

## **RECRUITMENT RULES**

### **ANGELO STATE UNIVERSITY COLLEGE PANHELLENIC ASSOCIATION (CPA)**

#### **Article I. Statement of Positive Panhellenic Contact**

We, the women of Angelo State University, will promote positive Panhellenic-spirited contact with all potential new members throughout the year. To help increase the number of potential new members, sorority women must promote general sorority membership. Various publics should understand the benefits of sorority membership, including high scholastic attainment, dynamic leadership opportunities, philanthropic contributions and an immediate campus-based circle of lifelong friendships. Strict silence will begin at time of MRABA signing and last until bid distribution. No sorority member, including alumnae and new members, may communicate or live with potential new members during this period.

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

All National Panhellenic Conference (NPC) member organizations represented at Angelo State University believe in strictly adhering to NPC Unanimous Agreements and policies. All organizations will follow these valued and non-negotiable policies during the recruitment process.

#### **Article III. Statement of Values-Based Recruitment**

All NPC member organizations represented at Angelo State 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, Angelo State University recruitment events do not include skits, elaborate decorations and costumes.

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

The Angelo State 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.

#### **Article V. Statement of Automatic Reset of Total**

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

To allow chapters to achieve parity as quickly as possible, total will be automatically adjusted during the primary recruitment term and the Spring term. This is to be done no later than 72 hours following bid distribution in the academic term that primary recruitment is held and within one week (no more than seven days) from the start of the academic term in which primary recruitment is not held. Total will be determined by largest chapter size.

#### **Article VI. Definitions**

- A. *Formal Recruitment*: period of time during the fall semester of the school year in which events are held by each women's fraternity for the purpose of selecting new members. The recruitment period is organized and implemented by the College Panhellenic Council (CPC).
- B. *Recruitment Event*: Any event hosted by Angelo State University (ASU) for the purpose of recruitment to ASU including but not limited to: Orientation Programs, Transition Programs, Ram Round-Up, True Blue Fridays, Discover & Experience ASU, and Rambunctious Week during the times posted to the public.
- C. *Potential New Member (PNM)*: is a woman participating in Formal Recruitment or Continuous Open Bidding who has the ability to become a New Member in a women's fraternity.
- D. *Recruitment Counselor (RC)*: An active sorority member whose goal is to assist PNMs in the transition to sorority life as well as aid in the recruitment process in an unbiased/impartial manner.
- E. *Fraternity/Sorority Advisor (FSA)*: An Angelo State University administrator, or full time staff, appointed to provide guidance, counsel, and support to help the CPC function effectively in accordance with NPC and University policy. Formerly known as the Greek Life Coordinator or GLC.
- F. *Membership recruitment acceptance binding agreement (MRABA)*: The binding agreement signed by a potential new member (PNM) following the final preference event she attends during Formal Recruitment. It is an agreement to accept a bid from any chapter she lists on her MRABA. If she receives a bid to a chapter she lists and declines it, she is ineligible to join another organization on this campus until the beginning of the next primary membership recruitment period. If she does not receive a bid to membership, she is eligible for continuous open bidding. The MRABA also is used for continuous open bidding.
- G. *Quota*: the number of potential new members (PNMs) each women's fraternity may pledge during Formal Recruitment. Quota shall be determined by the number of PNMs signing an MRABA divided by the number of women's fraternities participating in Formal Recruitment. Quota will be set after the third round event – Preference Night.
- H. *Silence*: the period in which there will be no extended conversation with PNMs by fraternity and sorority members, new members and alumnae. This includes all references to a sorority – verbal, written, printed, or typed. Silence is designated as the period of time from the end of the Recruitment Orientation event until the end of the Preference event.
- I. *Strict Silence* is designated as the period of time from the end of the Preference event until the PNM receives her bid. During this period there will be no conversation or contact between PNMs and women's fraternity members, fraternity members and alumnae. During this time, PNMs should not discuss with other PNMs their preferences on a sorority or influence their decisions. This time period is designated to give PNMs an opportunity to reflect on their experiences throughout Formal Recruitment.
- J. *Snap bidding*: An option available to chapters that did not match to quota during bid matching. This process takes place before bids are distributed and is limited to PNMs who attended the first-round event but withdrew from Formal Recruitment before signing the MRABA and/or were not matched in the bid-matching process.
- K. *Continuous Open Bidding (COB)*: An opportunity for chapters that do not reach quota during primary recruitment to bid to quota and/or for chapters that are not at total to bid to total. COB may begin immediately after Formal Recruitment ends. No contact shall be made with PNMs via phone, letter, e-mail, or personal contact until COB begins.

## **Article VII. Recruitment Requirements**

- A. All NPC Unanimous Agreements shall be upheld.
  - a. Each CPC shall prohibit the use of alcoholic beverages in membership recruitment and Bid Day activities.
  - b. Each CPC shall prohibit the participation of men in membership recruitment and Bid Day activities.
    - i. All men shall be excluded from all recruitment events and purposes, excluding University faculty and/or staff. Violation of this rule will constitute major infraction.
    - ii. See Section XI: Sanctions for Infractions of the CPC Recruitment Rules for

- further details on infraction procedures.
- c. All members (including alumnae and new members) are responsible for understanding and observing the CPC Recruitment Rules, as well as, the CPC Code of Ethics, CPC Standing Rules, and CPC By-laws.
    - i. Formal Recruitment will begin with the Fall All-Sorority Meeting and will conclude when the last bid is received.
    - ii. Formal Recruitment may be held as early as the week before the first week of class of the academic semester, but no later than the fourth week of classes.
    - iii. The CPC Recruitment Rules will be sent to each chapter Recruitment/Membership chair no later than the Spring All-Sorority meeting.
  - d. All Sorority Meetings
    - i. Mandatory All-Sorority Meetings will be held before Formal Recruitment begins to address the CPC Recruitment Rules, and any other questions or concerns.
      - 1. All active chapter members must be present at these meetings to participate in Formal Recruitment.
      - 2. Those intending to participate in Formal Recruitment, but are not active in the spring semester, must attend the Fall All-Sorority Meeting.
      - 3. A member will be counted absent if she is more than five minutes late after the scheduled time of the meeting.
      - 4. If a member is absent to either of these meetings, without advance approval from the CPC President, Vice President of Recruitment and the Fraternity/Sorority Advisor (FSA), she may not participate in Formal Recruitment.
  - e. Recruitment Budget Guidelines
    - i. CPC strongly recommends and urges each women's fraternity to use sound judgment, discretion, common sense, and maturity in planning and maintaining a realistic and sound financial budget for Formal Recruitment. The budget guidelines for each chapter's recruitment expenses are as follows:
      - 1. The budget for Formal Recruitment shall be \$1,000.00.
      - 2. Any materials (paper, paint, etc.) provided by the Center for Student Involvement or the Multicultural & Student Activities Center do not count towards the budget.
      - 3. The budget includes any monetary donations or items (estimated at replacement value) by alumnae or other sources.
      - 4. The budget includes money spent on food and drinks served at events.
      - 5. The budget does not include individual chapter invitations for the purposes of membership.
      - 6. Bid Day is not included in the Formal Recruitment budget.
      - 7. A chapter can petition the CPC for additional funding before Formal Recruitment begins. Additional funding shall not exceed \$250.00.
      - 8. Submission of budget
        - a. Budget reports are due to the FSA no later than 2 weeks following the completion of Formal Recruitment.
        - b. A photo copy of recruitment receipts along with an itemized list of purchases/donations shall be included in the report.
        - c. A separate sheet should be submitted with a projected amount of money spent on:
          - i. Bid Day
          - ii. Individual member purchases of clothing and jewelry.
  - f. Confidentiality
    - i. CPC Executive Board
      - 1. If a sorority member identifies or reveals (verbally or written) the affiliation of any CPC Executive Board member to a PNM, she will be fined \$200 and the CPC Executive Board member will be dismissed.
    - ii. Potential New Members

1. All information regarding PNMs shall remain confidential and not for public distribution.

### **Article VIII. Recruitment Procedures**

- A. Invitation/Bid Procedures
  - a. CPC strongly urges each women's fraternity to invite (after the first round of events) only those potential new members they are considering for membership. This will enable both the PNM and the women's fraternity to know "how they stand" early in the Formal Recruitment period.
  - b. All PNMs who attend Preference night must be placed on the chapter's bid list.
  - c. Each chapter is responsible for submitting their bid list via Release Figure Management (ICS) no later than midnight on the day of Preference Rounds.
  - d. All invitations of membership shall be turned in to the FSA no later than 2 hours prior to the beginning of Bid Day activities to the Greek Life office in the Multicultural & Student Activities Programs (UC 114).
    - i. A \$25.00 fine will be assessed if the invitations are late up to fifteen (15) minutes.
    - ii. A \$2.00 fine will be assessed for every minute thereafter.
    - iii. Each women's fraternity will be responsible for individual bid invitations.
  - e. Bids must be addressed on front of the envelope in black ink. Envelopes should be sealed and must be no larger than a 5x7.
- B. Formal Recruitment shall conclude on Bid Day when the last bid is distributed.
- C. Bid Day activities shall not include Men as required in the Unanimous Agreements.

### **Article IX. Summer Guidelines**

- A. During the summer, the CPC President and Vice President of Recruitment along with Greek Life staff may send an email to all women who express interest in Greek Life during Discover ASU, Experience ASU, Ram Round-Up and/or Orientation Programs (OP).
- B. Women's fraternity members may contact the Alumnae Panhellenic Council in their areas to organize recruitment information events for prospective students at Angelo State University. In the event there are no organized Alumnae Panhellenic Councils in the area, women's fraternity members may have informational functions for the purpose of providing information for Greek Life. If at all possible, the events not governed by an Alumnae Panhellenic Council should be approved by CPC Exec and include members from all organizations.
- C. All websites and/or publications will not over highlight Recruitment Counselors (RC's) individually or in a group with less than 4 members in the picture.
- D. During the Orientation Programs student organization fair, individual women's fraternities may choose to have representatives of the women's fraternity present.
  - a. Individual women fraternity tables are to be set-up on either side of the CPC table.
  - b. No personal information or information regarding the process of recruitment may be given or taken by the individual women's fraternity.
  - c. Distribution of any kind, flowers, notes, information sheets, etc., may only be done through CPC Executive Board and the Recruitment Counselors.
  - d. No women's fraternity woman designated as a recruiter for that Orientation Program may be associated with men, both fraternity and non-fraternity men.
    - i. Only those women's fraternity members designate to recruit at that Orientation Program may recruit on behalf of their chapter.
    - ii. If a situation arises where men are in the women's fraternity recruitment area, please consult with the FSA or designee to ask them to leave.

### **Article X. Rules Regarding Social Networking Sites**

- A. Social Networking sites include, but are not limited to: Facebook, Instagram, Twitter, Vine, Pinterest,

Tinder, Tumblr, etc.

- a. No women's fraternity member shall accept a PNM as a "friend," "follower" or similar designation once they have formally signed up for recruitment. This includes all active members, new members, Recruitment Counselors and alumnae. PNMs shall be educated of this practice once registration is completed.
  - b. If a Recruitment Counselor or women's fraternity member is already "friends" with a registered PNM, the PNM should be "de-friended" or similar designation from 30 days before the Fall All-Sorority Meeting through the end of Formal Recruitment bid distribution. PNMs shall be educated of this practice once registration is completed.
  - c. If the removal does not happen within twenty-four hours of notification to the member, it will be considered a minor infraction.
- B. A women's fraternity member's personal website will be set to private from 30 days before the Fall All-Sorority Meeting through the end of Formal Recruitment.
  - C. No CPC Executive Officer may be pictured in a display photo by any women's fraternity member.

### **Article XI. Sanctions for Infractions of Recruitment Rules**

- A. Judicial Procedures are to abide by the CPC Standing Rules Article IV. All infractions, hearings and sanctions will remain confidential.
- B. Sanctions for Formal Recruitment infractions are in accordance with the NPC Unanimous Agreements. These sanctions shall be fair and reasonable resolutions for infractions and shall fit the nature and degree of the offense.
- C. NPC Notification of Sanctions  
Within 24 hours of the completion of mediation or the judicial board hearing, the CPC President or Vice President shall send a copy of the College Panhellenic Mediation Summary Report (CPMSR) or College Panhellenic Judicial Board Hearing Summary Report (CPJBHSR) (not including the minutes) to parties indicated on the report form.

### **Article XII. Event Rules**

- A. Location & Event Information
  - a. All Formal Recruitment events shall be held in the University Center or other designated places on campus. All women's fraternity members are expected to follow the University's reservations rules.
  - b. All recruitment-event rooms will be inspected within one hour before each event. Inspection of recruitment-event rooms will be conducted by the recruitment chairs from each chapter, the CPC Vice President of Recruitment, the CPC President, and the FSA.
  - c. Any problems or concerns will be addressed to the chapter's Vice President of Recruitment/Membership.
- B. Recruitment Event Regulations
  - a. All recruitment events must begin and end on time. Failure to do so is an infraction subject to sanction by the CPC.
  - b. A list of attendees will be provided at room check each day.
  - c. If a PNM does not show up for a designated event, the CPC Vice President will inform each women's fraternity of the absence.
    - i. The only individuals designated to contact the PNM are the FSA, the Recruitment Counselors, the CPC President, and CPC Vice President of Recruitment.
  - d. PNMs will be assigned to groups according to the size of the women's fraternity. Each group will be no larger than two PNMs per recruiting member.
    - i. The number of parties for each round will be determined based on this ratio.
- C. Nametags
  - a. The CPC recruitment staff will provide nametags for PNMs.
- D. Alumnae Information
  - a. Women's fraternities may seek additional assistance from up to 5 alumnae and members

from other chapters during Formal Recruitment week.

- i. These Formal Recruitment helpers will be identified by a nametag provided by the CPC recruitment staff with the specific role and/or women's fraternity on the nametag.
  - ii. A list of these Recruitment helpers should be submitted to the CPC Vice President of Recruitment at the mandatory Fall All-Sorority Meeting.
  - iii. Alumnae may not have any contact with PNMs during the Formal Recruitment events or at any other time during the Formal Recruitment process.
    1. Individual chapters may choose to have alumnae serve refreshments during recruitment events; however, no extensive verbal communication is to take place between alumnae and the PNMs.
    2. Alumnae may not participate in other recruitment activities including, but not limited to: singing, chanting or wearing of chapter's recruitment attire.
- E. Decorations, Gifts, & Refreshments
- a. Props such as flowers, jewels or any other symbol may be used during Formal Recruitment events, but not taken from the events by the PNMs. Notes, letters, gifts, or anything which could be construed as promising a bid are inappropriate and should not be used during the Formal Recruitment process.
  - b. Event decorations will be limited to inside the event room. No women's fraternity event decorations should be seen from outside the room when the door is closed.
  - c. Refreshments are not recommended during party rounds.
- F. Event Invitations
- a. Will be provided by the CPC recruitment staff through ICS.
    - i. PNMs will receive their daily round schedule prior to the beginning of the Formal Recruitment round.
    - ii. Should a PNM not be invited back, and a schedule is not generated via ICS, the PNM should be notified by the FSA prior to the first party of that round or Bid Day.
- G. Women's fraternity members, new members, and alumnae may not ask a PNM which women's fraternity she is going to pledge.

### **Article XIII. Potential New Member (PNM) Rules**

- A. Eligibility
- a. A woman is eligible to participate in Formal Recruitment if she is a regularly matriculated student at Angelo State University, taking at least twelve (12) semester credit hours, including correspondence and remedial courses. It is recommended that a woman have a 2.5 collegiate GPA or the high school equivalent of a 2.7 GPA to participate in Formal Recruitment.
  - b. An invitation of membership will be extended if the PNM meets the GPA requirements for the individual women's fraternity.
  - c. A woman who registers for Formal Recruitment will pay a registration fee.
    - i. The fee shall be \$80.00 for PNMs.
  - d. A PNM shall not be, nor have been, an initiated member of an NPC women's fraternity.
  - e. A student who had her pledge broken by her sorority, or who broke her pledge to her sorority, may not be asked to join another sorority on the same campus until the next year's Formal Recruitment following the date she was originally pledged. However, she may be re-pledged by the same sorority at any time during that calendar year before the next Formal Recruitment period.
- B. PNM Bill of Rights
- a. The right to be treated as an individual.
  - b. The right to be fully informed about the recruitment process.
  - c. The right to ask questions and receive true and objective answers from recruitment counselors and members.
  - d. The right to be treated with respect.

- e. The right to be treated as a capable and mature person without being patronized.
  - f. The right to ask how and why and receive straight answers.
  - g. The right to have and express opinions to Recruitment Counselors.
  - h. The right to have inviolable confidentiality when sharing information with Recruitment Counselors.
  - i. The right to make informed choices without undue pressure from others.
  - j. The right to be fully informed about the NPC Unanimous Agreements implicit in the membership recruitment acceptance binding agreement (MRABA) signing process.
  - k. The right to make one's own choice and decision and accept full responsibility for the results of that decision.
  - l. The right to have a positive, safe and enriching recruitment and new member experience.
- C. Attendance/Withdrawal
- a. A PNM shall attend the Recruitment Orientation event and is encouraged to attend all events to which she has received an invitation.
  - b. In the event of illness or other emergencies, a PNM shall notify the CPC President, Vice President of Recruitment, or a Recruitment Counselor, who will immediately notify the FSA.
  - c. At the discretion of the chapter, the PNM may or may not be invited back by the women's fraternity.
  - d. A PNM must consult the FSA to withdraw from Formal Recruitment.
- D. Functions Outside of Formal Recruitment
- a. From the beginning of PNM orientation through the end of Formal Recruitment, no PNM may visit a fraternity or women's fraternity member residence, suite, lodge, or chapter function except for the designated Formal Recruitment events.
- E. Bid Cards/Invitations to Membership
- a. Membership Recruitment Acceptance Binding Agreement (MRABA)
    - i. A PNM must fill out the Membership Recruitment Acceptance Binding Agreement (MRABA) immediately following the last event of Preference event.
    - ii. PNMs are encouraged to list on this agreement the names of all the women's fraternities from which she is willing to accept a bid of membership.
    - iii. These names will be listed in order of preference, without any outside interference.
    - iv. The Membership Recruitment Acceptance Binding Agreement (MRABA) will be submitted online via a Release Figure Management system (ICS).
    - v. The signing of the Membership Recruitment Acceptance Binding Agreement (MRABA) is final and binding, so no changes may be made after it is signed.
    - vi. Any PNM signing a Membership Recruitment Acceptance Binding Agreement (MRABA), and then receiving a bid at the end of Formal Recruitment, is bound at the same university until the next year's Formal Recruitment.
  - b. Refusal of Bid
    - i. Refusal to accept a bid extended to a PNM by a women's fraternity for which she has declared preference makes her ineligible to pledge any other NPC women's fraternity at the same university until the next year's Formal Recruitment.
- F. Silence and Strict Silence
- a. Silence
    - i. All PNMs shall observe silence. The purpose of silence is to provide an atmosphere whereby the PNM makes her own decisions, free from women's fraternity members, alumnae, and/or other PNMs' pressure or influence.
  - b. Strict Silence
    - i. Strict Silence begins after the PNM has left the third round of events (Preference) and ends after bids are distributed.
  - c. During the silence period, there shall be no extended conversation between a PNM and any women's fraternity member, alumna, or PNM, except at designated Formal Recruitment events.
    - i. All conversations are to adhere to the CPC Recruitment Rules.
  - d. During the designated period of silence, women's fraternity members, alumnae, and

PNMs are bound by rules of silence, and are not to make phone calls, text messages, give or send flowers, letters, notes, cards, etc.

- e. PNMs must also observe rules of silence with those who are not members or new members of a women's fraternity.
  - i. It is understood that PNMs will be in contact with adults, independents, male acquaintances, and other PNMs during the period of Formal Recruitment; however, there should be no conversation concerning women's fraternities.
- f. PNMs may associate with each other during the Formal Recruitment period, but should not discuss Greek life. An invitation to join a women's fraternity is an important one and each PNM should be given the privilege to determine her choice of women's fraternities privately without the pressures of other PNMs.
- g. Women's fraternity members should not provide rides to PNMs during formal recruitment.
- h. PNMs who do not receive or accept an event invitation are not required to observe silence except to other PNMs still active in the process of Formal Recruitment.

G. Interaction with a PNM

- a. No women's fraternity member may buy anything for a PNM (meal, soda, gifts, or favors, etc.).
- b. No PNM may buy anything for a women's fraternity member or alumna.
- c. Women's fraternity members may help with move in and Rambunctious Week events.
  - i. Women's fraternity members may share info regarding women's fraternity life and formal recruitment. However, they shall not advertise or advocate for their individual chapter.
- d. Women's fraternity members must inform the PNM that she must register with the CPC to participate in Formal Recruitment week.
- e. There will be no visitation allowed at a PNM's residence by a women's fraternity member or alumna, unless the member/alumna is a part of Residence Life staff or a Recruitment Counselor and is visiting as a part of their job requirements.
- f. A women's fraternity member and/or alumna may not interact with a PNM once she has paid her Formal Recruitment fees (family situations will be handled case by case).
- g. Women's fraternity members should disclose to their chapter recruitment leadership if there are any personal relationships to PNMs.
  - i. A personal relationship is defined as but not limited to: a friendship, relationship, family member, roommate, future roommate, or travel partner.

#### **Article XIV. Recruitment Counselor Rules**

A. Qualifications & Selection

- a. The CPC will select up to six Recruitment Counselors (RC's)
- b. It is preferred that the Recruitment Counselors have participated in Formal Recruitment as an active member of a women's fraternity.
- c. Recruitment Counselors will be selected at the beginning of the Spring semester prior to Formal Recruitment. Each shall sign and abide by these Recruitment Rules.

B. The Role of the Recruitment Counselor

- a. Recruitment Counselors will adhere to all NPC and Angelo State University Panhellenic guidelines established for the purpose of Formal Recruitment.
- b. Recruitment Counselors are required to attend all training sessions and complete all duties assigned to this office, unless otherwise approved by the CPC Vice President of Recruitment and the FSA. In the case of a missed training session, the Recruitment Counselor must make arrangements with the CPC Vice President of Recruitment to make up the training session, assuming the excuse was viable.
- c. Recruitment Counselors should make Panhellenic Recruitment events a priority over other obligations. All excuses must be approved by the CPC Vice President of Recruitment and FSA.
- d. Gross violation of the Recruitment Rules will result in the removal from this role.



- e. Required events will be established each Spring Semester, a list of which will be distributed to Recruitment Counselors in a timely fashion. The President will take attendance at each required event.
- f. Recruitment Counselors are required to attend all Orientation Program Events.
- g. All excuses must be approved two weeks prior by the CPC Vice President of Recruitment and the FSA.
- h. In the case of a vacancy due to dismissal, no replacement will be allowed unless the registration of PNMs is abundant.

C. Disciplinary Actions

- a. If there is a complaint against a Recruitment Counselor during the summer or Formal Recruitment week, the complaint must be reported to the FSA within twenty-four hours of the offense.
  - i. Social media infractions will be addressed immediately with the individual, and the chapter will be notified.
  - ii. Within forty-eight hours of the complaint, a conference will be held between the Recruitment Counselor, the CPC President and Vice President of Recruitment, and the FSA to discuss the situation.
  - iii. Infractions by Recruitment Counselors will be considered infractions to her sorority and will be handled according to the current NPC Manual of Information (Section, VII, B of the Unanimous Agreements and the College Panhellenic Judicial Procedure section).
- b. A Recruitment Counselor will be fined \$50 for missing a required recruitment event including, but not limited to: Orientation Program Events, Recruitment Counselor trainings, and Formal Recruitment activities.
- c. If a Recruitment Counselor is more than five minutes late to a required event, without prior approval, she will be fined \$10 per event.
- d. If a Recruitment Counselor is not fulfilling her duties during a recruitment event the CPC President and Vice President of Recruitment or the FSA may intervene first with a warning; any reoccurring incident will result in a fine no more than \$50 per occurrence.
- e. If a Recruitment Counselor acts partial to her women's fraternity in any way, the Recruitment Counselor will be dismissed and she will be fined \$200.
- f. Recruitment Counselors using disparaging or derogatory remarks towards any women's fraternity will be fined \$200 and removed from Formal Recruitment.
- g. If for any reason a Recruitment Counselor is not fulfilling the duties required of her, she may be dismissed as agreed upon by the CPC Vice President of Recruitment, the CPC President, and FSA. A \$200 fine will be placed on the Recruitment Counselor if dismissal should occur.
- h. All fines placed upon the Recruitment Counselor shall be assessed to her chapter and paid in full to the CPC no later than two months after the conclusion of formal recruitment.

D. Association

- a. Recruitment Counselors may remain associated with their chapters during Formal Recruitment under the following conditions:
  - i. Recruitment Counselors actions and decisions should support the welfare and best interests of the Panhellenic Community from the time she receives her position until the conclusion of Formal Recruitment.
  - ii. Recruitment Counselors will not wear any specific women's fraternity insignia or letters. They will not promote their individual women's fraternity.
  - iii. Women's fraternity members should downplay the identity of their Recruitment Counselors.
  - iv. No participation in any chapter phase of recruitment events including Work Week, recruitment preparation, and attending membership sessions or discussions.
  - v. No attendance at any women's fraternity functions during recruitment events and the period from 30 days prior to the Fall All-Sorority meeting through the end of Formal Recruitment, unless approved by the CPC President, CPC Vice President of Recruitment, and the FSA, prior to the event.

- vi. May uphold their membership responsibilities, such as upholding officer positions and attending chapter meetings.
- vii. Recruitment Counselors will not discuss details pertaining to the recruitment process including but not limited to PNM information and voting process.

**Article XV. Panhellenic Executive Board Disassociation**

- A. The CPC Executive Officers (President, Vice President of Recruitment, Secretary, and Treasurer) will disassociate from their individual women's fraternities 30 days prior to the fall All-Sorority meeting through the end of Formal Recruitment.
- B. The CPC Executive Board members will keep the identity of their women's fraternity a secret.
- C. The CPC Executive Officers will be held to the same rules, standards, and disciplinary actions as outlined in Article XIV. Recruitment Counselor Rules.
- D. The CPC Executive Officers will serve as representatives of the CPC and will represent all women's fraternities equally without bias during the summer and Formal Recruitment.