Utah State University College Panhellenic Association
Recruitment Rules and Code of Conduct

We the members of the USU College Panhellenic Association (CPA) have established this document to guide and regulate our recruitment activities. It is our desire to provide a fair process that is open to all women at USU who may wish to affiliate with our organization. With that end in mind we have adopted these rules in an effort to ensure parity for all potential new members as well as our member organizations. All women exploring membership in our organization should have a welcoming experience which they enjoy regardless of their final decision to affiliate or not. We seek to be as transparent as possible in all of recruitment practices and intend for this document to help accomplish that goal.

Included are three separate but equally important parts that together are known as the Utah State University Recruitment Rules and Code of Conduct. These parts are the; Utah State University Recruitment Rules, Utah State University Standards of Ethical Conduct, and the National Panhellenic Recruitment Rules.
1. The week of primary recruitment shall be defined as Monday night, September 9th, 2019 at 11:59 PM and will conclude Saturday, September 14th, 2019 (the day of distribution bids) at 11:59 PM.

2. Involvement with men’s recruitment and vice versa (actual and representative) Each College Panhellenic Associations shall prohibit the participation of men in membership recruitment and Bid Day activities.

3. During the week of primary recruitment, the use of alcoholic beverages is prohibited in membership recruitment and Bid Day activities.

4. All events will take place inside the sorority houses. Chapters may have a maximum of two (2) greeters at the front door. In exception of this, Alpha Chi Omega may host their Preference parties in their backyard, where all temporary recruitment decorations must be below the fence line view.

5. The only permissible party decorations to be allowed outside will be large, lawn Greek letters and tasteful bistro lights.

6. All advertising materials will be created by Panhellenic. This includes but is not limited to posters in front windows, wires in the TSC, publicity tables, and hand-outs, etc. The Panhellenic council may enlist the help of chapter members to distribute marketing materials.

7. Each individual recruitment VP will be responsible for attending every recruitment meeting.

8. Each chapter is encouraged to provide initiated members on good standing to fulfill the role of Rho Gammas (Recruitment Counselors).

9. Each chapter will work within a recruitment budget of $2,000 dollars (not including tee shirts). This will be strictly enforced by the Panhellenic Vice President of Recruitment. All recruitment receipts must be turned in to the Vice President of Recruitment, including donations, the Saturday before recruitment week. Up to $1,000 may be given in donations (goods and services) to the chapter but is included in the $2,000 cap.


11. USU Panhellenic President and Vice President of Recruitment will check each chapter house prior to each night of recruitment week for budget and rule regulation purposes.
12. Strict Silence Policy:

Strict silence is the period of time from the end of the woman’s last event until bids are distributed. Strict silence is defined as verbal, written, printed, text message or social media communication between the potential new members and sorority members, new members or alumnae. Normal friendly contact shall be advocated at all other times.

13. Via the registration software chapters will have access to PNM information. This will include name, hometown, high school, GPA, legacy status, and t-shirt sizes. Panhellenic will do its best to keep both chapters informed as to which PNMs formally drop out of the process.

14. If a house tour is requested by a PNM(s), any initiated member may give the tour. There will be no allowance of house tours starting the 2 weeks before primary recruitment, Monday August 26th, 2019 until the end of primary recruitment on Saturday September 14th, 2019 at 11:59 PM.

15. There will be no unaffiliated members allowed in the chapter houses during recruitment preparation or events, unless the individual is going through recruitment. They may then attend their designated party time(s) only. The exceptions to this rule will be if a chapter invites unaffiliated members to observe their final preference night practice and live in housing directors.

16. No active or inactive status collegiate sorority member will be allowed at Men’s Fraternity houses during any week (Fall or Spring) or activity where the main purpose is recruitment. For Spring Men’s recruitment. The week will begin on the Monday at 11:59 PM and conclude on the Friday of that same week at 12 PM (afternoon). Exceptions to this may be granted by a consensus of the Panhellenic President, Panhellenic Vice President of Recruitment, and Panhellenic Advisor.

17. No active or inactive status collegiate sorority member will be permitted to wear any fraternity lettered or rush shirts during the week of men’s recruitment, Fall or Spring.

18. Communication With PNM(s)

- During the week of primary recruitment active members shall limit communication with PNM's to their normal everyday interactions, i.e. seeing them in classes, through co-curricular involvement. Members will not go out of their way to spend time one on one with PNM's. If members are contacted by PNM's about specific recruitment questions they will direct them to their assigned recruitment counselor. If members live with PNM’s that is okay, but refrain from conversations about chapter specific recruitment.

19. Alumnae may only participate in recruitment events behind the scenes (ex. logistics, preparation, set up, clean up, etc.), and may not have any contact with the PNM’s during recruitment events.
20. Event restrictions prior to Primary Recruitment Period

- Chapters will be limited to one open event at chapter houses and one event on campus prior to the week of primary recruitment. Theta Nu Xi will be allowed to have one open event on campus and one open event at a location of their choosing, on or off campus.

21. Neither chapter may ask a PNM, “If we were to offer you a bid, what would you say” at any time during the primary recruitment period. Absolutely NO bid promising.

22. Social Media

- Chapter and individual accounts will not be allowed to promote other chapters, men’s or women’s, during the primary recruitment period, Spring COB or Men’s recruitment events (year round). Additionally chapters and individuals will not post anything negative about other chapters, year round.
1. Members of Utah State Panhellenic shall show and have respect for all FSL community members, not only during recruitment, but year round.

2. If conflict arises before, during or after recruitment all chapters shall do their utmost to restore harmony and prevent negative publicity within the FSL Community, college campus, and surrounding community. All violations will be considered and addressed on a case by case basis and, to the extent possible, resolved within Panhellenic.

3. Sorority women shall respect the right of choice of PNMs and promote a positive attitude for the recruitment process through their actions and words.

4. Sorority women shall not suggest to any PNM that she refuse a bid from one group in order to wait for a bid from another group or suggest that a PNM list only one choice on her MRABA.

5. Sorority women shall avoid disparaging remarks about any sorority or any college women, and shall create friendly relations between sorority and non-sorority women.

6. Sorority women will promote fraternity/sorority unity throughout the community; be an advocate for the importance of fraternal presence on campus.
NPC Recruitment Rules

1. A College Panhellenic may not require a scholastic grade point average as a condition for woman’s participation in the membership recruitment process.

2. Each College Panhellenic Association shall prohibit the use of alcoholic beverages in membership recruitment and Bid Day activities.

3. Each College Panhellenic Association shall prohibit the participation of men in membership recruitment and Bid Day activities.

4. A woman must not be simultaneously enrolled in high school and attending college.

5. NPC sorority members shall not suggest to any potential new member that she refuse a bid from one organization in order to wait for a bid from another organization or suggest that a potential member list only one choice on her membership recruitment acceptance binding agreement (MRABA).

6. A woman must be a regularly matriculated student in the institution to be eligible to participate in membership recruitment.

7. Each College Panhellenic shall denounce the participation of Panhellenic women in men’s fraternity events when or where the primary purpose is recruitment.