

Recruitment Rules of The University of Georgia Panhellenic Association
Approved March 13th, 2024

I. Statement of Positive Panhellenic Contact and Promotion of the Sorority Experience

- A. We, the College Panhellenic members, will promote Panhellenic-spirited contact with all potential new members throughout the year. Strict silence will begin at time of MRABA signing and last until bid distribution. 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

- A. All NPC member organizations represented at the University of Georgia 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

- A. All NPC member organizations represented at the University of Georgia will engage in the following practices that align with the Values-Based Recruitment (1989, 1991, 1997, 2003, 2015, 2019, 2022) – POLICY during membership recruitment:
 - 1. Focus on conversations between chapter members and potential new members about organizational values and member organizations.
 - 2. Establish guidelines for membership recruitment budgets and set a cap on membership recruitment expenses, including the value of all donated goods and services.
 - 3. Keep decorations to a minimum and confined to the interior space used for recruitment rounds.
 - 4. Eliminate the required purchasing of recruitment event attire for chapter members.
 - 5. Eliminate gifts, favors, letters and notes for potential new members.
 - 6. Eliminate all forms of bid promising, oral or written, to join a certain sorority before bids are distributed by Panhellenic.
 - 7. Eliminate extraneous and costly performances. This includes, but is not limited to, recruitment skits and door stacks.

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

- A. The College Panhellenic Association will uphold and use the membership recruitment acceptance binding agreement (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

- A. Total is the allowable chapter size as determined by the College Panhellenic and includes both new members and initiated members. 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.
- B. 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.
- C. Total will be set in accordance with NPC's Total Method Setting Team.

Addendum to the Recruitment Rules of the University of Georgia Panhellenic Association

ARTICLE I: PRE-RECRUITMENT

SECTION A: CONTACT & COMMUNICATION

1. All sorority women 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 women to share the opportunity for sorority membership. Personal and informative Panhellenic spirit contact promotes women's fraternities in general, not a particular fraternity.
2. Potential New Members and sorority women may live together during recruitment if the living arrangement has already been planned for Fall Semester. Under no circumstances are the roommates to engage in any contact outside their residence during the recruitment process from the time sorority women arrive on campus to the time bids are extended. Absolutely no visitors (except parents and family members) are permitted during the recruitment process, this includes any sorority members, alumni, and other potential members. The names, address, and phone number of the sorority women and potential members must be reported to the VP of Recruitment as soon as the arrangement is made.
3. In any type of communication with a Potential New Member, the use of sorority stationery or any sorority symbolism such as sorority letters, colors, mascots, flowers, etc., is prohibited.
4. It is prohibited for active members or alumnae to purchase anything for a Potential New Member.
5. There will be no recruitment functions with Potential New Members (PNMS) at any time during the year except during Fall Primary Recruitment. Continuous Opening Bidding (COB) activities are an exception to this rule. This includes but is not limited to events given by collegians or alumnae where only one sorority is represented. No recruitment events, alum teas, luncheons for high school students, or other activities may be given in the name of an individual sorority or have members from only one sorority in attendance.

Appropriate recruitment efforts must focus on promotion of the entire Panhellenic community, not just one or a few groups.

6. Active members may not invite or host any PNMs at sorority or fraternity functions where alcohol is present.
7. All communication with PNMs must end prior to the beginning of Fall Primary Recruitment Events (**July 31st**) as designated by the Panhellenic Council.
8. For Recruitment **2024**, sorority house move in can begin on **August 1st**. This is the date that all in-house sisters may move into their respective sorority houses. There is to be no decorating or attempt to move personal belongings into sorority residences before this date. Special groups may begin practicing **August 3rd** (ex: sophomores, etc.). No chapter recruitment workshops can occur until **August 4th**. There are no exceptions to these dates. Full disaffiliation for recruitment counselors begins **July 15th**. Please contact the Panhellenic Executive Board with any special circumstances. Fall Primary Recruitment begins the day Potential New Members check in for the Fall Primary Recruitment program and ends at the conclusion of Bid Day activities.

SECTION B: DISAFFILIATION

1. All Panhellenic Executive Officers and Recruitment Counselors will remove their sorority affiliations from all social media accounts. “Social Media” includes but is not limited to: Instagram, Facebook, Snapchat, LinkedIn, etc. Contact (initiated by a chapter member or the aforementioned groups) through any and all social media in any form, Text-messaging, Internet/Emails, etc. is prohibited.
 - a. Gamma Chi chapter affiliations must be removed from all personal social media accounts by May 1st.
2. All Panhellenic Executive Officers and Recruitment Counselors will be removed from their local and national sorority web pages or other media outlets that contain a sorority woman’s affiliation.
3. Greek women serving as university representatives working with incoming UGA students (Orientation Leaders, Dawg Camp counselors, Resident Assistants, etc.) may not promote their own sorority (including but not limited to t-shirts, buttons, jewelry, keychains, decals, etc.) and must remove their sorority affiliations from any and all social media following the disaffiliation deadline (May 1st) until the conclusion of Fall Primary Recruitment. Women in these positions should promote the overall Panhellenic community and are free to answer general questions pertaining to Fall Primary Recruitment, however they should not reveal their affiliation. Individual sororities may not promote women in these positions via social media following the conclusion of the Spring semester nor should they reveal their affiliations during the term in which they serve.
4. Sorority women will not wear Greek letters or any identifying sorority memorabilia to Interfraternity spring parties, including clothing, sunglasses, koozies, buttons, fanny packs, etc.
5. Greek women participating in any aspect of Fall Primary Recruitment are not allowed to have any contact with Recruitment Counselors from the disaffiliation date of **July 15th** until bids are extended. Contact includes visiting, text-messaging, calling, any and all social media communication, sending letters, notes, any form of electronic communication, gifts, etc. Notify the Panhellenic Executive Board of extenuating circumstances.
6. Deadlines will be communicated to recruitment teams in advance. The Panhellenic Executive Board will make exceptions if concerns are addressed before the deadline. Failure to meet

these deadlines may result in a fine.

ARTICLE II: GENERAL RECRUITMENT RULES

SECTION A: POTENTIAL NEW MEMBERS

1. A Protentional New Member may be defined as any high school woman or any collegiate woman who is eligible to apply to the University of Georgia and participate in any Panhellenic Recruitment Process.
2. A woman must be an enrolled University of Georgia student to participate in recruitment and belong to a sorority.
3. Potential New Members must attend all first-round events. For all subsequent rounds, Potential New Members must accept invitations to the maximum number of events they are able to attend. Any Potential New Member not attending an event for which she accepted an invitation may be dismissed from the recruitment program.
4. All Potential New Members participating in Fall Primary Recruitment must identify themselves by wearing a visible nametag at all events.
5. Potential New Members may not tell other people to which sorority Recruitment Counselors or Panhellenic Executive Officers belong.
6. Potential New Members may not be permitted to carry any articles away from the chapter house. An article is defined as anything that is not brought into the house originally by the Potential New Member (i.e., napkins, flowers, strings, food, notes, letters, etc.). Potential New Members may leave a chapter house with plain unbranded drinks and the Panhellenic provided financial transparency forms during Round Three.
7. Any Potential New Member signing a Membership Recruitment Acceptance Binding Agreement (MRABA) and receiving a bid at the end of Fall Primary Recruitment is bound by the agreement until the next fall primary recruitment at UGA.

SECTION B: PERTAINING TO ACTIVE RECRUITING MEMBERS

1. A maximum of 3 chapter members may walk out of the house during the rounds of Fall Primary Recruitment to welcome the potential new members. At the end of each event, sorority members may escort Potential New Members to the walkway, but all sorority members must be off the walkway and inside the house at the time the event is scheduled to end. The stationary Recruitment Counselor will be deemed the official timekeeper. Each Recruitment Team will be responsible for devising a rain plan for their chapter, and the Panhellenic Vice President of Recruitment will decide when using the plan is necessary.
2. Men and non-Greek women cannot be asked to help recruit by a sorority or by individual sorority members, nor may they participate in any aspect of a sorority's Fall Primary Recruitment in which Potential New Members are present.
3. All sorority members participating in Fall Primary Recruitment must identify themselves by wearing a visible nametag at all events.
4. No "like dress" is permitted, with the exception of the Round Three shirt. "Like dress" is defined as every member of a sorority wearing the exact same clothes (i.e., pattern and material). Clothing of the same color and similar style are permitted.



5. Potential New Members and sorority women are not permitted to discuss or mention any other sorority or fraternity in a negative or degrading manner at any time during recruitment. Sororities are not to mention or make inference to other sororities and/or fraternities in their songs, videos, or other types of entertainment. Additionally, no certain organized event may be emphasized (i.e., XYZ fraternity formal, social with XYZ).
6. Because “little sisters” are prohibited nationally, there is to be no promotion of sorority members that are fraternity little sisters. Any violation of this rule will be reported immediately to the sorority’s national organization.
7. Greek women may not tell Potential New Members to which sorority Recruitment Counselors and Panhellenic Executive Officers belong. Photographs of Recruitment Counselors and Panhellenic Executive Officers are not to be displayed anywhere in the sorority house. Composite pictures must be covered and may not be identified to a specific position (i.e., picture covering cannot say Recruitment Counselor or Panhellenic Executive Officer).
8. Alumnae and/or active members from other chapters may be present during Fall Primary Recruitment but must be identified as such by wearing name tags stating their current status (i.e., active at chapter XY, transfer, alumna, etc.). The nametags must be noticeably different (i.e., different color, style, etc.) than those of the UGA collegiate chapter members. However, none of these individuals may participate in singing in the house or conversations with Potential New Members. Only those affiliates that have been officially accepted into the chapter may participate in recruitment. Recruiting is considered any contact beyond an introduction or greeting.
9. Sorority women, alumnae, or anyone acting as a representative of a sorority should not tell a Potential New Member or imply that she has a bid, ask her to join, insinuate she holds a special relationship or status (i.e., “top girl,” “#1 on our list,” etc.), or imply an invitation from a certain group at any time. Any type of statement, written or oral, that would lead a Potential New Member to believe that she was automatically assured a bid or invitation from a sorority is prohibited. Sorority women are not permitted to say anything regarding a Potential New Member’s return to their house at any time during the recruitment process. A bid, written or oral, is defined as a sorority member (alumnae, actives, new members, affiliates) stating that she or her particular chapter is interested in extending a bid to a particular woman. A bid also infers or implies any future connections with the sorority including future meetings during the Fall Primary Recruitment program. Conversation during the preferential round should not in any way indicate that a Potential New Member will be a part of that particular group, will be guaranteed a place, or be returning for Bid Day. Bid promising is defined as a chapter, or an individual on behalf of their chapter, stating or insinuating that a Potential New Member will receive an invitation to the next round or a bid following the conclusion of the Primary Recruitment Process (ex. “We want you to be an XYZ).
10. No Potential New Member shall be asked to state her intent, ranking preferences, or give a promise to any sorority woman, alumna or anyone acting as a representative of a sorority. No Potential New Member should likewise tell her intent, ranking preferences, or give a promise.
11. During any break that may occur during the duration of recruitment, active members are required to wear and may not hide the letters of their affiliation while in areas where they may be in contact with Potential New Members. This will be considered in the same respect as contacting a Potential New Member outside of recruitment events.

SECTION C: HOUSE DÉCOR

1. No open rooms, stairways, foyers, hallways, ceilings, tables, etc. can be decorated beyond normal décor, meaning all aspects of chapter houses **MUST** appear exactly as they do at every other time during the year. Permanent bulletin boards can be used to promote sisterhood activities (philanthropy, campus involvement, financial obligations, formals, chapter retreats, convention, date nights, and socials, etc.) **Round 3 will provide the only exception to this rule.** (See Article IV, Section D, Rules 2 & 3)
2. No amplified sound is permitted in any approved outside activities.
3. No outdoor decorations can be displayed at any time during Fall Primary Recruitment. No outdoor entertainment is permitted unless it is out of the view of the general public (i.e., courtyards, enclosed patios, etc.). Sororities must receive approval from Panhellenic for any outdoor activities. Bid Day is an exception to this rule.
4. The use of open flame is not recommended at any time. Any use of an open flame must be in compliance with any of the Fire Marshall's regulations and must never be left unattended. Plans for use of open flame must be written and turned into Panhellenic three days prior to the beginning of Fall Primary Recruitment.

ARTICLE III: PROCEDURES

1. The financial cap for Recruitment is \$10,000. The cap for individual gifts provided to new members on bid day shall not exceed \$85.00. Budgets will be evaluated each year and adjustments will be made in the caps if necessary.
2. Any sponsorships provided to chapters for Recruitment or Bid Day supplies and items must be approved by the Panhellenic Vice President of Recruitment and Panhellenic Advisor. Chapters may not use brand logos in social media posts, recruitment videos, or on signs or printed items. Chapters must deduct any approved sponsored items at market price from their recruitment budget.
3. Monetary fines are imposed for any type of measurable recruitment related offense, such as late lists, reports, or requests for information. Penalties are as follows: Invitation List submissions
 - a. Invitation List Submissions
 - i. \$100 for every 10 minutes after the deadline plus the loss of one social every 10 minutes (Example: List is due at 11:00 p.m. The list is turned in at 11:12 p.m., the fine is \$200 plus the loss of two socials).
 - ii. The fine for any list turned in more than thirty minutes late is \$200 for each 10 minutes thereafter and the loss of two socials per 10 minutes thereafter (Example: List is due at 11:00 p.m., the list is turned in at 12:00 a.m., the fine is \$900 and the loss of 9 socials.) After one hour passed the deadline, the chapter will lose any and all social activities for the entire semester, except for one parent weekend. After two hours, social activities will be forfeited for the entire academic year. Monetary fines will continue until the list is processed. If a list does not "process" correctly and the corrections take time beyond the deadline, your list will be considered late, and the fine schedule above will be used.
 - b. Time Violations
 - i. The sanctions for time violations will be as follows:
 1. Up to 30 seconds: \$10
 - a. 30 seconds to 5 minutes: \$25
 - b. Five minutes and above: \$50

- ii. After five separate time violations, an automatic \$50 fine will be charged for each additional time violation in addition to the fines listed above.
 - iii. A time-gap longer than 20 seconds between Potential New members exiting the lawn of a house at the conclusion of an event.
 - iv. \$50/ each additional 20 seconds
4. Changes can be made in invitation lists up until 30 minutes after the list is due. (Example: List is due at 11:00 p.m., changes can be made until 11:30 pm). No corrections will be allowed after this time extension. Each individual correction made within this 30-minute period will result in a \$100 fine.
5. Snap bidding will begin as soon as bids are matched. Chapters may snap bid to fill Fall Primary Recruitment quota spaces. Snap bidding is limited to any woman who participated in at least one round of Fall Primary Recruitment. Snap bidding will end as soon as bids are extended.
6. Continuous Open Bidding will begin as soon as formal distribution of bids begins. COB is open to those chapters that did not fill quota or filled quota but did not reach campus total. Any woman enrolled as a student at the University of Georgia is eligible for COB. Consideration should be given to women who have participated in the Fall Primary Recruitment process.
7. Financial Transparency: Each sorority will provide their dues information by the date and format requested to the Panhellenic Advisor prior to recruitment. Dues information of all sororities will be distributed in print to (1) PNMs during PNM orientation, (2) to parents during parent orientation, and (3) to PNMs during recruitment rounds.
8. Any violation of the recruitment rules and procedures by a sorority in letter or spirit may result in a warning issued to that sorority or in mediation. The judicial process for violations shall follow the judicial guidelines outlined in the UGA Panhellenic Judicial Procedure.
9. All new members must be initiated within 6 weeks from the time the bid was extended (ex. Bid Day occurs on August 22nd, new members must be initiated by October 3rd).

ARTICLE IV: INDIVIDUAL FALL PRIMARY RECRUITMENT ROUNDS

SECTION A: PERTAINING TO ALL ROUNDS

1. No alcohol or food is to be served at any recruitment event. Snack items and water as approved by Panhellenic may be served outside chapter houses (i.e., under a tent in the lawn) for Potential New Members to eat in between events.
2. Recruitment Counselors will be present at all the chapter houses during events for the Potential New Members should they need assistance. Chapters may use their discretion during all rounds as to where the recruitment counselors are stationed.
3. Skits may not be performed at any time during the recruitment process. Skits include, but are not limited to, coordinated song, dance, and solo performances by chapter members. Individual members may give speeches so long as they pertain to the spirit of the round. Chapter cheers/chants and “door”/ “walk” songs may be performed but are to be approved by the Panhellenic Executive Board prior to the beginning of fall primary recruitment. Costuming (defined as dress that is evidently and purposefully distinct from the dress of other members) is also prohibited.
4. The process for potential new members to exit a chapter's property at the end of the event

must begin at the same time. For example: If the event ends at 12:20, and the recruitment chair rings a bell to signal the beginning of the “drop-off” process at 12:15, ALL active members must begin their exit procedure at that time. No PNMs should be “dropped off” before that process is signaled to begin.

5. Outside cheering is prohibited at any time during a round or drop off period. Outside cheering includes but is not limited to: spirit lines, spirit tunnels, “bubbling”, etc. Active members are not permitted to be outside of the chapter facility during a recruitment event, with the exception of during a conversation with a PNM and to drop her off at the end of the event. Once a PNM is dropped off, the active member must return to the chapter facility.
6. For time violations, three warnings will be given before a violation is issued to the offending chapter.
7. No more than two active members may talk to a PNM at the same time (“hot boxing”).
8. Inappropriate dancing, determined at the discretion of the Vice President of Panhellenic Standards and the Panhellenic Advisor, shall not be performed by active members towards each other and Potential New Members.
9. Active members and alumnae must avoid inappropriate conversations with PNMs at all times. This includes, but is not limited to:
 - a. Conversations about money, politics, personal relationships, alcohol and other drugs, religion (if not initiated by the PNM or about involvement related to religion)
 - b. Inquiring about a PNM’s invitations to other chapters
 - c. Disparaging remarks about other sororities or fraternities
 - d. Sharing information about invitation lists and/or the placement of the PNM on an invitation list

SECTION B: ROUND 1

1. First round events will have no theme, decorations, pictures or mascots. Only permanent house decorations can be used for these events (no special displays allowed).
2. Only tap water in plain, unembellished plastic cups as approved by Panhellenic may be served.

SECTION C: ROUND 2 (OR “PHILANTHROPY”)

1. The second round of Fall Primary Recruitment will be referred to as “Philanthropy Round.” The spirit of the round will be to display the chapter’s positive involvement on campus and in the community through philanthropic endeavors.
2. Philanthropy videos will be allowed during this round only. Each sorority will devote at least six consecutive minutes and no more than eight minutes of video that will showcase the sorority’s philanthropic services and personality in doing so. The video should be the focus of attention as it is shown. Any means of presentation, including picture slideshows, are considered videos and must comply with video rules. Videos must be turned in to the Vice President of Recruitment for approval prior to the start of Fall Primary Recruitment so that appropriate changes can be made if necessary.
3. Anything beyond normal chapter house décor is not permitted during this round, even if the additional décor pertains to the chapter’s philanthropy. Philanthropy promotional banners or signs are prohibited.
4. During this round, sororities may serve tap water in plastic cups, and 1 other beverage option as approved by Panhellenic.

SECTION D: ROUND 3 (OR “HOUSE TOURS”)

1. Round three will be limited to conversation and/or house tour.
2. Existing bulletin boards and closed doors may be decorated but may not focus on any specific event (such as social with XYZ fraternity). Banners used as décor within areas of the house are not permitted.
3. Free-standing display boards featuring photographs of sisterhood are permitted during this round. Display boards can be used in chapter rooms, dining rooms, or living rooms and may focus on specific chapter events.
4. Only tap water in plain, unembellished plastic cups as approved by Panhellenic may be served.

SECTION E: ROUND 4 (OR “PREFERENTIAL”)

1. The preferential round shall be left to the discretion of each chapter.
2. All written letters, scripts, and prompts must only be written and recited by active members participating in recruitment and may never be in the PNM’s possession. The PNM may not read anything that is not recited out loud to them. Any letters read aloud to the entire group must be authored by a chapter member actively participating in recruitment.
3. During this round, sororities may serve tap water in plastic cups, and 1 other beverage option as approved by Panhellenic.

SECTION F: BID DAY

1. Bid day guidelines will be distributed to the chapters by the Panhellenic Council by the end of the school year prior to the Fall Primary Recruitment period.

Vote: March 13th, 2024