this policy is for PNM accommodations.
 - d. The use of holding rooms shall not be permitted. Chapters must line PNMs up outside of their chapter facility (weather permitting). No PHA recruitment staff may be present in the chapter facility (SFL, PHA executive board, Recruitment Assistants, Recruitment Counselors, etc.) There shall be no decorations, activities for the potential new members, or visible chapter members while waiting for the event to begin.
 - e. A virtual recruitment event is defined as beginning when the first camera of the President or Vice President of Recruitment turns on or any noise comes from a chapter member's zoom account. The virtual round ends when all chapters members turn off their camera and the recruitment counselors instruct the PNMs to leave the zoom. There will be a 25 second grace period at the end of a round, there will be no grace period for an early start.
 - f. Only current undergraduate members may interact with potential new members during recruitment events. Inter/National fraternity representatives, house directors, and alumnae may assist the chapter with "behind the scenes" recruitment activities. The house director may participate in receiving lines during recruitment events.
- C. Recruitment Logistics
 - a. A chapter must designate four (4) phone numbers on which it must be able to be contacted 24 hours a day.
 - b. Chapters must submit a complete and final invitation list to Campus Director by the stated deadline. Deadlines will be strictly enforced.
 - c. A chapter may not re-extend an invitation to a prospective member who was not on its signed invitation list unless permitted by the Vice President of Recruitment Programming and the Panhellenic Advisor.
- D. A chapter must include all prospective members who were invited and attended the chapters' preference round on the final bid list.
- E. In the event of inclement weather, chapters must make every effort to place potential members in a separate room or area away from chapter members.
- F. In the event that a Potential New Member needs accommodations, chapters must make every effort to accommodate those (i.e. ramp, sensory-friendly room, open walkways, video house tours, and any other accommodations presented by the Recruitment Accessibility Coordinator).
 - a. Chapters are required to create a virtual house tour for PNM accommodations. These videos must be sent to the Director of Recruitment Personnel and the Vice President of Accountability by the last

day of work week.

- G. No chapter shall share a Bid Day theme within the same semester. This includes COR bid days.
 - a. Bid Day themes must be submitted to the Vice President of Interfraternal Relations and Member Development for approval. This window opens the first day of the Spring Semester and closes on stop day. Bid Day themes are approved on a first come, first served basis.

Section 7: Recruitment Counselors

- A. Refer to University of Kansas Panhellenic Association Bylaws, Article VIII, Section 4: Recruitment Counselors.

Section 8: Recruitment Staff

- A. The recruitment staff consists of the SFL staff, the Panhellenic Association Executive Board, Recruitment Policy team members, and Recruitment Counselors. Members of recruitment staff will remain objective and impartial in their opinions and promote a positive image of SFL. All recruitment counselors will disassociate 30 days prior to recruitment and remain dissociated until Bid Day. All members of recruitment staff will attend all meetings called during work week and recruitment week.
- B. Recruitment staff is responsible for the preparation and the logistics of Fall Formal Recruitment. The recruitment staff will not entrench upon the given rights of chapters.
- C. The recruitment staff will sign a contract of confidentiality.
- D. The only members of recruitment staff that will have access to computer programs regarding recruitment (i.e. Campus Director) will be the Vice Presidents of Recruitment, the Panhellenic President, and SFL staff unless otherwise given permission.

Section 9: Social Media Behavior

- A. All sorority members including collegians, alumnae, College Panhellenics, Alumnae Panhellenics, inter/national organizations and the National Panhellenic Conference should actively promote the overall sorority experience and membership opportunities in organizations. This should be done through all forms of communication (e.g., print, digital, in person) in the spirit of Panhellenic unity and desire to reach out to all potential new members to share the opportunity for sorority membership. College and Alumnae Panhellenic rules should not infringe on the rights of individuals, chapters and/or organizations in

the content or forms of communication to promote the sorority experience.

- a. This policy is not:
 - i. Granting permission to actively recruit PNMs to one organization
 - ii. Granting permission to bid promise, give gifts or in any way lead a PNM to believe they will be automatically a member of an organization
 - iii. Encouraging activity that might single out a PNM, making them feel uncomfortable or overwhelmed
- B. Chapter members will not be required to change their profile pictures or biographies on social media accounts unless they could be perceived as persuasive, containing a tagline or phrase used to suggest promise of a bid.
- C. It is the duty of the chapter to educate chapter members, active alumnae, or anyone acting on the sorority's behalf on the social media guidelines. Failure to comply with these standards will be addressed by the Vice President of Accountability.

Section 10: Recruitment Code of Ethics

- A. To be voted upon yearly during the spring academic semester.
 - a. Purpose
 - i. We, the members of the Panhellenic sororities at the University of Kansas, agree to promote honesty, respect, sisterhood and cooperation within the College Panhellenic and our respective chapters and in our daily lives. This code of ethics is designed to inspire our members, reinforce exemplary conduct and values-based leadership, and perpetuate lifelong membership to enrich the sorority and Panhellenic experience.
- B. Chapters must sign the Recruitment Code of Ethics yearly before summer vacation.

Article III: Continuous Open Recruitment (COR)

- A. Prior to the event, each chapter participating must:
 - a. Verify chapter roster with the Office of Sorority and Fraternity Life.
 - b. Inform Vice President of Recruitment Personnel of intent to participate.
- B. After extending a bid, each chapter must allow a PNM at least 48-72 hours to accept or decline the bid.
- C. After a bid has been accepted, the chapter will be responsible for having the new member sign the MRABA and fill out the Membership Notification Form on Rock Chalk Central.
- D. If it is found that the chapter is over chapter total, the chapter will no longer be

able to extend this bid.

Section 1: Purpose

Continuous Open Recruitment enables chapters that did not fill the Fall Formal Recruitment quota and/or are below campus total to take additional new members.

- A. Campus Total will be automatically adjusted to the median or average chapter size (whichever is larger) following NPC's total setting policy.

Section 2: Definition

Continuous Open Recruitment begins immediately following Bid Day and continues until the end of the spring semester. This is a chapter-initiated process in which individual chapters coordinate their own recruiting activities.

Section 3: Structure

- A. No restrictions are placed on the times, locations, or types of recruitment events during Continuous Open Recruitment; however, all applicable membership guidelines will be enforced.
- B. If necessary, the Vice President of Recruitment Personnel will host an event in which PNMs will fill out interest forms to be shared with eligible chapters during the COR process.

Section 4: Rules and Obligations

- A. Prior to participation in Continuous Open Recruitment, each chapter must submit a chapter roster to the Panhellenic Association Vice President of Recruitment Personnel.
 - a. Chapters must be under campus total, as deemed by SFL Staff, to participate. Their roster with the Office of Sorority & Fraternity Life must accurately reflect this. Members studying abroad or taking a temporary leave of absence must be included in the roster and will be included in the member total.
- B. Bids may be extended orally, in writing, or virtually only by the officer in charge of the Continuous Open Recruitment process or a member designated by this officer. The Vice President of Recruitment Personnel should be notified of an accepted bid within two (2) days of the acceptance. An MRABA must be sent digitally immediately following the signing.
 - a. An MRABA binds a potential member to the National Panhellenic

Council's policy, which states that a potential new member is ineligible to be pledged to another NPC sorority on the same campus until the beginning of the next primary membership recruitment period.

- i. If it is found that a prospective member violates this rule, the prospective member's membership will not be valid in the new chapter.
- C. The Panhellenic Association will update and distribute Continuous Open Recruitment prospective member roster upon request and distribute a roster of bids extended to the SFL advisor once every month.

Article IV: Recruitment Infractions

Section 1: Measurable Infractions

- A. Recruitment Time Violations (for instances exceeding the 60 second grace period).
- a. Formal Recruitment.
 - b. Three tardees in one day result in a Peer Accountability Meeting in addition to the allotted fines.
 - c. These 60 seconds may be split over the beginning and end (i.e. if a chapter starts 15 seconds early, they can not end more than 45 seconds late without a time violation.)
 - i. <3 Minutes 2.5 points
 - ii. >3 Minutes 5 points
 - iii. >6 Minutes 7.5 points
 - iv. >8 Minutes 15 points & Peer Accountability Meeting
- B. Turning in a late online invitation list
- a. Formal Recruitment.
 - b. If a chapter has late lists multiple nights, that chapter will be brought into a Peer Accountability Meeting.
 - i. <15 Minutes 3 points
 - ii. >15 Minutes 3 previous points + 4 points for every additional 15 minutes
- C. Turning in late documents, projects, videos, approvals, forms etc. whose deadlines have had more than a 14 day notice
- a. Any deadlines related to Formal Recruitment that occur prior to the beginning of the first round of Fall Formal Recruitment.
 - i. ≤24 hours 1 point
 - ii. >24 hours 3.5 points
- D. Chapter member giving a Potential New Member a promissory comment
- a. Formal Recruitment

- b. Self reported promissory comments will be documented by the type/severity. The tallied scores of SR/NSR and totals for each chapter will be calculated at the end of every day.
- c. Promissory comments fall into a tiered system that has different levels of infractions. No chapter may give a PNM any reason to believe they are guaranteed a membership or an invitation to the next round of recruitment. This can be as simple as saying “see you later”, etc.
- d. Three promissory comments in a day result in a Peer Accountability Meeting in addition to the allotted fines.
- e. Promissory Infractions Include
 - i. “See you tomorrow”, asking a PNM what their schedule of chapters is that day, etc. Promising membership to a PNM, telling the PNM what to wear to match the bid day theme, telling a PNM not to worry about being released because they are too high on the list, mentioning lists to PNMs at all, telling the PNM they are “in for sure”, telling the PNM “I cannot wait to see you here on Bid Day”, saying “you are such a “*insert chapter name*”, telling a released PNM that there was a mistake in the system and they were supposed to be a “*insert chapter name*”, on preference round asking a PNM what other chapter the Potential New Member is attending etc..
 - a. Self Report: 1 points
 - b. Non Self Report: 3 points

Section 2: Infraction Matrix

- A. Purpose: to provide a more fair and transparent recruitment process in terms of infractions and discipline for specific rules governing both Formal Recruitment and Continuous Open Recruitment.
- B. The Vice President of Accountability reserves the right to hold a Peer Accountability Meeting for chapters with excessive fines and points.
 - a. Self Reported Comments will be documented and determined by severity.
 - b. The matrix includes, but is not limited to, the infractions and actions listed above.
- C. Point system
 - a. Purpose: to provide a specific breakdown of discipline based on consistent violations to the recruitment policies in place. Failure to adhere to the policies regulating both Fall Formal Recruitment and Continuous Open Recruitment will result in the accumulation of points for that specific chapter.
 - b. Points given to each chapter will be added by the Recruitment Policy Team and educational outcomes will be distributed based on the

following:

- i. 1 - 34 points: \$10/point fine
- ii. 35 - 54 points: required community service chapter average of 6 hours to be completed for a total of 2 semesters + \$10/point fine
- iii. 55 - 74 points: required community service chapter average of 7 hours to be completed for a total of 2 semesters + \$10/point fine
- iv. 75 - 84 points: The Panhellenic Association will help the chapter choose an educational speaker; the chapter will be responsible for bringing this speaker in and requiring full chapter attendance. + \$10/point fine
- v. 85+ points: The Panhellenic Association will help the chapter choose TWO educational speakers; the chapter will be responsible for bringing these speakers in and requiring full chapter attendance for fall semester and required community service chapter average of 10 hours to be completed for a total for two semesters + \$10/point fine

Section 3: Other Infractions

- A. All other infractions not listed in Article IV: Recruitment Infractions, Section 1: Measurable Infractions will result in a Peer Accountability Meeting as outlined in the NPC Peer Accountability Procedure.

Article V: Dates and Deadlines for Formal Recruitment

Can be found under the password protected document.

Article VI: Formal Recruitment Schedule

Can be found under the password protected document.

Article VII: Contact Information

Can be found under the password protected document.

Article VII: Appendix

- A. Budget and Accountability Contract:
 - a. This section is designed to keep track of all of chapter expenses during the Fall Formal Recruitment Process. By initialing at the bottom, your chapter is stating that all of the information provided is accurate and that you are

staying within \$3,500 as fall formal recruitment returns to its original, in-person format. Alumni contributions, donated goods and services, and all purchased items that are to be used exclusively during recruitment week are to be included in this amount. This cost does not include the food and activities held on Bid Day, any costs related to accommodations, bulk-ordered t-shirts as well as the cost of Recruitment Counselor snacks and refreshments. Previously owned items (e.g. those used for recruitment in previous years) are also not included in the budget. An estimated itemized budget is due to the Panhellenic Vice Presidents of Recruitment and the Vice President of Accountability 3 days before the first day of recruitment at 11:59pm. A finalized, itemized accounting of all recruitment expenses must be submitted 24 hours after Bid Day to the Panhellenic Vice Presidents of Recruitment and the Vice President of Accountability. Each finalized budget must include receipts along with the budget template

B. Recruitment Code of Ethics:

- a. Panhellenic members of the University of Kansas commit to the following: Uphold and demonstrate the Panhellenic spirit in thought, word and action through our chapters as well as individual members.
- b. Demonstrate ethical behavior and conduct ourselves in a manner consistent with the mission and values of the Panhellenic Association, each inter/national organization and the University of Kansas.
- c. Respectfully adhere to the Unanimous Agreements and all policies established by the National Panhellenic Conference.
- d. Avoid disparaging remarks about any sorority or chapter member and refrain from discussing Panhellenic matters with non-members, in accordance with the dignity and good manners of sorority members.
- e. Recognize friendly relations with all collegians, both sorority members and nonmembers, realizing the importance of creating and building friendships. Plan recruitment events that provide opportunities for the greatest possible number of Potential New Members to become sorority members while protecting the rights and privileges of individuals and the chapters.
- f. Provide a safe, positive and enriching recruitment experience; understanding that membership is a social experience arrived at by mutual selection.
- g. Strive to be truthful, honorable, open and friendly to all potential new members during all recruitment events.
- h. Be respectful of the rights of every potential new member to make individual choices, including the right not to join the Panhellenic community. Refrain from limiting a potential new member's chances of becoming a member of the Panhellenic community by encouraging the Potential New Member to make a single intentional preference or to limit choices.

- i. Preserve the standards of a values-based recruitment by maintaining an honest, authentic, and transparent representation of the institution and its members.
 - j. Never require or promote members to heat-style their hair, color their hair, do make-up in a certain way, or alter their skin tone through spray or bed tanning.
 - k. Panhellenic members of the University of Kansas, also agree on and commit to: Respectfully adhere to the bylaws and recruitment rules of the University of Kansas Panhellenic Association.
 - l. Abide by all local and federal laws and NPC inter/national member organization bylaws.
 - m. Hold one another accountable to these standards, remember at all times that we represent not only our individual chapters but also the Panhellenic Community as a whole.
 - n. Chapters will adhere to the non discrimination policy that is set by Panhellenic. This can be found in Article I Section 10 of the Panhellenic Association Standing Rules.
- C. We will do everything in our power to ensure that all of the above goals are met and we will not do anything willingly, knowingly, or intentionally that undermines these goals.
- D. We will accept the repercussions of breaking this commitment as set forth by the Panhellenic Council. We will willingly agree to a Peer Accountability Meeting to determine the consequence of breaking this commitment.
- E. On behalf of my chapter, I agree that my members will uphold the aforementioned commitments and the values of the Panhellenic Council to the best of their ability.

Chapter President: _____