

# University of Florida Panhellenic Recruitment Compact 2018

Purpose: The Panhellenic Council Recruitment Compact is a document that outlines the agreed upon procedures and guidelines shaping Panhellenic Recruitment at the University of Florida. Each Chapter President and Recruitment Chair is responsible for familiarizing themselves and the rest of their members with, and understanding the content of this document. A chapter will be notified no later than one week if in violation of the compact.

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

We, the women of the University of Florida, will promote Panhellenic-spirited contact with all Potential New Members throughout the year. Strict silence will begin with the signing of Membership Recruitment Acceptance Binding Agreements and last until bid distribution. No sorority member, including alumnae and new members, may communicate 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 Florida believe in strictly adhering to NPC Unanimous Agreements and policies. All organizations will follow these valued and non-negotiable policies during the recruitment process.

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

All NPC member organizations represented at the University of Florida 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, the University of Florida recruitment events do not include skits, elaborate decorations and costumes.

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

The University of Florida Panhellenic will uphold and use the membership recruitment acceptance binding agreement (MRABA) for each Potential New Member interested in joining a sorority, whether during formal or informal recruitment. We agree to all policies and steps pertaining to the MRABA.

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

To allow chapters to achieve parity as quickly as possible, total will be automatically adjusted every regular academic term. Chapters must submit rosters to Panhellenic prior to recruitment and update them with new members. This is to be done no later than 72 hours following bid distribution in the Fall semester (Primary Recruitment) and within one week from the start of the Spring semester (Non-Primary Recruitment.) Total will be determined by using median chapter size.

# University of Florida Panhellenic Recruitment Policies 2018

## **I. Requirements of Potential New Members (PNM)**

- I. All women interested in participating in Panhellenic Recruitment must submit an application fee before they will be eligible to participate in Panhellenic Recruitment. The fees are as follows:

Date	Application Fee
April 30, 2018 – June 30, 2018 at 11:59pm	\$150.00
July 1, 2018 – August 5, 2018 at 11:59pm	\$175.00

- II. Potential New Members are required to attend the following Panhellenic Recruitment Events

- a. Potential New Member Orientation on Thursday, August 16, 2018
- b. New Member Induction Ceremony on Sunday, August 26, 2018
- c. The first round of Panhellenic Recruitment parties (Friday and Saturday, August 17 and 18, 2018).
- d. All subsequent parties to which she has been extended an invitation.
  - i. If the Potential New Member receives less than the required invitations for any particular round of Panhellenic Recruitment, she must attend all parties to which she has been invited and go to the Potential New Member lounge for the remaining parties.

- III. Absences

- a. If a Potential New Member does not attend all the above listed functions, she will be automatically removed from Panhellenic Recruitment, unless excused by the Panhellenic Head and Assistant Computer Pi Chi.

- IV. Student Hour Requirement

- a. A Potential New Member must be a degree-seeking student at the University of Florida to be eligible to participate in Recruitment.
- b. She may not be on any type of disciplinary probation.
- c. A Potential New Member who previously accepted a bid from a Panhellenic chapter during Primary Recruitment 2017 or Non-Primary Recruitment 2018 but was not initiated is eligible to participate in 2018 Primary Recruitment.
- d. Any person who has been initiated in a NPC sorority or international sorority is not eligible for participation as a Potential New Member in Panhellenic Recruitment.

- V. A Potential New Member who breaks her new member agreement with a NPC sorority on this campus shall not be eligible to join another sorority until the next Formal Panhellenic Recruitment.

- VI. A Potential New Member who withdraws from the primary recruitment process before the signing of her Membership Recruitment Acceptance Binding Agreement or MRABA (see Appendix B) shall be eligible for snap bidding and Continuous Open Bidding (COB.)

## **II. Sorority Chapter Recruitment Chair Requirements**

- A) Recruitment Chairs must attend all Panhellenic Recruitment meetings and roundtables.

- a. One absence with a substitute will be permitted. Any subsequent absence will result in a \$30.00 fine per occurrence.

- B) Recruitment chairs must submit paperwork by the deadlines outlined by the Panhellenic MVP.

- a. Any late Recruitment-related paperwork is subject to an initial fine of \$50.00, with an additional fine of \$25.00 for every subsequent late week, and is subject to mediation resulting in an additional educational sanction.

### C) Advertisements and Promotions

- a. The only web presence permitted is chapter-controlled (such as chapter web pages, Facebook, Twitter, Instagram, Tumblr, VSCO, and etc.) The social media must be set so that comments and posts from external people visiting the site are monitored for appropriateness by the chapter Executive Board.
  - i. If a comment/post is found inappropriate by the Panhellenic Recruitment Executive Board, the chapter will be notified and will then have 24 hours to remove the inappropriate comment/post.
- b. Each chapter must provide the Panhellenic MVP with three primary contact phone numbers, these numbers can be either a land line or a cell phone.
  - i. Each of these contacts should have access to their phones and should answer any phone calls or text messages made by the Panhellenic MVP immediately.
  - ii. If there is no answer from the Recruitment Chair or second/third contact within three minutes, a \$25 fine will be assessed per incidence.
- c. Recruitment Chairs or substitutes are responsible for “liking” GroupMe messages that are identified as important by the symbol set by the Panhellenic MVP prior to the start of Recruitment.
  - i. If no like/comment from the Recruitment Chair or secondary/third contact within three minutes, then a \$25 fine will be assessed.

## III. Guidelines for Formal Recruitment

### A) Panhellenic Counselors

- a. Contact between a Panhellenic Counselor and chapter members is strictly prohibited from 10AM the morning of Orientation until Bid Day once Potential New Members have reached their chapters. If this is broken it will result in a \$25 fine, per incidence.
- b. A Panhellenic Counselor may live and/or eat at a chapter house during Spirit Week.
  - i. Panhellenic Counselors living in chapter houses will have minimal contact with chapter members and MAY NOT participate in discussions concerning recruitment.
  - ii. Panhellenic Counselors MAY NOT have any contact with chapter women outside their chapter house starting August 1, 2018 until they have reached their chapter on Bid Day.
- c. Pi Chis may not have a web presence in association with their respective chapters. This includes, but is not limited to any of the chapters’ websites or social media outlets. After the initial warning given by the Recruitment Executive Board, the chapter will have two weeks to remove the photo or a \$50 fine per Pi Chi per picture per day will be assessed.
- d. Recruitment counselors shall be in good standing in their member organizations, be active participants in their collegiate chapter and shall be enrolled in the institution where the chapter is located.

### B) Residence Halls

- a. Sorority women who do not reside in residence halls are NOT permitted to enter the residence halls until the completion of Panhellenic Recruitment.
- b. While allowed to participate in Recruitment, any woman employed by the Division of Housing (i.e. an RA) must disassociate from her chapter during Pre-recruitment and Recruitment week in the same manner as a Panhellenic Counselor.

### C) Sorority Women

- a. There shall be no contact between sorority members and Potential New Members besides a cordial greeting promoting Positive Panhellenic contact, including a wave or a polite hello, from August 16, 2018 until bid cards are distributed on August 26, 2018. Conversations are prohibited. Breaking this regulation will result in a written warning to the chapter, followed by a \$25 fine per incident after (i.e. per text message, Facebook message, etc.)
  - i. If this occurs more than three times, mediation will take place resulting in an educational sanction.
- b. A sorority woman will not offer a Potential New Member a verbal bid.

- i. Verbal Bids are defined as a sorority member stating or implying that she or her particular chapter is interested in recruiting a particular woman.
  - 1. This will result in an educational sanction and fine ranging from \$100 to \$250 depending on the severity. Each case will be reviewed individually.
- c. Sorority women may not accept or extend “friend requests” on all social media platforms from/to Potential New Members from August 16, 2018 until after bid day August 26, 2018.
  - i. Any violation of these “Facebook” rules will result in \$100 fine.
- d. There should be no discussion on the following topics:
  - i. Alcohol
  - ii. Drugs
  - iii. Fake ID’s
  - iv. Bars
  - v. Specific or implied discussion of Fraternity men and/or their chapters
  - vi. Negative conversation of other chapters
  - vii. Ensure or hint at a Potential New Member being invited back to the next round or being extended a bid
- e. Strict silence is observed between the end of all Preferentials events and will be held until the commencement of Bid Day celebrations.

#### D) Letters

- a. There will be no coordinating and/or distribution of Recruitment printing of shirts or buttons to people outside of the chapter, including males and family members, as this is a direct violation of the NPC policy.

#### E) Budget

- a. Chapter budgets may not exceed \$18,000 for Formal Recruitment.
  - i. Inclusive of any donations and all costs of Formal Recruitment, which includes but is not limited to Round 2 activity, Round 3 video, Preferentials dessert, flowers/decorations, tables, chairs, tablecloths, and drapes.
  - ii. Under the special circumstance that a chapter may need to recruit out of a facility other than its chapter house, the cost of the facility and extra transportation, if necessary, will not be included in the budget.
- b. Chapters must provide a Budget approved and signed by a chapter advisor to the Panhellenic FVP and AFVP by June 1, 2018 for Panhellenic approval.
- c. Failure to stay within the budget will result in a fine of 50% of expenditures that exceed the allotted budget of \$18,000 which in turn will be donated by Panhellenic to Circle of Sisterhood.
- d. Completed budget reports and all related receipts will be due to the Panhellenic FVP and AFVP by the first Panhellenic meeting following recruitment.
  - i. All reports must be signed by a chapter advisor ensuring that all reported financial details are accurate.

### IV. Recruitment Event Parameters

#### Round One: Values

- A) Cups for use inside of the chapter house during parties and under the tent will be provided by Panhellenic at the kickoff meeting before Round 1.
- B) There will be 23 20-minute Round 1 parties with a 20-minute break between each party.
- C) A brief presentation may be utilized. This presentation may not resemble a skit, and may not include role-playing, props, or costumes, as this is a direct violation of the NPC policy.
- D) Brag boards representing the chapter’s top four values, and tables with sorority paraphernalia are permitted.
  - a. Chapters not recruiting out of their chapter house may show a 30 second to 1-minute video displaying the plans for their chapter house.

- i. The video may not contain any women and may only be architectural.
- E) Only ice water may be served in clear, colorless plastic cups provided by the Panhellenic Council.
  - a. If a chapter would like they may provide straws. Straws must be clear or white, with no designs or embellishments.
- F) Sorority women will be instructed to wear a “Panhellenic T-shirt” designed by the Panhellenic MVP. The color of the chapter’s shirt will be “navy.” The T-shirts are not to be cut, sewn, glued or altered in any fashion. The T-shirt must be worn by the chapter members in the same condition that the shirt was delivered.

Round Two: Philanthropy

- A) There will be 16 30-minute Round 2 parties with a 20-minute break between each party.
- B) A video pertaining to the chapter’s philanthropy, a single piano playing or soft background music is the only entertainment permitted. The video must be made by the national sorority or philanthropic organization and approved by the Panhellenic Executive Board.
  - a. National organization/philanthropy videos must be sent to the Panhellenic MVP for approval by July 1, 2018.
- C) An informational speech, no longer than 3 minutes, may be utilized.
- D) Banners, brag boards, background music and tables with sorority paraphernalia are permitted.
- E) Only ice water may be served in clear, colorless plastic cups provided by the Panhellenic Council.
  - a. If a chapter would like they may provide straws. Straws must be clear or white, with no designs or embellishments.
- F) The University of Florida Panhellenic community will fully participate in the NPC Financial Transparency program during Round Two of the 2018 Primary Recruitment. Chapters are responsible for having a brief verbal and group presentation of their finances to the Potential New Members as well as physical presentation of financial sheet, from chapter women to Potential New Members. Financial sheets must be a single quarter sheet sized piece of paper mirroring the Panhellenic template, containing the chapter’s dues and fees information.
  - a. Financial sheet information must be submitted by the President and/or chapter advisor by August 1, 2018.
  - b. All financial sheets must be approved by the Sorority and Fraternity Affairs staff.
  - c. Panhellenic Council will print and distribute sheets to chapters prior to recruitment.

Round Three: Sisterhood

- A) There will be 12 40-minute Round 3 parties with a 30-minute break between each party.
- B) Presentations should not exceed 12 minutes and are limited to 2 chapter members speaking in-person, slide show/video and one performed song. Background music is permitted.
- C) Only ice water may be served in clear, colorless cups provided by the Panhellenic Council.
  - a. If a chapter would like they may provide straws. Straws must be clear or white, with no designs or embellishments.
- D) Sorority women are instructed to wear dressy casual outfits such as sundresses, pants outfits, or skirts.
- E) Videos should portray the chapter the way the chapter members would like but should be tasteful.
  - a. Videos should be no longer than eight minutes.
  - b. There should be NO Panhellenic Counselors, or alcohol/cups.
  - c. Pi Chi in video- \$150 fine per incidence, subject to mediation.
  - d. Males promoting chapter in video- \$150 fine per incidence, subject to mediation.
  - e. Any active or intentional promotion of a chapter by males is strictly prohibited.
    - i. Promotion: activity that supports or provides active encouragement for the furtherance of a cause, venture, or aim.

- ii. Any shots containing solely males, not in relation to a chapter event, should not be included in the video.
- iii. There should be no Fraternity letters present in the video.
- f. Videos containing any of the above restrictions must be edited within 72 hours of being notified by the Recruitment Executive Board or will be subject to the above fines.
  - i. Complications with videographers must be communicated to the Panhellenic MVP within 72 hours after being notified by the Recruitment Executive Board that edits are required in order to receive an extension.
  - ii. Chapters will be given any necessary edits within four days (96 hours) of the submission deadline.
- g. All videos must be sent to the Panhellenic MVP for approval by July 1, 2018.
- h. Receipts for video costs must be submitted at the same time as the video itself.
- i. All videos must be approved by the Panhellenic MVP.

Preferential Round: “Chapter Tradition”

- A) There will be 5-6 50-minute parties, with a 30-minute break between each party.
- B) There are no food guidelines.
- C) Chapter members are instructed to wear formal attire.
- D) If bids lists are late, there will be a fine of \$250.00, plus \$100.00 for every five-minute increment the list is posted late.
- E) Panhellenic Counselors shall not be permitted to attend ritual preferential ceremony but should be escorted to a discrete location outside the room where the ceremony is being held.
- F) Decorations are expected to be minimal to include only those items needed for ceremony.
  - a. Each item used in the ceremony is expected to have a direct purpose.
  - b. Ceremonies are expected to be prepared 3 hours prior to Home Base for inspection by the Panhellenic Executive Board/Recruitment Committee.
- G) Background music is acceptable.
- H) Only what is listed above will be permitted in this round.

**V. Recruitment Timing & Party Guidelines**

A) Timing

- a. Parties begin when chapter members exit the building, or when the party is scheduled to begin by the Panhellenic MVP, whichever comes first.
- b. There should be no formal walkouts during Rounds One and Two.
  - i. The format for Potential New Members to enter the chapter house during Rounds One and Two will be as follows:
    - 1. Chapter women may not cross the threshold of the entryway of their household when greeting a Potential New Member.
      - The threshold will be determined by the Panhellenic MVP and communicated to the chapter’s Recruitment Chair.
    - 2. Pi Chis will line-up the Potential New Members in alphabetical order by last name in the manner communicated to them by the chapter representative at the door.
    - 3. The chapter MUST provide a physical sheet of paper outlining the manner in which the Potential New Members should be lined up.
    - 4. If a Potential New Member is absent before the one-minute knock, Pi Chis will communicate this absence to the chapter prior to the one-minute knock. If the Potential New Member arrives after the one-minute knock, she will be put in the back of the line.
      - In the event that this occurs with multiple Potential New Members, the Potential New Members will be lined up in the back of the line in alphabetical order by last name, then first name.

- In the event that multiple Potential New Members are absent at the one-minute knock, and a Potential New Member who is not first alphabetically arrives, Pi Chis will step in the spaces separating the back of the line and the appropriate spot for the Potential New Member.
    - 5. If a Potential New Member already in line must leave after the one-minute knock, a Pi Chi will stand in her place and inform the chapter woman that greets her of the situation. The Pi Chi will then be escorted into the Pi Chi holding room to wait for the rest of her group members.
    - 6. There should be no choreographed pauses between the time the chapter women exit the chapter house and the time they greet the Potential New Members, all Potential New Members should be moving in a constant flow to be greeted by a chapter woman.
  - c. Formal walkouts may only be performed in Round Three and Preferentials Round, and the time for these should not exceed eight minutes.
    - i. The chapter MUST provide a physical sheet of paper outlining the order and manner in which the Potential New Members should be lined up, either under the tent or in a line at the door.
    - ii. Names of the Potential New Members may be called if the chapter chooses to do so.
  - d. Timer Pi Chis will be responsible for syncing both the chapter and the Pi Chi timers.
  - e. Chapters will be asked to continue to sign timing violation sheets for recording purposes and violations will be reviewed by the Panhellenic MVP and EVP before fines are assessed.
 

Fines are as follows:

    - 1. Parties exceeding allotted party time by up to 5 seconds: \$25
    - 2. Parties exceeding allotted party time by 5-20 seconds: \$50
    - 3. Parties exceeding allotted party time by 20-45 seconds: \$75
    - 4. Parties exceeding allotted party time by 45seconds -1 minute: \$100
    - 5. Parties exceeding allotted party time by 1-2 minutes: \$125
    - 6. Parties exceeding allotted party time by over two minutes: \$150
- B) Computer Timing
- a. Panhellenic will assess a \$100.00 fine for every five-minute increment that bid lists are posted late (including lists after Rounds 1, 2, and 3). If a Chapter has computer problems, the Chapter is to turn in a hard copy (print out) of their bid list to the Panhellenic Head Computer Pi Chi by the posted time.
  - b. Late attendance will result in assessments of five-minute increments. The first five minutes late will result in a fine of \$50.00, with each additional incremental fine of \$75.00. Any late attendance will also result in an educational sanction, to be determined during mediation.
- C) A list of committed violations will be provided to each chapter by the Panhellenic EVP at the end of every day. Exact fines and sanctions for each violation will be administered post-recruitment.
- D) Pictures of Pi Chis may not be present in any way at any time during the Recruitment rounds. This includes, but is not limited to, pictures on brag boards, paddles, composites or any other sorority paraphernalia. Failure to abide by this will result in a \$50 fine per Pi Chi per picture.
- I) No trinket or personalized letters shall be given to PNMs. This is a direct violation of the NPC policy. The resulting fines will be \$25 per trinket, per incidence and \$200 per personalized letter per incidence. Refer to page 88 of the Manual of Information. Any trinkets or personal letters will also result in an educational sanction, to be determined during mediation.
- E) Hot boxing is not allowed. Hot boxing is defined as two or more chapter women speaking to a Potential New Member for longer than one minute. Fine= \$100.
- F) No Potential New Member shall ever be separated from her group. A Potential New Member shall always be able to see another Potential New Member. Separation fine= \$50 for first offense and \$100 each time after.

- G) Physical contact is not allowed between a chapter woman and a Potential New Member. If excessive/deliberate contact is initiated by a chapter woman, the fine will be \$50 per contact. If contact is initiated by a Potential New Member, chapters will not be fined.
- H) Affiliates and visiting members may participate in Recruitment.
  - a. All affiliates from other chapters assisting in recruitment must be clearly identified by a nametag stating the school they are from.
- I) Alumnae may only say a brief cordial greeting such as “hello.”
  - a. Violation of this rule will result in punishment subject to judicial review.
- J) Houseparent(s) may speak during one round of parties.
  - a. They may not speak during Preferentials.
- K) Chapter members are not allowed to wear uniform outfits for recruitment purposes, with the exception of Round 1 pant/skirt color coordination, color-coordinating for Rounds 2 and 3, Panhellenic t-shirts for Round 1, and Preferentials. (No bulk ordering, excluding Panhellenic t-shirts for Round 1)
  - a. A color scheme is permitted. However, women should not be wearing the *exact* same dress, skirt, shirt, shorts, shoes, etc. (excluding Panhellenic t-shirts for Round 1).
  - b. This includes, but is not limited to, similar patterns, designers, and prints. (ex: coordinating Lilly Pulitzer patterns)
    - i. If found in violation of the bulk order/coordination rule, as defined in the compact, with 40% of women in a chapter during a round, the sanction will be determined during mediation.
      - 1. Does not count towards Greek Standards
      - 2. Must be Initiated members
- L) Chapter women may not be outside when Potential New Members are under the tent, except during the party. Failure to abide by this rule will result in a fine of \$75 per chapter woman.
  - a. Chapter women should wait at least 30 minutes before exiting chapter houses after the last party of the day and during lunch breaks. Chapter women should be inside chapter houses at least 30 minutes prior to the time that Potential New Members are under the tent for Home Base.
  - b. If a chapter woman must leave during Recruitment for a suitable reason (determined by the Panhellenic MVP or Advisor) this must be done mid-party (once every Potential New Member is inside every chapter house.)
    - i. A map will be provided by Panhellenic to dictate where chapter women may enter/exit and walk when leaving mid-party.
    - ii. Chapter women excuses for leaving mid-party are to the Panhellenic MVP and AMVP no later than August 10, 2018.
- M) No recruitment activities will take place outside of the chapter house.
- N) A chapter woman who had the final conversation with the Potential New Member is allowed to walk the Potential New Member out of the house at the end of each party. Once the Panhellenic Counselors have walked out the house, Chapter members must immediately return into the house.
- O) Decorations
  - a. Balloons are not permitted except for Bid Day.
  - b. Any signs and banners inside the chapter facilities must reflect positive messages about sororities and sorority membership and may not disparage other organizations.
  - c. Decorations may follow a theme but must be within the boundaries set by University of Florida Department of Housing, which ensures that décor meets fire and safety codes.
  - d. All Round specific decoration limitations are listed above. Any violations will be subject to mediation.

## VI. Guidelines for Chapters

- A) All sorority members are responsible for knowing and observing the Recruitment Rules and the Panhellenic Code of Ethics.
- B) Each chapter is responsible for the action of its members.



- C) All NPC Unanimous Agreements shall be upheld.
- ⓓ) Alpha Phi will be allowed to recruit to average chapter size.

## **VII. Post Recruitment Rules**

- A) A Potential New Member has 24 hours to accept her bid.
- B) There will be a moratorium of handing out COBs from September 1-14, 2018.
- C) Any chapter wishing to COB must contact the Panhellenic Advisor.
- D) Campus Total will be re-evaluated within 72 hours of Bid Day using median chapter size.

## **VIII. Procedures and Bids**

- A) Sororities must have their typed bid list posted to Campus Director by the time stated at the computer chair meeting.
- B) Recruitment Advisors must attend a meeting to check the bid list against the computer-generated list at the assigned time on Bid Day.
- C) The location and plans for Bid Day must be turned into the EVP by, August 1, 2018 at 5pm.

## **IX. Summer Guidelines**

- A) There shall be no UF collegiate chapter-organized gatherings consisting of, but not limited to, Potential New Members and Chapter women with the intent to recruit Potential New Members starting May 4, 2018 until Bid Day parties. This includes Fraternity houses.
  - a. An example would be summer BBQs.
  - b. The definition of a gathering is up to the discretion of the Recruitment Executive Officer.
  - c. Chapter women should be aware of events that include many Potential New Members and should avoid these gatherings, aside from meetings, practices or class.
- B) Summer promotional videos should portray the chapter the way the chapter members would like, but should be tasteful.
  - a. Videos should be no longer than four minutes.
  - b. There should be NO Panhellenic Counselors, or alcohol/cups.
    - i. Pi Chi in video - \$150 fine per incidence, subject to mediation.
    - ii. Males promoting chapter in video - \$150 fine per incidence, subject to mediation.
  - c. Any active or intentional promotion of a chapter by males is strictly prohibited.
    - i. Promotion: activity that supports or provides active encouragement for the furtherance of a cause, venture, or aim.
    - ii. Any shots containing solely males, not in relation to a chapter event, should not be included in the video.
  - d. Videos containing any of the above restrictions must be edited within 72 hours of being notified by the Recruitment Executive Board or will be subject to one of the above fines.
    - i. Complications with videographers must be communicated to the Panhellenic MVP within 72 hours after being notified by the Recruitment Executive Board that edits will need to be made in order to receive an extension.
  - e. All videos must be approved by the Panhellenic MVP prior to making it public.
  - f. Only one summer promotional video per chapter may be posted.
  - g. The definition of a summer promotional video is any video posted during the Summer C term and prior to the beginning of school that promotes the chapter and its members.
    - i. A video does not have to be made by a professional to be considered a summer promotional video.
  - h. The deadline for approval of summer promotional videos is August 10, 2018.
    - i. Videos may be sent in before the deadline.
    - ii. Videos should be sent for approval at least two weeks prior to the planned posting date in order to allow the Recruitment Executive Board to review and send edits as needed.

## Appendix A: Membership Recruitment Acceptance Binding Agreement

The members of NPC want every Potential New Member to be informed about her options for joining a sorority. At the completion of the primary recruitment period, all women are given the option to sign a membership recruitment acceptance binding agreement (MRABA). In order to receive a bid from a sorority on campus, the MRABA must be signed. The MRABA is used on every campus that has NPC member organizations.

All Potential New Members are given instruction by a member of the fraternity and sorority life staff and/or the fraternity/sorority advisor about the MRABA and what they are agreeing to abide by. The MRABA consists of nine sections. The first six sections are initialed by the Potential New Member as acknowledgement that she has read and understands each point. The following is an explanation of these six sections:

1. I am willing to accept an invitation to membership from any sorority that I list on this agreement.
2. I may limit my choices to just one OR list any sorority whose preference-round (last) event I attended, and from which I am willing to accept membership. I realize that by not listing the maximum number of events where I attended, I may be limiting my potential to join any other NPC organization during primary recruitment should I not be placed with my choice(s).
3. Once I submit this agreement to the College Panhellenic Association, I cannot change the order of my preferences or add or delete a preference.
4. If I do not receive an invitation to membership from an organization listed, I am eligible for continuous open bidding.
5. I have the option of not submitting an agreement at this time.
6. Once I submit this agreement, I am bound by the National Panhellenic Conference Unanimous Agreements, which state that if I receive an invitation to membership from an organization that I have listed and then do not accept it, I am ineligible to be pledged until the beginning of the next primary membership recruitment period on the same campus.

“By signing this form I agree to accept a bid if it is offered from any of the women’s sororities I list below, and I agree I will be bound to that bid until the beginning of the next primary membership recruitment period.”

## Appendix B: Recruitment Code of Ethics

We, the members of women's sororities at the University of Florida, agree to promote honesty, respect, sisterhood, and cooperation within the College Panhellenic and our respective chapters, and in our daily lives. This code of ethics is designed to inspire our members, reinforce exemplary conduct and values-based leadership, and perpetuate lifelong membership to enrich the sorority and Panhellenic experience.

We, as Panhellenic women of the University of Florida, agree on and commit to:

- I. Uphold and demonstrate the Panhellenic spirit in thought, word, and action through our chapters as well as individual members,
- II. Demonstrate ethical behavior and conduct ourselves in a manner consistent with the mission and values of the College Panhellenic each inter/national organization and our institution.
- III. Respectfully adhere to the Unanimous Agreements and all policies established by the National Panhellenic Conference (NPC.)
- IV. Avoid disparaging remarks about any sorority or collegiate woman and refrain from discussing Panhellenic matters with nonmembers, in accordance with the dignity and good manners of sorority women.
- V. Recognize friendly relations with all collegiate women, both sorority members and nonmembers, realizing the importance of creating and building friendships.
- VI. Plan recruitment events that provide opportunities for the greatest possible number of women to become sorority members while protecting the rights and privileges of individuals and the chapters.
- VII. Provide a safe, positive, and enriching recruitment experience, understanding that membership is a social experience arrived at by the mutual selection.
- VIII. Strive to be truthful, honorable, open, and friendly to all Potential New Members during all recruitment events.
- IX. Be respectful of the rights of every Potential New Member to make her own choices, including the right not to join the women's sorority community.
- X. Refrain from limiting a Potential New Member's chances of becoming a member of the Panhellenic community by encouraging her to make an intentional single preference or to limit her choices.

As Panhellenic women of the University of Florida, these are the tenets to which we strive to live.

## Appendix C: Potential New Member Bill of Rights

We, the members of women's sororities at the University of Florida, agree to the fundamental right of free people to form voluntary associations, such as sorority membership arrived at by mutual choice and selection.

We, as Panhellenic women of the University of Florida, agree on and commit to:

- I. The right to be treated as an individual.
- II. The right to be fully informed about the recruitment process.
- III. The right to ask questions and receive true and objective answers from recruitment counselors and members.
- IV. The right to be treated with respect.
- V. The right to be treated as a capable and mature person without being patronized.
- VI. The right to ask how and why and receive straight answers.
- VII. The right to have and express opinions to recruitment counselors.
- VIII. The right to have inviolable confidentiality when sharing information with recruitment counselors.
- IX. The right to make informed choices without undue pressure from others.
- X. The right to be fully informed about the NPC Unanimous Agreements implicit in the Membership Recruitment Acceptance Binding Agreement (MRABA) signing process.
- XI. The right to make one's own choice and decision and accept full responsibility for the results of that decision.
- XII. The right to have a positive, safe, and enriching recruitment and new member experience.

As Panhellenic women of the University of Florida, these are the tenets to which we strive to live.