

**THE RECRUITMENT RULES**  
**of**  
**THE PANHELLENIC ASSOCIATION**  
**at**  
**THE UNIVERSITY OF MICHIGAN**  
(March 2017)

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## ARTICLE I: TOTAL/QUOTA

- A. Chapter Total will be automatically reset to median chapter size following the formal recruitment period. This will be determined by a simple majority vote of the Panhellenic Council. Any time a chapter falls below Total, it may recruit to reach Total per the NPC Manual of Information procedures.
- B. A quota range will be determined according to the 2003 National Panhellenic Conference Recruitment Resolution.
- C. Placement of women who do not receive bids in the normal bid matching process may be possible. Sororities will be eligible for these additional members under several circumstances. The Office of Greek Life must verify the chapter membership list to determine eligibility.
- D. Placement of Potential New Members will follow National Panhellenic Conference (NPC) procedures for hand bid matching in 1, 2, 3 and 4 below. Placement of Potential New Members through Quota Additions will follow NPC procedures as well.
  - 1. Additional members are needed to reach the established Total.
  - 2. Financial concerns, due to extenuating circumstances, have created a need for additional members. This would necessitate writing a letter to the Greek Activities Review Panel (GARP) detailing the situation and signed by an advisor.
  - 3. Quota Additions will follow NPC guidelines as they appear on page 135 of the NPC Manual of Information, 20th Edition.
- E. Chapters must notify the Panhellenic Advisor within two days of Bid Day of any changes to membership, including refused bids and depledgings to allow for the automatic reset of Total within three days of Bid Day.

## ARTICLE II: RHO OMEGAS

- A. All sororities must turn in the designated number of typed Rho Omega applications in accordance with the date set by the Panhellenic Executive Board.
- B. Rho Omega applicants may not be first year sorority members or graduate students.
- C. Applying members must attend their interviews. If an applicant can no longer attend their interview, they must provide proof of excuse. It will be considered a recruitment infraction if an excuse deemed valid by the Vice President of Recruitment External is not provided.
- D. Rho Omegas shall be active members in good standing of full member chapters represented in the Panhellenic Association. The Panhellenic Executive Board reserves the right to waive this requirement in light of chapter reorganizations.

- E. Rho Omegas may be expected to be present during the following year's Rho Omega interviews, unless studying abroad. For example, a Rho Omega during Fall 2016 must help interview those applying for Fall 2017.
- F. Rho Omegas are expected to disaffiliate during Fall Formal Recruitment, as discussed in Article VIII of The Recruitment Rules of the Panhellenic Association at the University of Michigan. This includes discussion of PNMs and their rankings.
- G. If an individual does not complete her Rho Omega duties, she is required to participate as an affiliated member in all of her regular chapter recruitment activities.
- H. The Panhellenic Executive Board reserves the right to relieve any individual from her Rho Omega duties at any time.
- I. Rho Omegas may file charges of alleged recruitment infractions.
- J. Any violation of the Recruitment Policy by a Rho Omega is cause for a recruitment violation to be filed against said Rho Omega's chapter.
- K. Specifics of Rho Omega duties are determined and explained by Panhellenic Vice Presidents of Recruitment during Rho Omega training.

### ARTICLE III: RECRUITMENT COMMITTEE

- A. The committee will be comprised of initiated members of Regular Member Chapters.
- B. Recruitment Committee members shall be active members in good standing of full member chapters recognized by the National Panhellenic Conference.
- C. Potential committee members may apply for positions during the winter semester prior to Fall Formal Recruitment and will be selected by the Panhellenic Executive Board.
- D. Recruitment Committee members are expected to disaffiliate during Formal Fall Recruitment, as discussed in Article VIII of The Recruitment Rules of the Panhellenic Association at the University of Michigan.
- E. If an individual does not complete her Recruitment Committee duties, she is required to participate as an affiliated member in all of her regular chapter recruitment activities.
- F. The Panhellenic Executive Board reserves the right to relieve any individual from her Recruitment Committee duties at any time.

### ARTICLE IV: RECRUITMENT ELIGIBILITY

- A. A woman who is or who has ever been an initiated member of an existing National Panhellenic Conference sorority shall not be eligible for membership in another National Panhellenic Conference sorority or sorority with associate member status in the University of Michigan Panhellenic Association.
- B. A woman who is or who has ever been an initiated member of an existing

associate member chapter of the University of Michigan Panhellenic Association shall not be eligible for membership in any other Panhellenic Association sorority.

- C. To be eligible for pledging a sorority, a woman must be enrolled at The University of Michigan's Ann Arbor campus and be taking at least twelve credit hours.
- D. A signed Preference Card or Continuous Open Bid (COB) Acceptance Card is binding. If a Potential New Member accepts a bid under the preference system, she is ineligible to be pledged to any other National Panhellenic Conference sorority on the same campus for one calendar year. For example, if a woman pledges during Fall 2016, and de-pledges, she is not eligible for Recruitment until Fall 2017.
- E. If a Potential New Member does not receive a bid under the preference system, she is eligible for Continuous Open Bidding.
- F. A woman who has her pledge broken by a sorority, or who has broken her pledge to a women's sorority, may be re-pledged by that same women's fraternity at any time within the calendar year.
- G. When a New Member transfers to another campus, her pledge is broken, and she is eligible to pledge any National Panhellenic Conference sorority on that campus at the earliest opportunity.
- H. Members of a chapter, who have not been initiated, whose charter has been rescinded or relinquished, shall be eligible to pledge another sorority immediately following an official release from their original organization.

## ARTICLE V: BUDGET

- A. Chapters may not spend more than \$3,700 on Fall Formal Recruitment. This total excludes all items purchased during previous recruitment periods. T-shirts required by Panhellenic for first set mixers are not included in the \$3,700 budget.
- B. Individual members may not be charged individually for items to be used during Recruitment. T-shirts are an example of such an item.
- C. Donated goods and services must be appraised and included in the budget.
- D. Panhellenic Officers will check the recruitment events and may request a receipt.
- E. Any costs incurred in the production of recruitment videos must come from the \$3,700 budget. This includes money spent on props, filming, editing, distribution, and other costs incurred during the production process.

## ARTICLE VI: CONTACT PERIOD WITH POTENTIAL NEW MEMBERS

- A. Silence — a period of silence shall exist from arrival on campus for Fall term and pre-Fall term events until the time at which bid day begins, as set by the Executive Vice President. The purpose of silence is to promote Panhellenic Recruitment and Greek Life in general.

1. No sorority member, unless she is a Rho Omega, a Panhellenic Officer, Recruitment Committee Member, or any other disaffiliated member shall have written or oral contact with Potential New Members outside of the Panhellenic scheduled recruitment events. This includes contact through social media sites such as Facebook, Twitter, Instagram, etc.
2. The Silence policy extends to all Potential New Members. Even if a Potential New Member did not return to your chapter, Silence still applies. If a woman withdraws from Recruitment, Silence no longer needs to be observed.
3. Exceptions - There are four situations during Silence in which contact between a sorority member and Potential New Members is permitted. Notification must be given to the Office of Greek Life no later than the start of Sorority Forum if any of the following situations occur. In the event of a situation arising during the course of Recruitment that could not have been accounted for and reported before Sorority Forum, notification must be given to the Office of Greek Life within 24 hours.
  - a. If an academic situation arises where a professor or GSI REQUIRES contact between a sorority member and a Potential New Member, the Panhellenic Judicial Vice President must be notified before contact takes place. During contact, Recruitment and Greek Life must not be discussed.
  - b. In the case that a sorority member's roommate is participating in Recruitment, contact outside of Recruitment is permitted. Recruitment and Greek Life are not to be discussed.
  - c. If a sorority member's relative (cousin, sister or step-sister) is going through Recruitment, contact should be avoided during Silence and take place only if ABSOLUTELY NECESSARY.
  - d. University Peer Mentors, coworkers, and teammates in sororities are not required to observe Silence with those applicable PNMs, but may not discuss Recruitment or sororities in general with their mentees outside of Recruitment events. See Article VIII. E.
4. The Sorority Forum promotes Panhellenic Recruitment and Greek Life in general. Chapter members are allowed to display and discuss their chapter's traditional events and activities. However, they are not permitted to encourage Potential New Members to favor their chapter. Each chapter is permitted to have no more than five members present at the Sorority Forum at any time. Chapters must have their booths set up half an hour before the official start time of Sorority Forum to permit time for Panhellenic approval of the chapter's booth. No alcoholic paraphernalia, photographs of disaffiliated members or alcohol, fresh flowers or other inappropriate items will be permitted.
5. Sorority members may not initiate nor have someone initiate on their behalf, contact with any Potential New Member. This includes, but is not limited to phone, email, letter, verbal, text or other messaging, and social networking sites. This also includes encouraging discussion of any individual sororities with PNMs by anyone outside the chapter.

6. If Sorority members come into UNPLANNED contact with Potential New Members in class, in public, on the street, at social gatherings, etc., only general greetings may take place.
  7. The Panhellenic Association Executive Board reserves the right to regulate sorority participation in and/or publicity at Panhellenic Association sponsored events.
- B. No Potential New Members may visit sorority houses except during recruitment events as determined by Panhellenic, and sorority women may not spend money on any Potential New Members.
- C. Internet Communication
1. Chapter members may not interact with potential new members with whom they have no personal connection (eg. family friends, students from your high school, boyfriend's sister, etc.) via the internet/social media at any time before Bid Day (including summer).
  2. All members of the Panhellenic Community must privatize or deactivate individual Facebook and Instagram accounts by the day recruitment registration opens. All official Chapter social media sites (Instagram, Twitter, Tumblr, etc.) must be privatized and inactive by the day recruitment registration opens. Official Chapter Facebook pages must be inactive by the day recruitment registration opens.
  3. All members of the Panhellenic community are prohibited from posting pictures with potential new members on the Internet (including the picture that appears on a privatized account).
  4. All members of the Panhellenic Community are prohibited from posting pictures/messages captioned with promotion taglines ("RUSH ABC") on social media outlets during the period leading up to or during the formal recruitment period. Members are allowed to post recruitment related photos, however, posted pictures of recruitment related events and activities (outfits, food, and other related items) may not be set as cover photos or profile pictures until after the start time of bid day.
  5. The above regulations are part of the silence period according to the timeframes defined in Article VI, Section A, Subsection 1 and Article VI, Section A, Subsection 2.
  6. All decisions regarding internet conduct are under the discretion of the Panhellenic Association Executive Board.
- D. Chapter Social Events
1. No planned social events are to take place from the day of recruitment registration to Bid Day. This includes with fraternities, sports teams, etc.

## ARTICLE VII: GENERAL CONDUCT FOR SORORITY MEMBERS

- A. Sororities may not recruit outside their own property during Fall Formal Recruitment.

- B. Sorority women may not leave their chapter houses during any recruitment events or breaks (unless excused by the chapter Recruitment Chair for class or other valid reason).
- C. Potential New Members are allowed in chapter houses only during their individually scheduled recruitment event for each set.
- D. Sorority members may not speak negatively about another sorority in front of or with a Potential New Member.
- E. Sorority women should not make comparisons between chapters nor promote their chapter at the expense of another.
- F. Sorority members should refrain from discussing sororities in general while in public, due to the possibility that a Potential New Member may overhear.
- G. No oral bids are to be made during Recruitment. A sorority woman is not permitted to offer a Potential New Member a bid, tell her where she is on the bid list, or discuss her chances of receiving a bid. Additionally, when speaking to a Potential New Member, a sorority member may not give her false hope by referencing the future or stating her personal wishes for the Potential New Member to return to or join her chapter, for example, “see you later”, “I can see you in this house”, or “I see you being my sister” are not allowed. These types of interactions are considered to be oral bids and will result in consequences as outlined in the Judicial Procedures, Article XIV.
- H. Sorority members may not ask potential new members which other parties they are attending for a given set.
- I. Only factual information of a men’s national fraternity may be referred to or shown to Potential New Members during Recruitment events.

## ARTICLE VIII: DISAFFILIATION

- A. Panhellenic Officers, Recruitment Committee Members, Resident Advisors, and Rho Omegas must disaffiliate from their respective chapters during Fall 2017 Formal Recruitment. Summer and Fall Orientation Leaders must disaffiliate from their chapters during Orientation activities.
- B. Expectations of a Disaffiliated Member
  - 1. Disaffiliated women may not reveal their sorority affiliation to Potential New Members. During Recruitment, these members must not wear sorority jewelry or clothing and must hide all fraternity paraphernalia and pictures in their possession, which could reveal their affiliation.
  - 2. Sororities with disaffiliated members must remove all pictures of these members from visibility and may not refer to them at any time during Fall Formal Recruitment.
  - 3. Disaffiliated members are not to be present in the house during any recruitment events, except for Rho Omegas when they bring their recruitment group to their own house.

4. Disaffiliated members cannot participate in membership selection in any way. They may not convey any information about Potential New Members (including the order of their preferences) or other sororities to anyone in their chapter or any other chapter.
  5. Email signatures of disaffiliated women should not reveal their affiliation.
  6. Disaffiliated members will completely deactivate from Facebook.
  7. Disaffiliated members must look at the MCommunity Directory and make sure any group that may reveal their affiliation is private by the first day of recruitment registration.
- C. GARP may give special permission for Resident Advisors to participate in Fall Formal Recruitment provided that their chapter has less than 50 members.
  - D. Chapters will be held responsible for the actions of their disaffiliated members.
  - E. University Peer Mentors are not “disaffiliated” but may not discuss Recruitment or sororities in general with their mentees outside of Recruitment events. Mentors may not wear sorority jewelry or clothing and must hide all fraternity paraphernalia and pictures in their possession that may reveal their affiliation.

## ARTICLE IX: PUBLICITY

- A. Individual sororities may not publicize their chapter from arrival on campus until the start time of bid day. General publicity includes, but is not limited to, any printing or posting (except welcome back banners) outside of one’s house that refers to one’s sorority or any sorority. Chanting, singing, and cheering may only occur as a form of formal recruitment practice.
  1. Exception - if during Silence a sorority is engaged in any philanthropic project, that project may not take place on chapter property. If the project takes place outside of the participating chapter’s house, sorority members may not wear their letters.
  2. Promotional items bearing a chapter’s name or letters shall only be used or worn by members of that chapter.
- B. Uniform T-shirts provided by Panhellenic will be given to all sorority members to wear prior to and during Recruitment. In an effort to provide visibility and to promote unity for Greek Life, members must wear the uniform Go Greek! T-shirts on the designated days and as often as possible. Designated days for Fall 2016 include the first day of class and the first home football game. If members fail to wear the T-shirts, the chapter will be under review for a potential recruitment infraction. It is permissible, but not required, to wear the uniform T-shirts during any set of recruitment events. Members are not permitted to wear, carry, or display their individual chapter letters on days on which they are required to wear their

uniform T-shirts. Chapter members are prohibited from altering their uniform T-shirts.

- C. Recruitment banners may be put up on chapter property anytime during the day before a set and taken down whenever convenient.
  - 1. No banners, letters (Greek or non-Greek), or endorsements of any kind may be visible on any non-chapter owned property (ie. Satellite Houses, Senior or Junior houses, or anything of the sort) prior to or during the formal recruitment period
- D. Fliers and advertisements for house employees MAY include the name of the sorority.
- E. If a sorority woman is interviewed and/or photographed by the Michigan Daily or another newspaper, the member must ask that her affiliation not be identified in the article or photograph.
- F. Serenades are allowed during the silence period, yet any singing or chanting must be done inside a house.
- G. T-shirts promoting individual chapters may be worn throughout the recruitment period. All apparel worn during the recruitment period must be in accordance with the Recruitment Rules (for example, see Article VII, Section E) and the Statement of Human Dignity.
- H. Men are not allowed to promote or encourage potential new members to join a specific chapter. No T-shirts or signage on houses or any other form of promotion are permitted. Any violation of this rule will be viewed as a sorority publicizing themselves, and the sorority will be held responsible. However, fraternity men ARE allowed to wear Pregame T-Shirt apparel.
- I. As outlined in the 2012 National Panhellenic Conference Unanimous Agreement, undergraduate Panhellenic women may not participate in men's formal recruitment.
- J. Panhellenic members shall promote Panhellenic-sponsored electronic media when notified.
- K. Recruitment videos are allowed to be produced so long as they fall within a chapter's set recruitment budget. Prohibited content includes, but is not limited to, alcohol and illegal substances and related paraphernalia. No content which obviously shows disaffiliated members is allowed.

## ARTICLE X: RECRUITMENT EVENTS

- A. PNM's shall be held accountable to the policies set forth in the PNM code of conduct.
- B. Potential New Members will be required to go to the maximum number of events for every set if they receive sufficient invitations.
- C. Unless excused by Panhellenic, Potential New Members who do not attend a scheduled event may be dismissed from Recruitment.
- D. Sororities must strictly observe the time limits for each recruitment event.

- E. Chapters must refrain from making noise that can be heard outside of the house up until one minute prior to the start of a party and two minutes after the end of a party.
- F. Chapters may not bang on chapter walls (with hands, water jugs, pots and pans or any other noise making object) and must refrain from jumping and engaging in any activity that could damage chapter property.
- G. Decorations
  - 1. No decorations may be hung from, taped to, attached to or touch any ceiling or walls in the house during any formal recruitment set.
  - 2. No balloons are permitted during any recruitment events.
  - 3. No extraneous decorations are permitted during Mixers, Second, or Third set events. An extraneous decoration is anything that is not normally visible in the house. During Second and Third Set, specific informational items are permitted to be on display. These items include display boards that may be free standing or placed on a table or easel. During the Philanthropy Round, displays must be philanthropic in nature and during the House Tour Round displays may only include house or chapter information.
  - 4. Table decorations are allowed, however, the table decorations should not be overly extravagant. Acceptable table arrangements would include confetti, small vases of flowers, candles, etc. Unacceptable arrangements would include huge flower arrangements or "wedding-like" centerpieces. Acceptable table decorations are up to the discretion of the Judicial Vice President. A list and photograph of table decorations must be presented to the Judicial Vice President five days prior to each set.
  - 5. Pictures of or references used as decorations or presentations should not depict or imply alcohol/drug use. All decorations and presentations should depict the values of the Panhellenic community.
- H. Sorority Members will be required to wear the Mixer T-Shirt designed by the Panhellenic Executive Board during Mixers Rounds. Decorations or themes will not be permitted during Mixers. Skits may not occur during any set of Recruitment.
- I. Philanthropy may be held only during Second Set events.
- J. House Tours activities may be held only during Third Set events.
  - 1. Philanthropy activities must include a video presentation or poster presentation solely describing the chapter's philanthropic activities and service done by the chapter outside of philanthropy (hereon referred to as "presentation"). Presentations may not be in the form of a skit. Another presentation may occur during Third Set events, providing it is distinct from the philanthropy/service presentation, as determined by the Panhellenic Judicial Vice President. If two or more such presentations occur, one must focus solely on philanthropy and service. The other may include elements of sisterhood, social, etc. If only one presentation occurs during Third Sets, it must solely focus on philanthropy/service. A script or copy of the presentation must be

- submitted to the Panhellenic Judicial Vice President no later than five days before Third Sets.
- K. Sisterhood songs of no longer than five minutes and with no choreographed dancing can be sung during Second and Third Sets. All lyrics must be approved by the Panhellenic Judicial Vice President no later than five days before the start of the set.
  - L. Food Restrictions
    - 1. Serving food is prohibited during Mixers, Second Sets, and Third Sets. Beverages may be served at all sets for every event. A list of beverages must be submitted to the Judicial Vice President five days prior to each set.
    - 2. Preference Events
      - a. Desserts, snack foods, and beverages may be served at every Preference event. Chapters are not to exceed spending more than \$10 per Potential New Member that is invited back for Preference Parties. This \$10 includes the cost for any food or beverage served to the Chapter Member who is talking with the Potential New Member. Receipts and chapter confirmation of spending is due to the Judicial Vice President no later than five days after Preference Parties.
      - b. Chapters participating in Recruitment in a building other than a chapter house are subject to price changes that reflect the food restrictions of the building where Recruitment is occurring.
  - M. No alcoholic beverages may be included during Recruitment.
  - N. According to the National Panhellenic Conference, men may not participate in Fall Formal Recruitment and any Bid Day activities. This includes all events until 8:00 a.m. the day following Bid Day. Possible exceptions, which must be approved by GARP, might include a male band member or some other type of “worker” or “employee” on Bid Day only.
  - O. House Employees
    - 3. House employees, other than the House Director, may not be in view of Potential New Members during recruitment events.
    - 4. Busboys are permitted to perform certain specified duties during Preference events only. These duties are setting up, clearing, and cleaning up, provided the Potential New Members do not see them.
  - P. Favors, Nametags, and Calling Cards
    - 5. No favors may be given to Potential New Members. A favor is considered to be anything the Potential New Member takes out of the house that she did not bring in with her. Examples include, napkins, cups, etc.
    - 6. All Potential New Member nametags will be provided by Panhellenic and must be worn to every set by all Potential New Members.
    - 7. All Potential New Member calling cards/attendance cards will be provided by Panhellenic.

- Q. Only a banner will be permitted outside the sorority house. The banner may consist of tarp or paper and paint or marker, or may be printed so long as production falls within the budget outlined in Article V.
- R. All recruitment activities must take place inside the chapter houses, unless the chapter does not have a house. The Recruitment Chair or one designated current member must go outside the front door to confer with the Rho Omegas before the start of each round. Absolutely NO contact with the PNMs in their line-up may take place.
- S. Letters, poems, or other written documents may be read to the group of Potential New Members as a whole, but may not be presented individually in written or in oral form.
- T. Names of Potential New Members may not be used as part of decoration during any recruitment parties. Edible writing of Potential New Member names on food or plates is prohibited. Edible writing of chapter names on food and plates is allowed. This includes items such as glasses as well as any other decorations in the chapter house during any set. Basic, non-decorative place cards (containing only the name of the Potential New Member, and without crests, Greek letters, etc.) will be allowed during preference parties. They must not exceed 3 by 5 inches and must be approved by the Judicial Vice President no later than five days prior to preference parties.
- U. Sororities may not fine or otherwise penalize their members for missing recruitment activities due to classes or exams that take place during the time of the activity. This does not include study groups or homework.

## ARTICLE XI: INVITATIONS AND BID LISTS

- A. Invitations
  - 1. Release figures will be set according to the National Panhellenic Conference guidelines.
  - 2. Panhellenic will set the dates and times during which sorority invitations may be issued. Additionally, a list of these invitations must be turned in during specific times. It will be considered a recruitment infraction if these lists are not completed and turned in at the specified times.
- B. Any Potential New Member scheduled for a chapter's Preference event must be placed on that chapter's Bid List, unless the Potential New Member had a "conflict" during her Third Set event.

## ARTICLE XII: BID DAY

- A. Initial contact between chapter members and new members on Bid Day can only take place on the individual chapter's property.
- B. All chapter Bid Day activities must end by 11:59pm the day of Bid Day. Moreover, all New Members must be encouraged to return to their place of residence at that time.

- C. Alcohol is not permitted during Bid Day activities. This includes all activities involving New Members until 8:00 a.m. the morning following Bid Day held in or out of the chapter house, including the off-campus houses or apartments of individual members.
- D. Men are not allowed to participate in any Bid Day activities. This includes all activities involving New Members until 8:00 a.m. the morning following Bid Day, held in or out of the chapter house, including the off-campus houses or apartments of individual members. Possible exceptions, which must be approved by GARP, might include a male band member or some other type of “worker” or “employee” on Bid Day only.

### ARTICLE XIII: CONTINUOUS OPEN BIDDING

- A. Each NPC chapter has the right to COB to reach quota or its total allowable chapter size (Total)
- B. Continuous Open Bidding (COB) for chapters not at quota and/or total will not be allowed from the day of Winter Term graduation until a date to be determined
- C. To accommodate a chapter colonization or to allow a chapter to build its membership, the college Panhellenic may vote to suspend COB for period not to exceed three weeks. Any school breaks are not included in the three weeks.
- D. All chapters eligible for Continuous Open Bidding who choose to partake in COB are required to participate in Panhellenic sponsored events for PNMs. This includes, but is not limited to, Winter Sorority Forum.

### ARTICLE XIV: JUDICIAL PROCEDURES

- A. Judicial Procedures must correspond with the National Panhellenic Conference Unanimous Agreements, found in the NPC Manual of Information, 20<sup>th</sup> Edition, “Judicial Procedures.”
- B. The Judicial Board
  - 1. The Judicial Board for Recruitment shall consist of the Panhellenic sorority members of the Greek Activities Review Panel (GARP).
  - 2. The Panhellenic Judicial Vice President shall chair the board.
  - 3. Quorum shall be four, not including the chairperson.
  - 4. No member of GARP shall hear a case involving her respective chapter.
- C. Offenders in mediations or hearings regarding recruitment infractions shall be sanctioned according to Article VII of the Bylaws of the Greek Activities Review Panel and the National Panhellenic Conference Unanimous Agreements, found in the NPC Manual of Information, 18<sup>th</sup> Edition, “Judicial Procedures.”
- D. Outcomes of recruitment infraction mediations and hearings, including offender and offense, will be made public at the Panhellenic Association meetings.

- E. Recruitment Policy guidelines and regulations, regardless of timeframes defined above, apply to Summer Freshman Orientation.