Lycoming College Panhellenic Recruitment Rules

All Recruitment rules have been established to help sorority women and potential new members uphold the Recruitment system. The Recruitment period has a twofold purpose: to give the potential new member every opportunity to become acquainted with as many sororities as possible so that she may make a wise, unbiased decision concerning membership and to ensure that sororities have equal opportunities in recruiting and membership selection under the Panhellenic system.

All sorority and potential new members will be expected to conform to the highest standards of conduct. Mentioning subjects such as chapter reputations, stereotypes or generalizations, potential new member reputations, or promising bids for membership violates the spirit of the Panhellenic system.

Rules in accordance with the dignity and good manners of sorority women:

1. To avoid disbaring remarks about any sorority or college woman.
2. To create friendly relations between sorority and college women.
3. To avoid publicity on Panhellenic matters which are not a concern to non-members.

Potential New Member Rules

A. Eligibility

1. A woman must be a regularly matriculated student at Lycoming College to be eligible to participate in membership recruitment; but may only receive a bid if she has completed one full semester at Lycoming College.
2. A woman is eligible to participate in membership recruitment and receive a bid if is she has a minimum cumulative G.P.A. of 2.2 or higher.
3. A woman is ineligible for membership recruitment if she has been a new member of another campus sorority or if she has received a bid under the preference system within the same calendar year.
4. A woman shall not be, or have ever been an initiated member of an NPC group and join another NPC group.
5. Potential new members that are ineligible to associate with any chapters may attend the first night of membership recruitment only.

B. Regulations

1. From the time a student arrives on campus through the acceptance of bids, no potential new member will be permitted from visiting a sorority’s chapter floor, apartment, lounge, or dorm except for designated recruitment events. (We are taking this out but we have to discuss what this actually implies).
2. No potential new member may attend a recruitment event under the influence of alcohol or any other controlled substance.
3. No potential new member may buy/accept anything (meals, gifts, etc.) for/from a sorority member.
4. No potential new member will be asked to state intent of give a promise to any sorority woman. No PNM should likewise tell her intent or give a promise of membership.
5. An eligible woman participating in Spring Recruitment is obligated to attend events for all sororities. In the event of illness or other emergency, she must notify VP Recruitment and/or her Recruitment Counselor if she cannot attend. This applies for the spring semester only.
6. Name tags will be provided for potential new members by Panhellenic Council (during Spring Recruitment only).
7. Strict silence is the time during which there is no conversation or contact between sorority members and prospective members. This includes all references to sororities, verbal, written, typed or printed. Strict silence is the period from the end of the woman’s last event until she reports to the chapter from which she accepts a bid.
8. A woman will complete the Membership Recruitment Acceptance Agreement after the last event she attends. It is a binding contract for one year and once this has been signed, no changes may be made.
9. Women who indicate an Intentional Single Preference and do not receive an invitation of membership are eligible for Continuous Open Bidding.
10. A potential new member must consult with her Recruitment Counselor/College Panhellenic if she desires to withdraw from the recruitment program. In the event that she feels she must withdraw, she must complete an official withdrawal evaluation.

11. A potential new member has the right to lodge a confidential complaint through a Recruitment Complaint Form if the PNM feels that any type of inappropriate behavior has taken place at any time.

12. Potential new members found in violation of any recruitment rules and procedures will be subject to dismissal from the recruitment program.

Sorority Member Rules

A. General Regulations

All members, including alumnae and new members, are responsible for understanding and observing the membership recruitment rules, as well as the Panhellenic Code of Ethics.

1. Each chapter will abide by all National Panhellenic Conference (NPC) Unanimous Agreements.
2. No sorority may discriminate against a Potential New Member on the basis of race, religion, national origin, disability, age, veteran status, or sexual orientation.
3. Only initiated collegiate members, advisors, new members, national women’s fraternity/sorority representatives and alumnae may assist the chapter with the recruitment period. A chapter may not use outside entertainment.
4. The participation of men in membership selection is prohibited.
5. There will be NO promising of bids directly or indirectly, by any sister, new member, alumna, etc.
   a. A chapter member speaking as an individual or a representative of a chapter may not extend an oral bid, guarantee, or suggest a bid may be given.
   b. A chapter member may not suggest that a PNM should refuse a bid or invitation to another chapter.
6. Alcohol and other controlled substances are prohibited at all recruitment events. All chapter members, new members, alumnae, potential new members, etc. will not be permitted to be under the influence of alcohol or any other controlled substance at a recruitment event.
7. No favors or gifts may be given to PNMs from a chapter and/or individual members. This includes all favors given at recruitment events and invitations.
8. Each organization may bid up to current chapter total. Total currently stands at 60 members.
9. All recruitment events must be registered with VP Recruitment and have a Recruitment Event Planning Form submitted 7 days in advance. Recruitment chairs must submit a calendar of recruitment events prior to the beginning of the semester.

B. Disassociation/Limited Contact Policy

10. Lycoming College abides by a Limited Contact Policy beginning the first day of each semester and ending with the distribution of bids.
   a. Limited Contact Policy allows normal day to day contact between sorority women and potential new members and requires that specific chapters and recruitment events are not to be discussed.
   b. No women’s fraternity/sorority members may visit potential new members in their place of residence.
   c. No potential new member will be permitted to visit a sorority’s chapter floor, apartment, lounge, or dorm room except for designated recruitment events.
   d. A sorority member living with a PNM shall not invite other sorority members to their place of residence, nor shall she organize any social meeting between PNMs and sorority members. The names and place of residence of the sorority women and PNMs living together must be reported to VP Recruitment within the first week of the semester.

11. In regards to Facebook/Twitter, etc., all sorority women are expected to remember the Recruitment Rules as they stand. Any excessive adding of friends or comments on walls can be considered “risky behavior” and will be reported. Any disassociated members must take any evidence of their association out of their profiles, including photos.

12. Recruitment Counselors and Panhellenic Executive Board are disassociated from their respective chapters for the Formal Recruitment period. All violators will be dismissed.
a. They may not wear letters, lavalieres, or pins during this time.
b. Photographs of RCs and the Executive Board are not to be displayed where a PNM may have access (i.e. Facebook, composites, scrapbooks, individual rooms.)
c. Disassociated members may attend chapter meetings, but must leave when Recruitment is discussed. They cannot participate in recruitment functions or bid discussion.
d. RCs and the Executive Board may have limited contact only with sorority members.
e. Sorority women may not reveal a RC or Panhellenic Exec’s association.
f. It is the Recruitment Counselor’s responsibility to inform PNMs if they did not receive a bid on bid day.

C. Fall Recruitment

13. All sororities must continue to abide by the recruitment regulations in addition to the following rules used during the recruitment period (the beginning of each semester until bid day).
14. No registered or unregistered parties shall be permitted on or off the chapter's floor during the time designated as recruitment.
15. Each chapter will have a budget of $150. All receipts concerning recruitment must be given to VP Recruitment by the assigned due date. This budget is designed for Spring and Fall Recruitment only. It does not include various COB events that occur after bid day.
16. The concept of “No Frills” will be implemented.
   a. The cap for recruitment expenses is $150. There will be no donated goods.
   b. Eliminate all outside decorations.
   c. All recruitment entertainment will be confined within the chapter house or other recruitment facility.
   d. All recruitment skits are to be evaluated for length and content.
   e. The use of recruitment skits are discouraged during the first round of events.
   f. Elaborate costumes and purchase of special outfits is discouraged.
   g. Eliminate all gifts, favors, preference letters, or notes for PNMs until they have accepted their bids.
17. All financial expenses involved with the education process must be listed in the current Recruitment pamphlets and must be discussed by the Recruitment chair with the potential new members. This includes new member dues, member dues, and any other expenses. This information must be given to the Assistant Recruitment chair by the given due date.
18. Each chapter recruitment chair must return a list of potential new members they wish to invite back/extend a bid to VP Recruitment no later than the designated time by VP Recruitment.
19. A quota/total will be utilized.
20. Membership Recruitment Acceptance Agreements will be signed immediately when a PNM accepts her bid during Fall Recruitment.
21. Continuous Open Bidding begins immediately after the designated recruitment period. And is open to any unaffiliated female students on campus without any requirement of prior participation in a designated recruitment period. Chapters must pre-register COB events with VP Recruitment in the beginning of the semester and complete a Recruitment Event Planning Form 7 days in advance as well as filing proper paperwork with the Office of Student Programs and Leadership Development for reserving lounges and recruitment space.
22. Continuous Open Bidding Acceptance Agreements should be signed as soon as a woman accepts a bid.
23. If a recruitment infraction should occur, the President of the chapter involved will be notified immediately by VP Recruitment. The chapter will be contacted after the paperwork has been reviewed to discuss mediation or other consequences if necessary.

D. Spring Recruitment
24. All sororities must continue to abide by the recruitment regulations in addition to the following rules used during the recruitment period (the beginning of each semester until bid day).

25. No registered or unregistered parties shall be permitted on or off the chapter's floor during the time designated as recruitment.

26. Each chapter will have a budget of $150. All receipts concerning recruitment must be given to VP Recruitment by the assigned due date. This budget is designed for Spring and Fall Recruitment only. It does not include various COB events that occur after bid day.

27. The concept of “No Frills” will be implemented.
   a. The cap for recruitment expenses is $150. There will be no donated goods.
   b. Eliminate all outside decorations.
   c. All recruitment entertainment will be confined within the chapter house or other recruitment facility.
   d. All recruitment skits are to be evaluated for length and content.
   e. The use of recruitment skits are discouraged during the first round of events.
   f. Elaborate costumes and purchase of special outfits is discouraged.
   g. Eliminate all gifts, favors, preference letters, or notes for PNMs until they have accepted their bids.

28. All financial expenses involved with the education process must be listed in the current Recruitment pamphlets and must be discussed by the Recruitment chair with the potential new members. This includes new member dues, member dues, and any other expenses. This information must be given to the Assistant Recruitment chair by the given due date.

29. Each chapter recruitment chair must return a list of potential new members they wish to invite back/extend a bid to VP Recruitment no later than one hour after the chapter's last recruitment event.

30. A quota/total will be utilized.

31. Membership Recruitment Acceptance Agreements will be signed immediately after a woman leaves her last recruitment event.

32. Strict Silence is the period in which there will be NO conversation or contact between potential new members, chapter members, new members, and/or alumnae. This includes all reference to the chapter whether it is verbal, written, printed, or typed. Strict Silence begins after a chapter's last recruitment event until the time bids are returned. This is only in reference to Spring Recruitment.

33. Continuous Open Bidding begins immediately after the designated recruitment period. And is open to any unaffiliated female students on campus without any requirement of prior participation in a designated recruitment period. Chapters must pre-register COB events with VP Recruitment in the beginning of the semester and complete a Recruitment Event Planning Form 7 days in advance as well as filing proper paperwork with the Office of Student Programs and Leadership Development for reserving lounges and recruitment space.

34. Continuous Open Bidding Acceptance Agreements should be signed as soon as a woman accepts a bid.

35. If a recruitment infraction should occur, the President of the chapter involved will be notified immediately by VP Recruitment. The chapter will be contacted after the paperwork has been reviewed to discuss mediation or other consequences if necessary.

E. Bid Day & Bid Day Activities

36. Bid Day is the scheduled time when invitations to membership are issued and celebrated.

37. Panhellenic will be establishing dates and time for Bid Day and Bid Day Activities.

38. Alcoholic beverages in membership recruitment, Bid Day and Bid Day Activities are strictly prohibited.

39. The participation of men in membership recruitment, Bid Day and Bid Day Activities are strictly prohibited.

Revised 1/6/12