**[NAME OF INSTITUTION] COLLEGE PANHELLENIC ASSOCIATION**

**RECRUITMENT RULES**

*Instructions: Anything in italics and highlighted is guidance for you to use when constructing your College Panhellenic’s recruitment rules. Please remove the text in italics from your document when finalizing it for approval by the College Panhellenic delegates.*

**The following sections cannot be edited other than by adding your College Panhellenic name.**

**I. Adherence to NPC Unanimous Agreements and Policies Regarding Recruitment**

All NPC member organizations at [name of institution] adhere to NPC Unanimous Agreements and policies. All organizations will follow these valued and non-negotiable policies during the recruitment process.

**II. Membership Recruitment Acceptance Binding Agreement (MRABA)**

The College Panhellenic Association will uphold and use the membership recruitment acceptance binding agreement (MRABA) for each potential new member (PNM) interested in joining a sorority, whether during primary recruitment or continuous open bidding. We agree to all policies and steps of the MRABA.

**III. Strict Silence**

Strict silence is observed only between the end of preference events and bid distribution.

**IV. Promotion of the Sorority Experience**

College and Alumnae Panhellenic rules must not infringe on the rights of NPC member organization chapters in how they communicate, contact and promote the overall sorority experience and membership opportunities to potential new members. All sorority promotions should be positive and in the spirit of Panhellenic unity through all forms of communication (e.g., print, digital, in-person).

Promoting the sorority experience does not mean creating an unfair advantage for a particular chapter. It means being friendly and responding to questions PNMs might ask of Panhellenic members. It means promoting sorority membership in general, not a particular organization. It also means current and alumnae members do not have to hide their sorority affiliation or be forced to delete social media accounts or be penalized for talking about their membership.

**V. Values-Based Recruitment**

All NPC member organizations represented at [name of institution] will engage in the following practices that align with the Values-Based Recruitment Policy during membership recruitment:

* Focus on conversations between chapter members and PNMs about organizational values and member organizations.
* Establish guidelines for membership recruitment budgets and cap 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.
* Eliminate the required purchasing of recruitment event attire for chapter members.
* Eliminate gifts, favors, letters and notes for PNMs.
* Eliminate all forms of bid promising, oral or written, to join a certain sorority before bids are distributed by Panhellenic.
* Eliminate extraneous and costly performances. This includes but is not limited to, recruitment skits and door stacks.

**The following sections can be edited to meet your College Panhellenic needs**

**VI. Primary Recruitment Dates & Round Overview**

*Instructions: This section should include information about the recruitment dates, rounds' names and lengths and when chapters should share the financial transparency form with PNMs. Specific round-by-round timing, event setup, or venue details are managed separately in a logistics document. College Panhellenic could include general guidelines about each round. Keep it minimal. Insert additional rounds if applicable.*

Recruitment dates:

Round 1: [NAME]

Length of round: 00 minutes

Guidelines:

* Chapters must share financial transparency during the round.
* Decor limits

Round 2: [NAME]

Length of round: 00 minutes

Guidelines:

* Decor limits

Round 3: Preference round

Length of round: 00 minutes

Guidelines:

* Decor limits

**VII. Recruitment Counselors**

*Instructions: This section should include information about whether recruitment counselors and Panhellenic officers will remain affiliated during the primary recruitment period. If they will not, it should include information about disaffiliation. This section should also include the guidelines and expectations for recruitment counselors and Panhellenic officers during recruitment.*

*Suggested items to include if having affiliated recruitment counselors:*

* *Statement of what the affiliation will look like, such as a list of chapter and campus activities that recruitment counselors can or cannot participate in before and during recruitment.*
* *Behavioral expectations of recruitment counselors.*
* *Guidelines on using social media accounts and specified dates when the outlined use is in place.*
* *Recommendations on recruitment counselor contact with their chapter members, including housing, meals, etc.*
* *Protocols for using and displaying sorority letters and membership identifiers, such as clothing, jewelry and accessories.*

*In all cases, each recruitment counselor should continue to execute her role with a Panhellenic mindset to carry out her duties. The College Panhellenic should educate and appropriately train recruitment counselors.*

**VIII. Recruitment Finances**

*Instructions: This section should include information about pre-recruitment and recruitment budgets. Establish budget guidelines and cap recruitment expenses. Provide detailed instructions about the value of all donated goods and services. Keep the costs minimal.*

**IX. Continuous Open Bidding (COB)**

COB can be conducted during the academic year, specifically during the primary and non-primary recruitment terms when:

* A chapter has not matched quota during primary recruitment. The chapter can COB until quota is achieved.
* A chapter is below the established total at any point in the term.

Primary recruitment term: COB begins once total is set.

Non-primary term: COB begins once total is set within 24 hours of the first day of the non-primary term.

Panhellenic can support the COB of all chapters with marketing and promotion.

**X. Alumnae Involvement**

*Instructions: This section should include any desired limitations for alumnae involvement during primary recruitment.*

Sample language:

* Local alumnae and collegiate members from other chapters may only be involved in recruitment as the Panhellenic recruitment rules allow.
* Their participation and assistance should be reserved for a behind-the-scenes role, to support and never to actively participate in the recruitment process, allowing potential new members to contact them directly.

**XI. Fineable Violations & Fines Assessed**

*Fines can only be assessed for violations that are quantifiable and measurable. All fineable infractions must go through the peer accountability process.*

*Instructions: Use the following template if the College Panhellenic will be assessing fines.*

| **Violation** | **When Applicable** | **Amount** | **Assessed** |
| --- | --- | --- | --- |
| What action would have to occur? | The timeframe in which the action occurs would make it a violation (e.g., 30 days before primary recruitment begins.) | The monetary amount of the fine. | How frequently is this fine assessed? (e.g., each occurrence, each day late, compounding) |

*Note: Once approved, a copy of the rules should be sent to your NPC College Panhellenic area advisor and uploaded to FS Central.*

***The following documents are suggested to follow the recruitment rules:***

* [Schedule, Logistics and Deadlines](https://npcwomen.org/wp-content/uploads/2025/06/Recruitment-Schedule-Logistics-and-Deadlines.docx)
* [PNM Code of Ethics](https://www.npcwomen.org/wp-content/uploads/2020/07/PNM-Code-of-Ethics-Template.docx)
* [College Panhellenic Code of Ethics](https://npcwomen.org/wp-content/uploads/2024/03/Code-of-Ethics-2023-24-1.docx)