We, the undergraduate members of women’s fraternities and sororities at the University of North Florida, strive to promote a positive image of Greek life. We believe that each sorority has a valuable contribution to make in serving all women and the university community. The Panhellenic system supports individuality, not conformity; realizing that the Greek community is enriched by the diverse and unique qualities each woman has to offer. In accordance with the dignity and character of each sorority woman, we pledge to treat all collegians, both Greek and non-Greek, with the utmost respect and honor. We believe that the highest level of trust should exist between individual chapters and their members, fostering a spirit of friendship and harmony. We, as sorority members, will strive to be women of integrity, creating a positive and exciting experience for all potential new members, as well as displaying full cooperation and honorable conduct among the sororities. We will exhibit positive attitudes and actions in all of our Recruitment efforts, and work together to set a good example for all Potential New Members.

I. Statement of Positive Panhellenic Contact
We, the women of the University of North Florida, will promote Panhellenic-spirited contact with all potential new members throughout the year. Strict silence will begin following the conclusion of the first party during Preference Round and last until bid distribution. 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.

II. Statement of Adherence to NPC Unanimous Agreements and Policies Regarding Recruitment
All NPC member organizations represented at the University of North Florida believe in strictly adhering to NPC Unanimous Agreements and policies. These valued and non-negotiable policies will be followed by all organizations during the recruitment process.

III. Statement of “No Frills Recruitment”
The University of North Florida recruitment events shall consist of maximum conversation time, tables with displays pertaining to the event and water for potential new members. Skits, excess food, or costumes should not be included in recruitment. Videos shall only be shown during the Philanthropy Round to provide potential new members will information regarding the (inter)national philanthropies associated with our NPC member groups.

IV. Statement of Membership Recruitment Acceptance Binding Agreement
The University of North Florida Panhellenic Council will uphold and use the membership recruitment acceptance binding agreement (MRABA) for each potential new member interested in joining a women’s sorority, whether during formal or informal recruitment. We agree to all policies and steps pertaining to the MRABA.

V. Statement of Values-Based Recruitment
We, the members of the University of North Florida Panhellenic Council, pledge to 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 chapter’s values, and connect to these values.

VI. Statement of Automatic Reset of Total
Total is the allowable chapter size as determined by the College Panhellenic.

To allow organizations to achieve parity as quickly as possible at the conclusion of primary recruitment, the University of North Florida Panhellenic Council shall automatically reset total with the timing as determined by the Panhellenic president as long as it is accomplished within 72 hours after the completion of the primary recruitment period. Total will be determined by the average chapter size (ACS) x 90 percent rounded to the nearest whole number. (Example: If the ACS following formal recruitment is 183, then total would adjust to 164.7. Thus, total would be set as 165.)

VII. Potential New Member Guidelines
1. Participating in recruitment requires a $55 non-refundable registration fee via credit or debit card payable to the University of North Florida Panhellenic Council. Each potential new member also must complete a recruitment application using the CampusDirector computer system. The CampusDirector system will close for registration at least 48 hours prior to the beginning of Kickoff Night.

2. Women registering in formal recruitment must be/have:
   - A full time student at the University of North Florida registered with at least 12 credit hours in the upcoming semester
   - Not accepted a bid in the last year or been initiated into a NPC organization

3. Each potential new member must attend the Recruitment Kickoff event and the maximum number of recruitment parties that she has been invited each subsequent day.

4. A potential new member must not miss an academic class or lab for the purpose of attending a recruitment related event. If there is a conflict between recruitment events and academic requirements, the potential new member should contact her assigned Rho Gamma so that an excuse may be sent to the sororities.

5. Rho Gammas and/or Panhellenic Executive Board Officers will be stationed outside all events to assist the potential new members if needed.

VIII. Rho Gamma & Panhellenic Executive Board Guidelines
1. Formerly known as “Recruitment Counselors”, Rho Gamma are to assist in providing potential new members with an enjoyable and memorable recruitment experience by maintaining a positive attitude toward the Greek community through her own actions and attitudes. It is the duties of a Rho Gamma to remain disaffiliated from her chapter to provide an unbiased opinion of the Greek community, stop any rumors that could affect a PNM’s decision or opinion, and to be available to PNM at all times to answer questions and provide guidance. A Rho Gamma should be compassionate, motivated, understanding, enthusiastic, and patient throughout the recruitment process, as well as learn the rules and regulations of formal recruitment to ensure that chapters and PNM are abiding by them.

2. All Rho Gammas will sign and abide by the Rho Gamma contract and are expected to disaffiliate from their chapters as follows:
a. On June 1st, Rho Gammas and Panhellenic Executive Board Officers will avoid prolonged public contact with affiliated members. Prolonged contact is deemed as longer than one hour of contact in public. All chapter-identifying materials must be removed and/or not used in any form; this includes letters on vehicles, social media tags, clothing/accessories, etc.

b. On July 1st, Rho Gammas and Panhellenic Executive Board Officers will not be permitted to have contact with any affiliated women in public settings. Any contact with affiliated women must be in a closed-door setting without the presence of a potential new member.

c. On August 1st, Rho Gammas and Panhellenic Executive Board Officers will completely disaffiliate from their chapters. Communication between affiliated and disaffiliated members shall not occur in any form (verbal conversations and written messages). Social gatherings, Facebook, text messages, phone calls, or private meetings (and other forms of communication) are strictly prohibited. However, general and short, friendly public greetings will be permitted.

3. If a Rho Gamma resides with any affiliated women and/or potential new member, only casual greetings and contact are permitted. No communication regarding formal recruitment is permitted.

4. Panhellenic Executive Board Officers reserve the right to relieve any Rho Gamma from her duties at any time should she break any recruitment rule. The Rho Gamma’s chapter may face an infraction as a result of her behavior.

IX. Women’s Fraternity Member Guidelines

1. All sorority chapter recruitment chairs and recruitment advisors are required to attend the reading of the Recruitment Rules and Code of Ethics on a date set by the Panhellenic Vice President of Recruitment Operations. Chapter recruitment chairs will be responsible for educating their chapter members on the Recruitment Rules and Code of Ethics.

2. Any chapter that does not attend two consecutive recruitment meetings shall be fined in the amount of $50.00 per meeting missed.

3. Positive Panhellenic Contact will be used at all times. Interaction and conversation is permitted and encouraged between potential new members and affiliated members about fraternity/sorority life and/or Panhellenic Recruitment in general. All interaction between potential new members and affiliated members should illustrate a “Go Panhellenic” attitude. Conversations about specific sororities or chapters will not be permitted. Positive Panhellenic Contact will be limited to friendly brief conversations and public greetings. Specific questions regarding recruitment should be directed toward a Rho Gamma or Panhellenic Executive Board Officer.

4. Sorority members shall not promise a potential new member, verbally or written, a bid for their organization prior to the issuing of bids. Promising of bids consists of using “We” and/or “I” in reference to an entire chapter or individual making references to future interactions.

5. Sorority women must uphold a “Go Panhellenic” and/or “Go Greek” attitude in their actions and words. This includes all events and forms of PR (for example, car tagging) beginning May 1st.

6. At no time shall there be three (3) or more affiliated members speaking to one potential new member at the same time beginning May 1st until bids have been extended. This includes on-campus and off-campus events.
7. Sorority members may not purchase anything for a potential new member beginning May 1st. This includes but is not limited to party favors, remembrances of any kind, and meals.

8. Sorority members who live with or have a special relationship with a potential new member must inform the Panhellenic Council Vice President of Recruitment Operations by the first day of Summer B classes. Sorority members may NOT visit potential new members at their residence during the formal recruitment process or vice versa, unless previously registered with Panhellenic Council.

9. Each sorority shall select a “recruitment team” of 25 women to participate in various summer and fall events prior to recruitment. The list can be flexible but if changes to the team occur, notification must be submitted in writing to the Panhellenic Vice President of Recruitment Operations 24 hours in advance of the event. The Panhellenic Vice President of Recruitment Operations will determine the amount of women designated from the recruitment team who are permitted to attend each event. These women will be in addition to the Panhellenic Recruitment Team, consisting of the Executive Board and Rho Gammas.

10. No chapter or sorority member shall be permitted to leave any electrical appliance unattended within the recruitment venue at any time during formal recruitment.

11. The disaffiliation of Rho Gammas and Panhellenic Executive Board Officers must be supported by all affiliated women by making every effort to keep these women’s chapter affiliation unknown and a non-issue among the Panhellenic community.

**X. Social Networking & Communication Guidelines**

1. Beginning May 1st, all sorority women, including disaffiliated members, shall set all social media profiles, accounts, and pictures to be viewed by “Friends Only”. These accounts should also be placed on a “private” setting.

   a. Five days prior to the Recruitment Kick Off event, all sorority women, including disaffiliated members, shall deactivate Facebook until Bid Day ceremonies have concluded. Exceptions to this rule will include the Panhellenic Executive Board Officers, the Panhellenic Judicial board, and one designee from each sorority chapter. Chapters must submit in writing which affiliated member this will be by August 15th.

   b. All active undergraduate women affiliated with a Panhellenic sorority must join the Facebook group created by Panhellenic for monitoring.

   c. There is to be no confirming or adding potential new members on all social media accounts from the Recruitment Kick Off event until all Bid Day events have concluded.

2. Any Panhellenic woman that does not adhere to the social networking and communication guidelines will be subjected to a $25.00 fine charged to her respective chapter per day until the account settings are properly adjusted.

3. The Panhellenic Judicial Board and the Panhellenic Executive Board will help to monitor online communication and media, as well as all other Recruitment Rules as specified herein.

**XI. Procedures for Extending Bids**

1. A sorority may not extend Continuous Open Bids (COB) during any pre-Recruitment period, which is defined as May 1st until the distribution of bids during formal recruitment.
XII. Continuous Open Bidding Guidelines
1. All potential new members participating in any Continuous Open Bidding events must submit a Grade Release Form to the Office of Fraternity and Sorority Life no later than 48 hours prior to the issuing of bids. If a potential new member is offered a bid prior to her grades being verified by the Office of Fraternity and Sorority Life, the chapter will incur a $50.00 fine per bid offered without a Grade Release Form on file.

2. All new members extended bids during Continuous Open Bidding are required to fill out a Continuous Open Bidding Acceptance Binding Agreement form. This form must be submitted to the Office of Fraternity and Sorority Life no later than 72 hours after bids are issued. The chapter will incur a $50.00 fine per new member that does not submit a Continuous Open Bidding Acceptance Binding Agreement form.

XIII. Formal Recruitment Policies & Procedures
1. Per the Unanimous Agreements of the National Panhellenic Conference, alcohol and men are not permitted to assist or participate in the recruitment process in any way.

2. Any recruitment rules broken during the formal recruitment period is subjected to disciplinary action. This will be at the discretion of the Panhellenic President, Vice President of Recruitment Operations, and Vice President of Academics and Standards. All fines incurred during the recruitment period will be due within two weeks of receiving an invoice from the Panhellenic Vice President of Operations.

3. Formal Recruitment will consist of five events. They are as follows:
   a. Kickoff Night (at which no affiliated Sorority women shall be in attendance)
   b. 30 minute Sisterhood Round events
   c. 40 minute Philanthropy Round events
   d. 50 minute Preference Round events
   e. Bid Day

4. All Open Communication Forms must be submitted by May 1st and approved by the Panhellenic Vice President of Recruitment Operations. Any clothing, chants, songs, decorations, beverages, food, entertainment, themes, and room layout to include furniture and additional items, etc. to be used during events must be included and approved at this time.

5. All photographs of Rho Gammas and Panhellenic Executive Board Officers must be completely covered, this includes the entire body. All photographs on any sorority website or other form of media must be removed by May 1st. This includes all photos in frames, scrapbooks, composites, slideshows, etc. used during the recruitment process.

6. All media and scrapbooks, including videos and slideshows, to be used during Recruitment events must be submitted by August 1st and approved by the Panhellenic Vice President of Recruitment Operations.

7. No sorority chapter shall hold events or table from August 1st until the conclusion of Bid Day, except if it is associated with an event sponsored by the Panhellenic Council or Office of Fraternity and Sorority Life.

8. Each sorority woman is required to purchase a Panhellenic recruitment shirt.

9. All sororities must adhere to the scheduling of all recruitment activities. This includes start/end times, list turn-in times, and all scheduling procedures. A fine of $10.00 per minute will be levied against
any sorority that does not comply with these times. Other judicial sanctions may be determined by
the Panhellenic Judicial Board in addition to the fine. In the event of unforeseen circumstances that
affect all sororities, the Panhellenic Executive Board will be flexible and make necessary
adjustments without monetary consequences.

10. Each sorority must have one phone line open and a person to answer the phone beginning the day
of Recruitment Kick Off through the conclusion of Bid Day at all times. A back up number may be
supplied. If neither line is answered, the chapter will be fined $25.00 each time the chapter is
unavailable.

11. The Panhellenic Executive Board will be committed to 24 hour communication by providing a 24
hour access phone line to chapters during the formal recruitment period. A back up number will be
supplied.

12. Formal Recruitment events will be held in suites or buildings at or near the University of North
Florida and will be approved by the Panhellenic Council.
   a. Each chapter is responsible for following the individual rules and regulations of each facility’s
      suite or building.
   b. At the time of room checks, there must be a chapter president or recruitment chair and a
      chapter advisor present.
   c. Chapter recruitment rooms will be checked by representatives of the Panhellenic Executive
      Board and Office of Fraternity and Sorority Life staff. These representatives will have final
      say regarding compliance with regulations.
   d. Once a room is approved by Panhellenic Executive Board Officers, no additional items may
      be added or subtracted from the room. All items within the recruitment rooms should reflect
      what has been submitted on the chapter’s Open Communication Form, due on May 1st.
   e. A fee of $100.00 will be assessed to any chapter that leaves an item(s) in the recruitment
      room that had previously been asked to be removed. After the initial fine, if the item(s) have
      not been removed, the chapter will incur a $50.00 fine per event that the item is present.

13. Questionable items in the recruitment room(s) may require supporting evidence of necessity and
purpose. The Panhellenic Executive Board reserves the right to ask chapters to remove items from
pre-recruitment events or formal recruitment rooms.
   a. Pipe and drape may be used only on one short wall during all events. This can be used to
      section off the room as well as display.
   b. Chapters will not be permitted to have any type of skit or door stack/pile.
   c. Chapters will not be permitted to bang/beat on walls/doors/floors or make any other “scary”
      noises as Potential New Members are leaving or waiting to come into the recruitment rooms.
   d. See Appendix A: Room Items List for permitted items for each round of recruitment.

14. Each sorority shall be prohibited from purchasing and wearing identical matching outfits and/or
accessories during formal recruitment. No style numbers or brand specific clothing, jewelry, and/or
footwear are permitted. Individual discretion should be used by members with guidance from their
respective chapter.
   a. This rule does not apply to first round t-shirts. Each chapter must design and order t-shirts
      for Sisterhood Round of recruitment. Sisterhood Round shirts must be approved by the
      Panhellenic Vice President of Recruitment Operations.
i. Each chapter can choose up to two different styles of shirt (v-neck, tank, reg. t-shirt, fitted t-shirt)

ii. Each style of shirt may be ordered in one color of fabric. If the chapter orders the maximum of two styles of shirts, each shirt may be ordered in different colors.

iii. All styles of shirts must have the same printed design and ink color.

iv. Shirts should signify chapter designation without being negative or detrimental to the “Go Greek” message and/or Panhellenic community.

15. During the Sisterhood Round events during formal recruitment, only water is permitted to be served to potential new members. During Philanthropy Rounds events, one drink (soda, juice, or sparkling water) is permitted to be served. During Preference Round events a drink (soda, juice, sparkling or water) is permitted to be served with the option of serving a small dessert item.

16. Hanging decorations are permitted on the dividing walls of the University Center rooms only. These items are to be hung using magnets.

17. There shall be no live props, excluding live flowers (used only for Preference ceremonies) used during any formal recruitment events, including Bid Day.

18. Use of artificial flowers and artificial floral arrangements is permitted during the recruitment process. All artificial floral arrangements used as centerpieces may not exceed 12 “ x 12” x 18”. Real flowers may be used only during Preference Round ceremonies if relevant to the chapter’s ritual.

19. Potential new members are not allowed to leave an event with anything from a chapter’s recruitment room, including but not limited to food, party favors, decorations, etc.

20. All potential new members attending an organization’s Preference Round events must appear on the organization’s Bid List A or Bid List B.

21. All sorority undergraduate members are required to wear an approved t-shirt on Bid Day. Each chapter may have up to two different styles of shirts to be worn by new members and initiated members. Each style of shirt may be ordered in a different color; however, this is to be at the discretion of the individual chapter.
Appendix A: Room Item List

I. Open House Night
- Tables: max. 8 (with table cloths)
- Brag boards max 8 (48 inches x 36 inches)
- (Brag) Banners 3 max. twin size sheet or smaller
- 5 minutes PowerPoint/slide/video
- 1 set of wooden letters
- 1 composite
- tablecloths (1 per table – patterns ok, no name brands)
- paraphernalia on tables only
- scrapbook max 4
- photos kept on table or pipe and drape no max
- all decorations besides banners must be placed on tables (excluding lights, photos, or pipe and drape)
- ice water served with no garnishes, or flavoring in store bought plastic cups
- Centerpieces must remain within a (12x12x18in) dimensions

II. Philanthropy Night
- Tables: max. 10 (with table cloths)
- Brag boards max 8
- (Brag) Banners 3 max. twin size sheet or smaller
- 10 minutes PowerPoint/slide/video
- Flavored drink with no garnishes, store-bought plastic cups, open-and-pour drinks only no mocktails or frozen beverages (limited to sodas, juices, Kool-Aid), (punch with sherbet is okay)
- 1 set of wooden letters
- 1 composite
- Tablecloths (1 per table - patterns ok, no name brands)
- Paraphernalia on tables only
- Scrapbook max 4
- Photos kept on table or pipe and drape no max
- All decorations besides banners must be placed on tables (excluding lights, photos, or pipe and drape)
- Craft materials
- Tablecloths (1 per table)
- Centerpieces must remain within a (12x12x18in) dimensions
- One special display – used for Philanthropic purposes

III. Preference Night
- Tables & chairs: unlimited as long as it remains within fire code (with table cloths)
- (Brag) Banners 3 max. twin size sheet or smaller
- Tablecloths (1 per table - patterns ok, no name brands)
- Centerpieces must remain within a (12x12x18in) dimensions
- Food: 1 item
- Additional lighting can be hung from the pipe-and-drape
- Floor spot lights may also be used
- Flavored drink with not garnishes or flavors in store-bought plastic cups, open-and-pour drinks only no mocktails or frozen beverages (limited to sodas, juices, Kool-Aid) (punch with sherbet is okay)
- Special Items for Preference Only: pins, crowns, necklaces, flowers, personal letters, leis
- Note: Flowers are only to be used as a part of ceremony – excludes flower arrangements and decorative flowers
IV. No List

- Fences
- Lattices
- Arch
- Sandboxes
- Confetti, glitter
- Fichus trees
- Flower arrangements
- Table runner
- Floor runner
- Chair covers, sashes, bows
- Nothing can be hung on the wall except banners
- Fountains
- Glassware
- Balloons
- Drink garnishes
- Plants
- Printed napkins (solid color)
- Space fillers
- Excessive decorative items
- Ice sculptures
- Rented chairs (chairs are supplied)
- Outstanding brand names or logos
- Extra pipe and/or drape