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ARTICLE I: National Panhellenic Council

1. During the period of Primary Recruitment, and at all times during the year, members in National Panhellenic Council (NPC) organizations at the University of Vermont will uphold the standards set by the NPC Unanimous Agreements, the NPC Manual of Information, the NPC Policies and Best Practices, the University of Vermont Panhellenic Council Constitution and Bylaws, and the Panhellenic Creed as written below:
 - I. "We, as undergraduate members of women's fraternities, stand for good scholarship, for guarding of good health, for maintenance of fine standards, and for serving, to the best of our ability, our college community. Cooperation for furthering fraternity life, in harmony with its best possibilities, is the ideal that shall guide our fraternity activities. We, as fraternity women, stand for service through the development of character inspired by the close contact and deep friendship of individual fraternity and Panhellenic life. The opportunity for wide and wise human service, through mutual respect and helpfulness, is the tenet by which we strive to live."

ARTICLE II: Potential New Member Eligibility

1. Must be any non-male individual that is a full-time (12 or more credit hours) University of Vermont student.
2. Cannot have previously been initiated into any NPC organization.
3. A person who has accepted a bid from an NPC organization and has broken their membership agreement prior to initiation is eligible to join a different NPC organization on the same campus only after one calendar year from the date they accepted their bid. They may rejoin the same fraternity chapter at any time within that calendar year.
4. When or if an uninitiated non-male transfers to another university, their membership agreement is broken and they are eligible to join an NPC chapter on that campus at the earliest opportunity allowed by the new campus' Panhellenic guidelines.
5. Uninitiated new members of a chapter whose charter has been rescinded or relinquished may be eligible to join another chapter immediately following the official release of the new members of that chapter.
6. A potential new member's name must be entered on the Official Recruitment List to participate in Primary Recruitment. They must be properly registered and have paid in order to participate in the Primary Recruitment process.

ARTICLE III: Potential New Member Bill of Rights

1. The Potential New Member Bill of Rights is designed to ensure that potential new members have a positive recruitment experience.
2. In this regard, a potential new member has the right to:
 - I. Be treated as an individual
 - II. Be fully informed about the recruitment process
 - III. Ask questions and receive straight and true answers
 - IV. Be treated with respect
 - V. Be treated as a capable and mature person
 - VI. Have and express opinions to Rho Gammas

- VII. Have confidentiality when sharing with Rho Gammas
 - VIII. Make informed choices without pressure from others
 - IX. Be fully informed about all binding agreements
 - X. Make one's own choices and decisions
 - XI. Have a positive, safe, and enriching experience
3. Each potential new member receives a copy of the Bill of Rights in the recruitment booklet.

ARTICLE IV: Primary Recruitment

- 1. Primary Recruitment is a fully structured, values-based process.
- 2. Recruiting is defined as one or more chapter members meeting together with a potential new member to promote the interest of a particular chapter.
- 3. Only the following people may act as a recruiter unless otherwise approved by the Panhellenic Council:
 - I. An active or newly initiated collegiate member.
 - II. A transfer student who is enrolled at UVM and who is invited by their affiliated chapter to participate with the approval of the chapter's headquarters.
- 4. Primary Recruitment may take place only during the dates determined by the Panhellenic Council. The Primary recruitment schedule can be subject to change if it falls on weekends of religious holidays. This schedule must be approved by NPC and the Fraternity and Sorority Life staff before being modified.
- 5. Primary recruitment will be a split weekend recruitment structure over two weekends. Weekend one will contain the rounds of Sisterhood and Philanthropy. Weekend Two will contain the round of Preference and Bid Day.
- 6. It is considered the Panhellenic Primary Recruitment period at the University of Vermont from the first day of First-year move in until 24 hours after bid day in the fall.

ARTICLE V: Recruitment Rules and Regulations

Note: violation of the following guidelines will result in a recruitment infraction.

Section 1: Budget

- 1. The recruitment budget for each chapter may not exceed the cap and guidelines set by the Panhellenic Council.
- 2. The maximum budget allowance is \$600.00 (not including the purchasing of apparel); this amount is non-negotiable. This includes flowers, photos, letters, drinks, decorations, lights, or anything that is bought new. Donated goods are also included in this cost.
- 3. Chapter members may not spend any money on potential new members at any time during Primary Recruitment.
- 4. Receipts, or photocopies of receipts, must be turned in at the end of recruitment to the Vice President of Finance & Standards along with a spreadsheet of expenses within 48 hours of the start of Primary Recruitment.

Section 2: Attire

- 1. The University of Vermont has a **no frills Primary Recruitment**.
- 2. All chapters should follow the outfit guide:
 - I. The chapter may not require nor suggest that articles of clothing and/or accessories are bought for the specific purpose of recruitment. Nor may they suggest buying specific brands.

- II. A chapter's outfit guide should be submitted to the VP of Finance & Standards. Once approved there should be no deviation from the set guide. If a recruiter does not arrive in appropriate attire and cannot change in time for their round, their chapter will incur a \$25 fine.
3. The Vice President of Standards & Finance may request further details about a chapter's outfit guide if any information provided is unclear.
4. Room and outfit checks will be conducted one hour before the start of the first round of each day of Primary Recruitment. If chapters are not ready, they will be fined \$50.
5. Chapter members may not leave the room while chapters are actively recruiting on the 4th floor of the Davis Center. If they need to leave they will be escorted by a Recruitment Counselor.

Section 3: Contact Period

1. Limited contact between potential new members and chapter members exists from the First night of Active Primary Recruitment held until Bid Day.
 - a. All chapter 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 chapter 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.
 - b. There will be no additional contact between chapter members and individual potential new members outside of recruitment rooms including, but not limited to: telephone calls, texting, online communication (including direct or private messaging on all social media outlets), prearranged personal contact, paying unusual amounts of attention to, entertaining, or otherwise influencing a potential new member. If chapter members are found in violation, measures will be taken per the outlined rules in Article VI: Infractions.
2. Any person who is considered eligible for Primary Recruitment is considered a potential new member.
3. Pre-recruitment events and activities are a violation of the NPC Recruitment Recommendations, unless approved by the Panhellenic Council.
4. Pre-recruitment events and activities that are at third-party vendors, but hosted by unrecognized groups are in violation of NPC Policies and Best Practices.
5. Conversation between potential new members and chapter members leading up to Active Primary Recruitment may be about Fraternity and Sorority Life at the University of Vermont, but not about specific organizations. For example, a sorority member may talk to a potential new member about all aspects of our Fraternity and Sorority Community, but may NOT discuss the specifics of their own chapter.
6. It is never appropriate to negatively portray another chapter to a potential new member. All questions or concerns directed to any member about another chapter should be directed to that chapter.
7. There may be normal contact between siblings in the situation where one person is a potential new member and the other is an affiliated chapter member.
8. Asking a potential new member to state their preference of chapter, asking them to join a particular chapter, or inviting them to attend any recruitment round, except through proper Panhellenic procedure, is **not allowed**.
9. Bid promising is not allowed. It may occur when a recruiter, acting as an individual or representative of the chapter, may give a potential new member any suggestion or guarantee that they will be asked back for another round. The recruiter may not suggest to the potential new member that they are guaranteed to attend the next round and/or that they shouldn't attend future rounds with other

chapters.

- a. The phrases "See you later," "see you tomorrow," "hope to see you tomorrow," "hope to see you later," "see you soon," must be accompanied with a specific location or plan. Such as "... in class tomorrow," "...around campus," etc.
 - b. The phrase "See you later," "see you tomorrow," cannot be accompanied by "I hope to see you later," or in reference to a future recruitment round.
 - c. The phrases "can't wait to chat more," "I/we could see you as a sister," "You would make such a great (insert chapter name)," "don't you want to be a (chapter name)," "I could see you as my/(other members) little," "Let me tell you about why you would make such an amazing (insert chapter name)," "I told my sisters about you and I," "(chapter name) is where you belong," "You'll get to learn/see ____ tomorrow," "I'll vouch/put in a good word for you," "When you're a new member...", "I want you to go (chapter name)," "You are such a (chapter name)," "what can I tell you to make you want to join our chapter," "I'd love to see you again," "How do you feel about our chapter," "what other chapters are you seeing," "what other chapters are you seeing," "how do you feel about (chapter name)," etc are not allowed. This is not an exhaustive list.
 - d. If a PNM asks what New Member class they would be in it must be followed with "we are recruiting for the current ____ year"
 - e. Telling PNMs what to wear or not to wear to future rounds or events, pointing to members during chants or songs that have phrases about joining a chapter are not allowed.
 - f. Any phrase that insinuates what will be discussed, shown, or presented in a future round is not allowed.
 - g. Phrases you may say are "I've loved talking to you today," "I hope you have a great rest of your day," "good luck with the rest of recruitment," "hope you find your forever home," "it was so nice to meet you," "it was nice chatting with you," "I hope you enjoy your semester," "hope you enjoy your classes this semester." This is not an exhaustive list.
10. Chapters are not permitted to distribute printed materials that have not been pre-approved by the Panhellenic Vice President of Recruitment & Membership concerning their chapter at any time prior to and including the dates of the Primary Recruitment period.
 11. It is always appropriate to provide completely honest and transparent answers to a potential new member's questions.
 12. It is always appropriate to provide honest and transparent answers about GPA requirements, attendance requirements, and financial responsibility to a potential new member.

Section 4: Invitations and Bids

1. Any potential new member not in attendance at a round and not excused from said round will be dropped from Primary Recruitment. The Panhellenic Vice President of Recruitment & Membership and advisors must be notified of all known absences at the start of a round.
2. All potential new members must attend the maximum number of rounds they are invited to, unless previously excused.
3. The final ranking will be held immediately after the last preferential round a potential new member attends.
4. Any potential new member who attends a chapter's preferential round must be listed on that chapter's order of invitational preference.
5. Quota is determined by the Release Figure Method Specialist from the NPC.
6. All sororities must utilize release figures, which will be calculated using the formula recommended by

the NPC.

Section 5: Automatic Adjustment of Total

1. Per the NPC Policies and Best Practices, policy: Automatically Adjusting Total: To allow chapters to achieve parity as quickly as possible at the conclusion of primary recruitment, total will be **automatically adjusted** annually no later than 72- hours following bid distribution and within one week (no more than seven days) from the start of the academic term in which primary recruitment is not held. The adjustment will be to median chapter size.

Section 6: Social Media

1. At all times and specifically during the Panhellenic Primary Recruitment period, social media outlets including but not limited to: personal/chapter websites, Facebook, Snapchat, Instagram, Tumblr, Twitter, TikTok, VSCO, YikYak, BeReal, Pinterest, LinkedIn, Total Sorority Move, or other public profiles connected to your name should be in compliance with the following guidelines. This is not an exhaustive list. This also includes secondary accounts such as “finstas” or private stories.
2. No pictures, comments, tags, or posts will contain alcohol, gear promoting an alcohol brand, and/or other drugs or related paraphernalia.
3. Any illicit activity, particularly underage drinking and substance use should not be referred to or discussed on any social media outlet.
4. Chapter’s social media outlets need to be self-regulated and monitored for inappropriate pictures, especially in regard to recruitment intentions, including men wearing letters, promoting one’s own chapter, and Rho Gammas.
5. Organizations are expected to hold their members accountable for their social media whether by social media policies, contracts, or other agreement. Chapters that do not adequately regulate and monitor their members, especially during the Panhellenic Primary Recruitment period should expect Panhellenic involvement and recruitment infractions.

Section 7: Miscellaneous Guidelines

1. The Panhellenic Vice President of Recruitment & Membership will designate the recruitment schedule. Chapters **must adhere** to the designated round times.
2. All recruitment entertainment including outdoor songs, cheers, and chants shall be confined within the recruitment facility. This excludes bid day celebrations.
3. No hitting or banging on the walls or doors while in University facilities.
4. No decorations may be placed outside the recruitment facility including balloons.
5. No chapter may give gifts, favors, flowers, preference letters, notes, or poems to a potential new member during Active Primary Recruitment. A gift includes anything that a potential new member receives inside or outside of the recruitment facility during Active Primary Recruitment. This excludes bid day celebrations. **A potential new member should never leave with any item from the recruitment facility.**
6. Only water is allowed in the recruitment facility during an event and can be offered to a potential new member. This excludes Preference Day when other drinks (lemonade, iced tea, etc.) may be offered as well as small hors' d'oeuvres.
7. No additional furniture of any kind should be added to the recruitment facility unless authorized by the Panhellenic Vice President of Recruitment & Membership. All decorations, centerpieces, pictures, displays, etc. should be able to fit onto the furniture provided.
8. There may not be non-member entertaining of any kind during Primary Recruitment. This includes entertainment provided by men. Men are not permitted to take part in any aspect of Primary Recruitment and men may not be in attendance at any recruitment round. If found in attendance at these events, the chapter will incur a \$25 fine per person.

9. During the time of Active Primary Recruitment, no sorority member should be wearing any shirts, buttons, hats, etc. promoting a specific Fraternity chapter.

10. Only active collegiate members are allowed to act as recruiters during the rounds of Primary Recruitment. Any advisor, alumna recruitment representative from an organization's international headquarters, or volunteer officer who is present during a round, cannot be in the recruitment room.

Groups that are new to campus or may need extra assistance must have the advanced permission Panhellenic Vice President of Standards & Finance.

11. The open disclosure policy shall be implemented. The open disclosure policy states that the University of Vermont recognizes and respects that some sororities and fraternities, as a part of their historical basis, have adopted certain religious and spiritual values. Consequently, new members and members of these organizations may be required to take certain prescribed oaths, affirmations, or use certain symbols at the time of new member education and/or initiation. Each organization is required to disclose the religious or spiritual contents of any oaths, affirmations, or symbols to prospective members at the beginning of the recruitment process to the extent that a student may make an informed decision regarding their affiliation with a particular organization.
12. During the period of Panhellenic Primary Recruitment the suggested slogan must be representative of all campus NPC chapter letters. All slogans must promote Panhellenic Love.
13. From the Monday before recruitment till 24 hours after bid day is a dry time. Under no circumstances should chapter members be drinking with potential new members or drinking in a location where a potential new member may be, regardless of the nature of any relationship with them.
14. During Panhellenic Primary Recruitment, any question or questionable action shall be reported to Panhellenic and any action taken will be at the discretion of the Panhellenic Vice President of Recruitment and Membership.
15. We encourage reduce, reuse, and recycle of materials for decorations.

ARTICLE VI: Infractions

Section 1: Filing an Infraction

1. An infraction is a violation of any regulations contained therein, and any infraction has the eligibility to be sanctioned if determined necessary by the Panhellenic Vice President of Recruitment & Membership, the Panhellenic President, or the Panhellenic Vice President of Standards and Finance.
2. Chapters are encouraged to resolve alleged infractions as soon as possible through informal discussion with the involved parties before an infraction is filed.
3. An infraction can only be filed against a chapter and not against any individuals.
4. Each chapter must sign the agreement at the end of this document indicating their compliance and understanding of the recruitment bylaws.
5. The proper procedures and methods for reporting an infraction can be found in the Unanimous Agreements. Forms needed to report a suspected infraction are available to download from npcwomen.org and in the Resource Information section in the NPC Manual of Information.
 - I. The College Panhellenic Violation Report shall be completed and presented in a timely manner, but not more than 30 calendar days from the date of the alleged infraction. Mediation and judicial process guidelines are available in a separate document that can be provided upon request.
 - II. The proper reporting authority to file a recruitment infraction is: the chapter president on behalf of their chapter, Panhellenic Executive Board members, recruitment counselors (Rho Gammas), and/or the Fraternity and Sorority Life Advisor. Infractions can be submitted to the

Fraternity and Sorority Life Advisor, the Panhellenic President, or the Panhellenic Vice President of Standards and Finance.

III. Once infractions are filed, the peer accountability process will be set in motion per the NPC Manual of Information and Unanimous Agreements.

<https://npcwomen.org/login/college-panhellenics/peeraccountability/>

6. A potential new member can notify their Recruitment Counselor, the Panhellenic President, the Vice President of Recruitment & Membership, or

Fraternity and Sorority Life Advisor of a possible infraction.

Infractions of this sort are punishable by fines, educational programming, and restrictions on a chapter's social involvement and privileges.

I. Fines are on a sliding scale. A first offense elicits a \$100 fine. Each successive offense mandates a \$25 increase in the total fine, meaning a second offense would result in a \$125 fine and so forth.

II. After two infractions, in addition to a fine, educational programming is mandatory. The member in question with the chapter's support will develop programming to be reviewed by the Vice President of Standards & Finance before it is completed and to be presented to that individual's chapter. A Panhellenic Council Member, of a different chapter, must be in attendance for the presentation of the educational programming.

Section 2: Social Media

1. Social media infractions include but are not limited to: any violation of the social media guidelines described therein, photographs showing or implicating members partaking in illicit activities, and mention or discussion of illicit activities on any social media outlet.

2. Infractions of this sort are punishable by fines, educational programming, and restrictions on a chapter's social involvement and privileges.

I. Fines are on a sliding scale. A first offense elicits a \$100 fine. Each successive offense mandates a \$25 increase in the total fine, meaning a second offense would result in a \$125 fine and so forth.

II. After two infractions, in addition to a fine, educational programming is mandatory. The member in question with the chapter's support will develop programming to be reviewed by the Vice President of Standards & Finance before it is completed and to be presented to that individual's chapter. A Panhellenic Council Member, of a different chapter, must be in attendance for the presentation of the educational programming.

III. Any social media infractions after the first two offenses, in addition to a fine, will result in successive limitations of a chapter's social activity. This includes but is not limited to restricting involvement at community-held social events and chapter-held social events. These terms may be adjusted if deemed necessary by the Vice President of Standards & Finance.

Section 3: Social Responsibility

1. Chapter members of legal age are permitted to drink during the Panhellenic Primary Recruitment Period. They are not permitted to drink during the Active Primary Recruitment Period. During the Panhellenic Primary Recruitment Period, chapter members of legal age are expected to be responsible and conscious of their surroundings and remove themselves from any situation, legal drinking establishment, party, etc. where a potential new member may be.

I. Chapters with individuals found drinking in a location with potential new members during the Primary Recruitment period will incur a \$75 fine.

II. Mandatory educational programming will be required for individuals involved. If educational programming is not offered by Panhellenic Council, the member in question will develop programming to be reviewed by the Vice President of Standards and Finance before it is completed and to be presented to that individual's chapter. A Panhellenic Council

Member must be in attendance for the presentation of the educational programming.

III. These terms may be adjusted if deemed necessary by the Vice President of Standards and Finance.

Section 4: Primary Recruitment

1. Chapters must be fully prepared 60 minutes prior to the start of the first round of each day of Primary Recruitment once room and outfit checks begin.

- I. Due to the tightness of the recruitment schedule, chapters whose rooms are not ready will be checked as is and will not be allowed to change once they have been checked. Attempts to change a room after it has been checked will result in a \$100 fine.

II. If chapter member's outfits deviate from the approved outfit guide, the person involved will be sent home to change into an appropriate outfit, and the chapter will be fined \$25 per person.

III. Failure to comply with the Primary Recruitment Guidelines and requests made by the Panhellenic Vice President of Recruitment & Membership, Panhellenic Vice President of Standards and Finance, or Fraternity and Sorority Life Advisor will result in an initial fine of \$50 subject to increases, restrictions on participation in community-held social events, and if determined necessary, a second mandatory attendance at New Member Orientation in order for chapter members to reflect on the values of our community and the importance of the Panhellenic Council.

ARTICLE VII: Membership Recruitment Acceptance Binding Agreement

1. At the end of preference day, a specific script will be read to ensure that fair and consistent information is provided to all potential new members. This will prevent future problems and misunderstandings.
2. The members of the NPC want every potential new member to be informed about their options for joining a Chapter. At the completion of the Primary Recruitment period, all potential new members are given the option to sign a Membership Recruitment Acceptance Binding Agreement (MRABA). In order to receive a bid from a sorority on campus, the MRABA must be signed. The MRABA form is used on every campus with a Panhellenic Council.
3. All potential new members are given information and instructions by a member of the Fraternity and Sorority Life staff and/or the Panhellenic Council about the MRABA form and what they are agreeing to abide by. Potential new members should pay close attention to the information given to them, especially the points outlined below:
 - I. A potential new member may:
 - A. Choose not to complete an agreement at that time.
 - B. Choose to list any sorority whose preference (last) round they attended and from whom they are willing **to accept** an invitation to membership (a bid).
 - C. Choose to list only one preference, but they must understand that this will limit their potential to join any other NPC group during the just completed recruitment process should they not be placed with their single (only) choice.
 - II. When signing the **acceptance** agreement, they agree to accept an invitation to membership from **any** NPC fraternity/sorority that was listed on the MRABA form.
 - III. Once the acceptance agreement has been turned in to the representative of the Panhellenic Council, **it cannot be altered or changed**.
 - IV. If they receive an invitation to membership (a bid) from any NPC group that was listed, and they choose not to accept it, they may not pledge any other NPC Chapter on the campus for **one calendar year** from the time of the signing.
 - V. If they do not receive an invitation for membership (a bid) from any NPC group that was listed, they are eligible for membership through the continuous open bidding process. However, this

process is dependent on whether membership spaces are still available.

ARTICLE VIII: Recruitment Counselors (Rho Gammas)

1. Individuals selected through an application and interview process along with the Panhellenic Council Executive Board shall serve as Recruitment Counselors and must disaffiliate from their chapter from June 1st, until the Rho Gamma reveal at Bid Night.
 - I. Recruitment Counselor applicants must be of sophomore standing the semester before Primary Recruitment, or higher, and must have participated at least once in Primary Recruitment as a recruiting member for their chapter.
 - II. The number of chapter members to be selected as Recruitment Counselors is at the discretion of the Panhellenic Vice President of Standards & Finance, Panhellenic Vice President of Recruitment Programming, the Panhellenic President, and the Fraternity and Sorority Life Advisor. If, after the application and interview process has ended, the Panhellenic Vice President of Standards and Finance determines that more Recruitment Counselors may be needed for Primary Recruitment, they may select suitable candidates approved by the Fraternity and Sorority Life Advisor
 - a. There must be at minimum four (4) Rho Gammas applicants from each chapter.
 - i. College Panhellenic Council Officers will not be included in this total. If there are not four (4) applicants from each chapter, it will result in either monetary fines or chapter judicial process at the discretion of the Panhellenic Vice President of Standards and Finance and Panhellenic Vice President of Recruitment Programming.
2. Recruitment Counselors will serve as guides during all stages and deliver all round invitations to potential new members.
3. Contact, including participation in membership selection, between a Recruitment Counselor and a chapter is prohibited.
4. Biased counseling by a Recruitment Counselor is prohibited.
5. Recruitment Counselors may not be acknowledged as a member of a particular chapter during any part of the disaffiliation period.
6. Recruitment Counselors are not to wear their badges or letters. This includes putting duct-tape over shirts while on campus until official Rho Gamma reveal.
7. All letters and symbols associated with a Recruitment Counselor's organization should be hidden 24 hours prior to first year move in, until the completion of Primary Recruitment. This includes **ALL** sorority and fraternity paraphernalia.
8. No recruitment counselor is to reveal their affiliation to any potential new member or other persons.
9. No pictures of any Recruitment Counselor will be allowed to appear on any material presented by an individual member or by a chapter's **social networking sites during the disaffiliation period**.
 - I. This includes but is not limited to: composites, photographs, slide shows, videos, scrapbooks, Facebook, Instagram, Tumblr, TikTok, VSCO, Snapchat, etc. All photographs must be covered so that no discernible characteristics of an individual Recruitment Counselor are showing.
10. All Recruitment Counselors' names and photographs must be covered on awards, composites, and all other images.

ARTICLE IX: Bid Day

1. No Chapters or chapter members shall have glitter or feathers on their persons when attending Bid Day inside. Chapter members with glitter or feathers on their persons will not be allowed into Bid Day. If members are found with glitter or feathers, they will be asked to stay after to clean up.
2. Chapters that damage the Bid Day Venue, will receive the fines incurred.

3. Chapter Presidents must give an attendance list to the Vice President of Recruitment & Membership of who will be attending Bid Day Celebration.
4. It is mandatory that all Chapters abide by fire code for bid day. If an organization needs a venue outside of their facilities, they will inform the Vice President of Recruitment and Membership by the first Primary Recruitment Roundtable of the Fall Semester.

ARTICLE X: Finances

1. Chapters must submit Financial Presentations to the Vice President of Standards & Finance by the first day of classes of the fall semester. Chapters must be completely transparent during the Primary Recruitment period regarding the financial costs of joining a Greek Organization.
 - a. Presentations **must** include Fall new member dues, as well as Spring active member dues.
2. Chapters may not promote scholarships to pay for dues for their organization.
 - a. If mentioned they must be clear on when eligibility begins.
3. If chapters are found violating financial transparency during the Primary Recruitment period they will incur a fine of \$50 and will have to conduct financial programming for their chapter regarding Semesterly dues.

ARTICLE XI: Ethics

1. The Panhellenic Council strongly recommends and urges each chapter to use good judgment, discretion, maturity, and common sense, as well as planning, conducting and maintaining a realistic budget for the Primary Recruitment process.
2. Any remarks that might be interpreted as disparaging or derogatory made by any sorority affiliate about another sorority or any of its members is prohibited (alumnae are considered sorority affiliates). It is important to remember that a comment is considered based not on intent but **impact**.
3. All members, including alumnae, are to be held responsible for knowing and observing all recruitment rules and regulations.
4. Before participating in any recruitment activity in which potential new members are present, the President, Vice President of Finances, the Vice President of Recruitment, and the Vice President of Risk Management must have on file with the Panhellenic Council a signed statement of an understanding of this document. This document will be due at a date determined by the Panhellenic President, Vice President of Recruitment & Membership, Vice President of Finance and Standards, and the Fraternity and Sorority Advisor. This must be submitted within 24 hours after the last exam period of the Spring semester.
5. Failure to maintain fine standards and good ethics will result in the Panhellenic Council's involvement and possible sanction if deemed necessary by any member of the Panhellenic Executive Board.