



RECRUITMENT RULES OF WINTHROP UNIVERSITY COLLEGE PANHELLENIC ASSOCIATION **Effective August 29th, 2020 and Expires May 15th, 2021**

We, the members of women's sororities at Winthrop University, 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.

We, as Panhellenic women of Winthrop University agree on and commit to:

- That all members be selected for membership without regard for race, religion, ethnicity, nationality, disability, sexual orientation, political beliefs, economic or geographical background.
- Uphold and demonstrate the Panhellenic spirit in thought, word and action through our chapters as well as individual members.
- Demonstrate ethical behavior and conduct ourselves in a manner consistent with the mission and values of the College Panhellenic, each inter/national organization and our institution.
- Respectfully adhere to the Unanimous Agreements and all policies established by the National Panhellenic Conference.
- Avoid disparaging remarks about any sorority or collegiate woman and refrain from discussing Panhellenic matters with non-members, in accordance with the dignity and good manners of sorority women.
- Recognize friendly relations with all collegiate women, 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 women to become sorority members while protecting the rights and privileges of individuals and the chapters.
- Provide a safe, positive and enriching recruitment experience, understanding that membership is a social experience arrived at by mutual selection.
- Strive to be truthful, honorable, open and friendly to all potential new members during all recruitment events.
- Be respectful of the rights of every potential new member to make her own choices, including the right not to join the women's sorority community.
- Refrain from limiting a potential new member's chances of becoming a member of the Panhellenic community by encouraging her to make a single intentional preference or to limit her choices.
- Respectfully adhere to the bylaws and recruitment rules of the Winthrop University College Panhellenic Council.
- Abide by all local and federal laws, NPC inter/national member organization bylaws, and university policies.
- Hold one another accountable to these standards, remembering at all times that we represent not only our individual chapters but also the Panhellenic community as a whole.

We, as Panhellenic women of Winthrop University also agree on and commit to an ever growing paradigm in order to build a diverse and inclusive Greek community.

- That all members be selected for membership without regard for race, religion, ethnicity, nationality, disability, sexual orientation, political beliefs, economic or geographical background.
- Demonstrate ethical behavior and conduct ourselves in a manner consistent with the mission and values of the College Panhellenic, each inter/national organization and our institution.
- Strive to be truthful, honorable, open and friendly to all potential new members during all recruitment events.
- Be respectful of the rights of every potential new member to make her own choices, including the right not to join the women's sorority community.

- Hold one another accountable to these standards, remembering at all times that we represent not only our individual chapters but also the Panhellenic community as a whole.
- *Maintain a mentality that no matter the person's background they will provide a unique perspective within our Greek community, within Winthrop Campus, and may not be solely sought out by a specified label.*
- All legacies should be treated equally by all Sororities, and recruited no matter the Legacy affiliation.
- *All sorority active members and potential new members will be accepted for who they are and will not be required to alter their natural state of being by CPC or an individual organization.*
 - *For example,*
 - *No woman will be required to wear specified skin colored accessories or apparel.*
 - *No woman will be required to have a specific type hairstyle or hair treatment.*

As Panhellenic women of Winthrop University, these are the tenets by which we strive to live.

I. Statement of Positive Panhellenic Contact

We, the women of Winthrop University, will promote panhellenic-spirited contact with all potential new members at all times, year round. All member organizations and its individual members are expected to display ethical behavior at all times. Ethical behavior means adhering to this Recruitment Compact, Code of Ethics, CPC Constitution, and NPC policies. It means holding yourself and others accountable to make good choices in your actions. Ethical conduct promotes parity for all member organizations through fair play. The period of silence will begin starting the first day of Formal Recruitment at 8 A.M. until the start of strict silence. The period of strict silence will begin at the end of the final preference ceremony on the final day of Formal Recruitment and last until New Member Reveal. For further details see section VI. No sorority member, including alumnae and new members, may communicate or live with potential new members during this period. Strict silence is defined as verbal, nonverbal, written, printed, text message and electronic communication or communicating through a third party. If potential new members live in a residence hall with sorority members, only casual greetings and contact are permitted.

1. For the 2020-2021 School Year, Organizations and Individual Sisters may reach out to PNMs over social media platforms with the intent of growing Greek Life as a whole while following NPC Positive Panhellenic/PNM Contact guidelines, due to COVID-19.
2. To help increase the number of new members, it is necessary that sorority women promote general fraternal membership. No sorority woman will promote their specific organization, only promoting Fraternity & Sorority life as a whole. All sorority women should be convincing women to "Go Greek" and not to join a specific organization. No sorority woman should speak disparagingly about another sorority or sorority woman as outlined in the Code of Ethics.
3. Acting inappropriately as deemed by the Code of Ethics while under the influence in the presence of Potential New Members will result in a Recruitment Infraction on behalf of the involved individuals.
4. No sorority women may pay for a potential new member's meal or buy her incentives.
5. Examples of acceptable contact:
 - a) Speaking to a potential new member about Citizenship, Leadership, Scholarship, and Friendship. The sorority members must relate these attributes not only to her specific organization, but to all Fraternal Organizations.
 - b) Meals on and off campus are acceptable and may be set up by the sorority for Informal Recruitment purposes, **starting on Winthrop's first day of in person classes**. Avoid overwhelming the potential new member with more sorority women than potential new members. Face masks, and social distancing must be implemented and outdoor activities are highly recommended.
5. Examples of unacceptable contact:
 - a) Citing specifically the member's organization's events and not mentioning other organizations as well
 - b) Associating fraternal organizations with alcohol and parties
 - c) Taking Freshmen PNMs to parties with alcohol without prior relationship.
 - d) Speaking negatively about Greeks or non-Greeks.

- e) Asking a PNM about finances. Example: asking what their parent(s)/guardian(s)/family member(s) etc. do for a living.
6. All Greek life members will adhere to the CDC guidelines, and Winthrop University restrictions.

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

All NPC member organizations represented at Winthrop University believe in strictly adhering to NPC Unanimous Agreements and policies. All members, including alumnae, and new members are responsible for understanding and observing the College Panhellenic Council Recruitment Rules as well as the Code of Ethics. All organizations will follow these valued and non-negotiable policies during the recruitment process.

III. Statement of Values-Based Recruitment

The purpose of values-based recruitment is to focus on meaningful conversations with potential new members and recruiting/pledging women who will have a positive impact on chapters and the Panhellenic community. Nonessential features such as frills should be removed from the process, and the focus of membership recruitment should be on the values, benefits and obligations of membership for each organization. Frills can be defined as an unnecessary extra feature or embellishment which takes away attention on organizations' values.

All NPC member organizations represented at Winthrop University will promote the following practices during membership recruitment:

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

In accordance with NPC policy, Winthrop University recruitment events do not include skits, elaborate decorations and costumes.

1. Keep decorations to a minimum and confined to the interior space used for recruitment rounds.
2. Determine recruitment event attire for chapter members that reduces individual financial burden and eliminates costuming.
3. Eliminate gifts, favors, letters and notes for potential new members
4. The Panhellenic budget for formal recruitment is \$1,150. Any item donated will not be considered in your budget. However, the value of all donated goods and services must be included in your chapter budget/expense report.

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

NPC member organizations want every potential new member to be informed about her options for joining a sorority. To be certain that each woman has this information, Panhellenics must use the MRABA script immediately prior to a potential new member's signing the MRABA.

The Winthrop University Panhellenic 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

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

To allow chapters to achieve parity as quickly as possible, total will be automatically adjusted every regular academic term. **Total for the Fall 2020 Term has been set by the National Panhellenic Conference as using the Total from Fall 2019 (43). The COVID COMPACT will be voted on within the First Month of School.** Total following Formal Recruitment will be determined no later than 72 hours

following bid distribution. Total will be determined by average chapter size (ACS). This clause is the required method unless an alternative method is approved in advance by the College Panhellenic.

VI. Silence & Strict Silence

1. SILENCE (Sister to PNM) refers to the period of silence which will begin starting the first day of Formal Recruitment at 8 A.M. until the start of strict silence.
 - a) No sorority member, including alumnae and new members, may communicate with potential new members during this period. There will be no “going out with” or “meeting” potential new members by sisters either on campus or off.
 - b) Silence will be a time for PNM’s to contemplate the decision of becoming a Panhellenic sister and understand the seriousness of becoming a Panhellenic sister.
 - c) During Silence PNM’s will be encouraged to:
 - i. Refrain from speaking to sorority and fraternity members.
 - ii. Not attend social events including but not limited to parties or bars.
 - iii. Not consume alcoholic beverages.
 - d) Sisters and alumnae must adhere to silence and cannot have contact with PNM’s outside of formal recruitment.
 - e) Silence is defined as casual conversation and contact with PNM’s. Getting meals or hanging out with PNM’s is not permitted.

2. STRICT SILENCE (Sister to PNM) refers to the period of strict silence which will start at the end of the second preference ceremony on the final day of recruitment up to New Member Presentation (Bid Day).
 - a) At the end of the last round of recruitment (preference) until new member reveal, there will be no contact between any affiliated sorority members and potential new members.
 - b) Strict silence is defined as verbal, nonverbal, written, printed, text message, electronic communication, or communicating through a third party. If potential new members live with a sorority member, only casual greetings and contact are permitted.

3. STRICT SILENCE between sorority women (collegiate and alumnae) and disaffiliates starts the day Winthrop students return to campus from Winter break and lasts until after new member reveal is completed. No contact between sorority women and disaffiliated members is permitted. This includes but is not limited to verbal, nonverbal, text message, electronic communication or communicating through a third party. If a disaffiliate lives with sorority member(s), only casual greetings and contact are permitted. No organization should be contacting their disaffiliates in any way (social media, email, texts, phone calls, meetings etc.) during this period of strict silence. Unless approved by the Vice President of Recruitment ahead of time.

VII. Disaffiliation

1. The following members of the College Panhellenic Council will be disaffiliated: College Panhellenic Council Executive Board (CPC Exec) and Recruitment Guides (Rho Gammas). These members are disaffiliated to ensure PNM’s recruitment experience is successful.
2. Disaffiliates will abide by the Recruitment Guide Requirements and Expectations director recruits.
3. Disaffiliates will not be allowed to table for or with their perspective chapters or attend open events once they sign their Rho Gamma contract. Disaffiliates must not be the Recruitment Director, Recruitment Chair, or Bid Day Chair for their chapters. Once CPC Day begins, disaffiliated members must not table or attend open chapter events.
4. The duties and responsibilities of CPC Exec and Rho Gammas as it relates to recruitment will begin on CPC Day, when Formal Recruitment Registration begins. There will be a ceremony hosted by CPC prior to when true disaffiliation begins. Women are encouraged to keep their affiliation a secret but have the option to tell when asked if they desire once their role as a recruitment guide begins on CPC Day.
 - a) If disaffiliates are asked their chapter affiliation, they can acknowledge it, however indicating their role is one to be Panhellenic and supportive of all chapters on the campus. It is agreed

that Rho Gammas should work if at all possible at all times in pairs within their PNM groups as to alleviate any attempt by the PNMs to lead a Rho Gamma into specific chapter conversations. Questions asked by PNMs that speak directly to a chapter's specific activities or policies should be directed back to the chapter, Head Rho Gamma, or CPC Exec member by the Rho Gamma.

5. The disaffiliated members will abide by these regulations once they have signed their Rho Gamma contract:
 - i. The following sanctions will apply if disaffiliated members fail to abide by these regulations:
 1. A meeting with the Head Rho Gamma and Vice President of Recruitment
 2. A meeting with those people and the Assistant Director for Fraternity & Sorority Affairs.
 3. Loss of position
 - a) May not participate in any phase of their chapter's recruitment process including any discussions about their chapter's recruitment when they accept their position. They must refrain from talking to any chapter member about her chapter's recruitment plans. This includes all sororities in Panhellenic including the chapter they are disaffiliated. They may not attend any recruitment retreats.
 - b) Work for the greater good of Panhellenic by being objective, impartial, and fair in their dealings with others. There should be no special information shared or implication given to the PNM about their chapter or its membership selection process/decisions. This includes discussing any quota or legacy policies with potential new members.
 - c) They may attend chapter events until the end of fall semester, unless there is a Panhellenic event or any event that relates to their role as a recruitment guide which supersedes any chapter event. After fall semester disaffiliates may not attend chapter events including but not limited to retreats, ritualistic functions, meetings, and socials. Special permission may be given to disaffiliated sisters who hold officer positions to make appearances at chapter meetings to give reports.
 - d) Must not give any alumnae or chapter members information regarding potential new members.
 - e) Provide support, friendship, and guidance to women participating in the recruitment process.
 - a. Maximum availability to potential new members is a necessity; however, disaffiliates are prohibited from attending bars, clubs, or parties with potential new members. Disaffiliates are prohibited to drink alcohol while on an outing with potential new members.
 - f) Promote the benefits of sorority affiliation and emphasize the similarities in ideals and goals of all women's sororities.
 - g) Promote membership recruitment, retention, and pledging by communicating realistic expectations of the recruitment process.
 - h) Will report a recruitment violation if she has knowledge that one has been committed by a sorority or an individual sorority woman. She must report the violation to the Panhellenic President, Vice President of Recruitment, and the Assistant Director of Student Activities for Fraternity & Sorority Affairs.
 - i) Personal social media accounts and any other personalized web page(s) for disaffiliates should be free of their affiliation on Monday, August 24, 2020 until after new member reveal. CPC Exec is to monitor the sites. No affiliation of sorority, fraternity, or other social groups may be associated or displayed; this includes but is not limited to relationship statuses, fan pages, prior/current sorority titles, etc.
 - a. Facebook: Account must be set to private and remove any sorority paraphernalia on profile pictures and cover photos. These members will return to basic profiles and will not display profile picture containing sisters that are not disaffiliated.
 - b. Must use personal instagram account as "Go Greek" account for the purpose of connecting with PNMS, promoting Panhellenic events and formal recruitment.
 - c. Social media sites will be regulated as needed by CPC Exec.
 - j) The disaffiliated members will abide by these regulations after disaffiliation ceremony:
 - a. Not wear any sorority attire, except for Panhellenic and Winthrop Greek Life apparel. This is including but not limited to letter shirts, event t-shirts, sunglasses, and pins.

- b. They are allowed to keep sorority tags and stickers on automobiles or other personal effects that are displayed publicly (computer or phone stickers).
- 6. Chapter Contact with disaffiliated sisters
 - a) Disaffiliated sisters are to limit their time spent with women from their own chapter. This includes but is not limited to going to eat with a large group of sisters from one sorority, going to the bars with a large group of sisters from one sorority, or going to social functions with a large group of sisters from one sorority. If one feels the need to attend an event with sorority sisters that are not disaffiliated there must be a variety of chapters represented at the event (i.e. all Greek Events or public Winthrop events).
 - b) Chapters and alumnae may not question any disaffiliated about a potential new member(s). This is to ensure that the disaffiliated women are unbiased when helping potential new members make their decisions toward the approaching recruitment.
- 7. All Panhellenic organizations are to uphold their disaffiliated members' request to be disaffiliated and will comply with their sisters' request to:
 - a. Remove all disaffiliated sister's photos, names, and other identifiable criteria from their chapter website.
 - b. Remove all photos, awards, and/or documents of disaffiliated members from the public spaces of the sorority houses.
 - c. Do not highlight disaffiliated sisters in any way via social media. (Example: highlighting them as individuals as sister of the week.)
 - d. Prohibit their disaffiliated sisters to participate in her chapter's recruitment workshop and activities.
- 8. After all disaffiliated (Rho Gamma or the CPC Executive board) sign their contracts, on September 1st 2020, all Panhellenic organizations will:
 - a. Remove all disaffiliated sister's photos, names, and other identifiable criteria from their chapter website.
 - b. Remove all photos, awards, and/or documents of disaffiliated members from the public spaces of the sorority houses.
 - c. Not highlight disaffiliates in any way on any platforms of social media.

All Panhellenic organizations must be in compliance by November 2, 2020. Failure to adhere to these clauses will result in a Recruitment Infraction.

VII. Policy on Social Media Websites Where Social Media is the Main Purpose of the Website (eg: Facebook, Twitter, Instagram, Snapchat)

1. All Panhellenic members should remove any pictures, comments, groups, profile descriptions, etc. that could potentially portray their chapter and Panhellenic in a negative form. All social media guidelines relating to disaffiliates can be found in this section as well as **Section XI, Subsection A, Item d.**
2. From the start of SILENCE there will be absolutely no contact with potential new members through any social media platform. This includes messages, friend requests/following, wall postings, liking, "favoring," commenting, direct messaging etc. From the start of SILENCE any contact made by a potential new member during Formal Recruitment should be completely ignored until after Bid Day.
3. Social media activity can return to normal after new member reveal and disaffiliates have been revealed. This is to ensure privacy of the PNMs, chapter members' voting decisions, and to avoid unacceptable communication with PNMs during Formal Recruitment week.
4. CPC Executive Board (CPC Exec) reserves the right to ask any sorority member to remove any items that might be viewed as promoting their own organization at any time on their social media.
5. CPC Exec reserves the right to ask any sorority member to remove any items that may highlight a disaffiliate.
6. Sorority members should not post pictures with, or of, disaffiliates (Rho Gammas and CPC Exec) that highlights them in any way after the Rho Gammas sign their contracts and CPC Exec first meeting or at disaffiliates' request.
 1. Sorority members should not post emoticons "emojis" over disaffiliates' faces.

7. Sorority members should promote CPC as well as their chapter's social media pages, not individual accounts.
8. Sisters may not add freshman on snapchat unless they already have them on there due to a prior relationship before coming to Winthrop.
9. Members are allowed to post appropriately throughout the week of Formal Recruitment. A post will be deemed inappropriate at the discretion of CPC Exec. There will be a fine of \$100 per day if this rule is violated. For example, if two members both post inappropriately on their social media accounts on the same day during the week of recruitment, \$100 will be assessed to the chapter for that day. We will not fine per post.

VIII. Fall Informal Recruitment

Continuous Open Bidding (COB) will take place in the fall semester.

1. All recruitment and new member education requirements as outlined in the University Membership Policy must be adhered to in order to conduct a new member process at Winthrop University.
2. No freshmen women will be allowed to attend any recruitment event hosted by a chapter.
 - a) Per the NPC Manual of Information- 24st Edition (January, 2019) pg. 54 - "On campuses with deferred (second term) membership recruitment, any COB prior to the scheduled membership recruitment period should be limited to upper class and transfer women. Freshmen women should not attend these recruitment functions. COB would not be open to freshmen until after the primary membership recruitment period, as provided for in the Unanimous Agreement III. The Panhellenic Compact."
 - b) A recruitment event is defined by: Any gathering of a chapter that PNM's are invited to attend, unless it is a campus-wide event (where the ENTIRE campus must be invited to the event, including, males, females, Greeks from other organizations and councils, faculty, staff, the community, etc.)
3. Campus Total for Fall of 2020 will be the same as Fall of 2019 (43), as recommended by the National Panhellenic Conference.
 - a) Chapters that are at or above total will not hold recruitment events (i.e. open houses, meet and greets to target first semester freshmen, etc.) through the Fall semester in compliance Unanimous Agreement III.
5. There will be an open CPC Marketing and Information posted on the website about Informal Recruitment. CPC will put forth all efforts to market Informal Recruitment as a whole for all Chapters.
6. Informal Recruitment Events
 - a) **August 10 - September 5** - Marketing by CPC for Informal Events done solely by the Chapters Supplied graphics
 - a. Graphics and marketing for specific organizations must be supplied by that organization in order for it to be marketed by CPC.
 - b) CPC will provide a link with the Grade Release Form. All PNMs must use this link to be entered into the OFSA eligible members document. This link must be filled out by all PNMs and PNMs must be approved by the OFSA with their grades before a bid is distributed.
 - a. Communication with CPC concerning Informal Recruitment:
 - b. Provide CPC with Informal Recruitment Plans (whatever that might be - no dates required) **by August 10th**
 - c. Plans need to include: Tabling, Coffee Date Ideas, Party Ideas, Snap Bidding Plans, and Bid Day Plans.
 - d. Organizations may extend bids to PNMs if the status of eligibility is present on the spreadsheet of Informal Recruitment PNMs, starting virtually on August 30th at 5pm - in person bid extension may occur on the first day of Winthrop in person classes.
 - e. If your desired PNM is not on the spreadsheet, the PNM must fill out the grade release form. Then you must notify the VP of Internal Recruitment with 24 hours prior to extending a bid. So that the PNMs grades are verified.
 - f. After the Informal Recruitment Process is over, each Organization will fill out a survey

to respond to their overall response to Fall 2020 Informal in order to begin planning for Fall 2021.

- c) For the Fall 2020 Semester, Events will be Limited to small events such as, Coffee Dates, Getting Dinner, Meeting on Campus. (Per Winthrop and CDC Guidelines) Plans for Informal Recruitment are Due to the VP of Internal Recruitment on August 10 no later than 5 PM.
 - i. Bids may be extended virtually starting on **August 30th at 5pm** and in person starting on Winthrop campus first day of in person classes, as long as they have been verified by OFSA through the Grade Release process and are on the Eligibility List and CPC VP of Internal Recruitment has been Notified.

- 7. All Winthrop University Continuous Opening Bidding Membership Acceptance Binding Agreements must be signed by women who have accepted bids and are due OFSA no later than 24 hours after bid acceptance.
- 8. If a chapter has not reached total, they may submit more COB events through week 6 of the semester in order to have an 8-week new member education process. If the chapter's new member process is shorter than 8 weeks, the chapter can COB until the total is reached with an approved new member process from the Assistant Director of Student Activities for Fraternity & Sorority Affairs.
- 9. Formal Recruitment Registration opens on CPC Day at on **Oct. 17 9:00 AM**
 - a) Plans for CPC Day are subject to change based off of Winthrop University and CDC Guidelines.

IX. Potential New Member Guidelines

- 1. Potential new members who are freshmen may not attend any informal recruitment event held by a Panhellenic organization until after the designated formal recruitment.
- 2. To be eligible to participate in Panhellenic recruitment, full time enrolled student at Winthrop University
- 3. University rules, a woman must be an undergraduate student with at least a 2.5 GPA 12 completed college credit hours in order to go through any recruitment process at Winthrop University.
- 4. A woman shall not be, or have ever been, an initiated member of an NPC organization and join another NPC organization.
- 5. Each Potential Member will be informed of Silence upon Recruitment Orientation.
- 6. Potential new members are highly encouraged to attend *at least* one Greek 101. However, they must attend the mandatory Orientation session before Recruitment Weekend.
- 7. Potential new members are required to attend Recruitment Orientation which will be on the day before formal recruitment begins.
 - a) A Potential Member Bill of Rights will be established and presented to all Potential Members at Recruitment Orientation.
- 8. All Potential Members are required to attend all formal recruitment events for which they have received an invitation. if they have class or a personal health emergency, they may submit a written excuse to CPC Exec.
- 9. Potential New Members are encouraged to wear certain outfits on each day of the recruitment process:
 - a) Day One: Philanthropy Day- Potential New Members are encouraged to wear comfortable bottoms, and the CPC Recruitment Shirt.
 - b) Day Two: Fraternal Values Day- Potential New Members are encouraged to wear an outfit that shows their personality and would be something they would wear to a dinner out.
 - c) Day Three: Preference Day- Potential New Members are encouraged to dress a little more formal this day. Nice dresses or suits are preferred. Discourage the wearing of black, cobalt blue, and red cocktail dresses.
- 10. From the beginning of formal recruitment through the acceptance of bids, no potential member shall visit a women's fraternity house, nor shall sorority members (including members and alumnae) visit a potential member in her residence hall, apartment, or place of residence (exceptions will be made in case of family or roommate). Sorority women and potential members should not communicate during this time. Examples of inappropriate contact include but are not limited to communication via Facebook, Twitter, phone calls, email, text messages, Snapchat, or Instagram.

11. Potential new members will not be allowed to attend any sorority sponsored social event in which men or alcohol are present. Exceptions may be made for the purposes of that PNM being a guest of an active member for a date party which may be defined as crush parties, semi-formals or formals.
12. Each Potential Member will sign a MRABA at the completion of her last formal recruitment event.
 - a) Any woman who signs an MRABA and receives a bid at the end of membership recruitment will be bound by it until the next primary membership recruitment period at the same college or university.
 - b) When a potential new member receives a bid under the preferential system, the signing of the MRABA shall be binding for one calendar year. During that year, she may not be invited to join another sorority on the same campus. If she transfers to another university, she is eligible to pledge the sorority of her choice at the earliest opportunity.

A. Fines

1. Social Media

If a chapter member breaks any social media rules, the chapter advisors and the person who posted will be alerted and given 30 minutes to take down post. This results in first warning, if contacted again chapter will be charged \$50 each day a post was shared (i.e. if two chapter members posted a Instagram story that is deemed inappropriate in one day, the chapter will be charged \$50 for the day). This may include posts with inappropriate captions or disaffiliates (with or without an emoji over their face). If chapter members post inappropriately during the week of Formal Recruitment, there will be a \$100 fine each day chapter members post inappropriately.

B. Informal Discussion

All member organizations are encouraged to resolve alleged infractions as soon as possible through informal discussion with the involved parties before filing an infraction. If the accusing organization representative is comfortable confronting the representatives of the accused organization, CPC encourages informal discussion between the disputing chapters. Often the two parties can reach a mutual understanding and resolve the situation without further action needed.

C. How to File an Infraction

If the informal discussion is unsuccessful, the judicial process will be set in motion when one of the designated individuals allowed to file infractions files a violation report form for the alleged infraction. All report forms are available on the NPC website or from CPC.

1. If an organization would like to file an infraction, it must be within 30 days of the alleged infraction.
2. If an organization would like to file a recruitment infraction against another organization, the "College Panhellenic Violation Report" must be filed and the accusing organization must put down \$50.00. If the infraction turns out to be true, the chapter will get reimbursed the \$50.00. However, if the infraction is false, the College Panhellenic Council will keep the \$50.00. Checks can be made payable to the College Panhellenic Council.
 - a) The proper reporting authority to file a recruitment infraction is:
 - i. The chapter president on behalf of her chapter.
 - ii. CPC Vice President of Recruitment or recruitment guide
 - iii. A potential new member
 - iv. Assistant Director of Student Activities for Fraternity & Sorority Affairs
4. The organization will bring the infraction paperwork directly to the Assistant Director of Student Activities for Fraternity and Sorority Affairs.
5. The accused organization will be notified within one week of the infraction being filed via the "College Panhellenic Infraction Notice."
6. The accused organization has one week (seven days) to contact the CPC President to schedule a mediation with the organization who filed said infraction.

D. Mediation Process

The purpose of mediation is to find a solution satisfactory to the party who filed the infraction and the accused organization. It is used to come to a decision regarding infractions not listed in monetary sanctions. Mediation is an off-the-record attempt to settle a dispute. In essence, it is a facilitated negotiation. Mediation is closed to the public, and all participants in the mediation process must keep strict confidentiality — including the outcomes. Sign and complete the proper documentation and forms (College Panhellenic Mediation Summary Report) indicating the outcome(s) and the acceptance on any agreed-upon follow-up action or sanction from the mediation session. The mediation process will follow the procedure list in the NPC Manual of Information.

1. The Assistant Director of Student Activities for Fraternity and Sorority Affairs, President of the College Panhellenic Council and a neutral third party are present at this mediation.
 - a) The only time that the Panhellenic Vice President of Recruitment is present is if she has details about the said infraction.
2. After the mediation, the recruitment infraction and outcome documentation will be sent to the NPC Area Advisor.
3. Infractions that will lead to mediation include but are not limited to:
 - a) Any guideline that is broken or ignored that is outlined in the 2019-2020 Compact can lead to mediation
 - b) Dirty Rushing/Recruiting (i.e. Bid Promising, inappropriate contact between Potential New Members and actives, disrespectful remarks made towards other CPC chapters on campus, any violation of the Code of Ethics, etc.).
 - c) Minor Infractions not included in the monetary fines list.
4. Possible results from mediation include but are not limited to:
 - a) The offending organization will write/deliver an apology to the other CPC organizations.
 - b) The offending organization will perform a specific number of volunteer hours either helping in the Office of Fraternity and Sorority Affairs, another department on Winthrop University's campus, or a chosen non-profit organization
 - c) The offending organization will be referred to the CPC Judicial Board for further repercussions.

****Subject to change due to CDC guidelines and Winthrop Restrictions****