



# **RECRUITMENT RULES**

**University of California, Los Angeles  
College Panhellenic Association**

*Revised June 2021*

**Recruitment Code of Ethics**  
**University of California, Los Angeles Panhellenic Association**

We, the members of Panhellenic organizations at the University of California, Los Angeles, agree to promote honesty, respect, sisterhood, and cooperation within the UCLA Panhellenic Association 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 California, Los Angeles, agree on and commit to:

- Uphold and demonstrate the Panhellenic spirit in thought, word, and action through our chapters as well as individual members.
- Demonstrate ethical behavior and conduct ourselves in a manner consistent with the mission and values of the UCLA Panhellenic Association, each inter/national organization and our institution.
- Respectfully adhere to the Unanimous Agreements and all policies established by the National Panhellenic Conference.
- 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.
- Recognize friendly relations with all collegiate women, both sorority members and nonmembers, realizing the importance of creating and building friendships.
- Plan recruitment events that provide opportunities for the greatest possible number of women to become Panhellenic members while protecting the rights and privileges of individuals and the chapters.
- Provide a safe, positive and enriching recruitment experience, understanding that membership is a social experience arrived at by mutual selection.
- Strive to be truthful, honorable, open and friendly to all potential new members (PNMs) during all recruitment events.
- Be respectful of the rights of every potential new member to make her own choices, including the right not to join the Panhellenic community.
- Refrain from limiting a potential new member's chances of becoming a member of the Panhellenic community by encouraging her to make a single intentional preference or to limit her choices.

We, as UCLA Panhellenic women agree on and commit to:

- Respectfully adhere to the bylaws and recruitment rules of the UCLA Panhellenic Association.
- Abide by all local and federal laws and NPC inter/national member organization bylaws.
- Abide by the highest ethical standards detailed in the UCLA True Bruin Values.
- Hold one another accountable to these standards, remembering at all times that we represent not only our individual chapters but also the Panhellenic community as a whole.

As Panhellenic women of the University of California, Los Angeles, these are the tenets by which we strive to live.

*Up for Adoption June  
2021*

## ***UCLA Panhellenic Recruitment Rules***

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

We, the women of the University of California, Los Angeles, will promote Panhellenic-spirited contact with all potential new members throughout the year. Normal social contact is contact that does not support or recruit for any individual organization. Recruitment topics should be avoided and referred to the Recruitment Counselors, Recruitment Staff, or the Panhellenic Advisor. All contact with sorority members and PNMs between the time they are admitted to UCLA and the beginning of formal Fall Recruitment shall be governed as follows: All sorority women should actively promote the overall sorority experience and membership opportunities through all forms of communication. Members can accept and request friend requests from potential new members, like/comment on posts and answer questions about the sorority experience over social media. **Chapters should engage women who have not yet registered for recruitment, not those who have already registered. This does not give chapters permission to host recruitment-like events or Zoom calls with Potential New Members.** If a PNM asks specifics about an individual chapter, sorority members may discuss their association; these communications should refer PNMs to Panhellenic to find more information about the recruitment process and registration. If a PNM contacts a sorority member for general information about the University, sorority members may respond within the bounds of normal social contact. The [full NPC policy](#) is available for review, with key specifics detailed below:

#### **a. Positive Panhellenic Contact (2003) – POLICY**

All College Panhellenics and Alumnae Panhellenics will promote personal and informative Panhellenic-spirited contact with potential new members at all times, year-round.

#### **b. Promotion of the Sorority Experience (2020) – POLICY**

All sorority women including collegians, alumnae, College Panhellenics, Alumnae Panhellenics, inter/national organizations and the National Panhellenic Conference should actively promote the overall sorority experience and membership opportunities in organizations. This should be done through all forms of communication (e.g., print, digital, in person) in the spirit of Panhellenic unity and desire to reach out to all women to share the opportunity for sorority membership. College and Alumnae Panhellenic rules should not infringe on the rights of individuals, chapters and/or organizations in the content or forms of communication to promote the sorority experience.

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

All NPC member organizations participating in Recruitment at the University of California, Los Angeles, will abide by the Unanimous Agreements and Policies of the National Panhellenic Conference. All organizations will follow these valued and non-negotiable policies during the recruitment process. It is the responsibility of each sorority member to uphold these rules and standards and for each chapter to hold their members accountable to the rules. Active members, inactive members, new members, sorority advisors and other alumnae shall be bound by Panhellenic rules. Any report of an accusation against these rules may be subject to the Panhellenic Judicial procedure, including, but not limited to, the assessment of fines.

1. Total is the allowable chapter size as determined by UCLA Panhellenic Association.
2. To allow chapters to achieve parity as quickly as possible, total will be adjusted twice a year. This is to be done no later than 72 hours following bid distribution in the academic term that primary recruitment is held. The UCLA Panhellenic Association will choose whether to adjust

for the second time within an academic year in either the Winter or Spring Quarter. This total will be set, chapter rosters permitting, within one week from the start of the academic terms in which primary recruitment is not held. Total will be determined by median chapter size with the exception of associate membership sizes.

3. The method used for calculating release figures during formal recruitment is called Release Figures Method (RFM). NPC recommendations for release figures will be followed.
4. Each NPC sorority chapter has the right to use continuous open bidding (COB) to reach quota or its total allowable chapter size during the regular school year as defined by the school calendar. COB forms must be completed within 48 hours of bid acceptance and must be signed by a witness and turned into the Office of Fraternity & Sorority Life.

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

- A. All NPC member organizations represented at the University of California, Los Angeles will promote the following practices during membership recruitment:
  1. Engage in values-based conversations, focused on our core values of sisterhood, scholarship, service, and leadership.
  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 individual sorority and Panhellenic membership.
- B. In accordance with NPC policy, the University of California, Los Angeles Panhellenic Recruitment does not include skits, elaborate decorations, or costumes.

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

The University of California, Los Angeles Panhellenic Association 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. **General Recruitment Rules**

- A. **All active members participating in Formal Recruitment must take part in implicit bias training as outlined by UCLA Panhellenic. Failure to complete implicit bias training prior to Recruitment will result in an inability for the member to participate both virtually and in-person.**
- B. Starting June 14, 2021, through the end of the last Preference Party, there may not be Snapchat filters taking place on campus or in Westwood, outside of the confines of the chapter facility, that promote a specific chapter.
- C. All videos made for marketing or recruitment purposes to be released prior to or throughout Formal Recruitment must be submitted to the Panhellenic Recruitment Team for approval before releasing the video.
- D. Zero Week sisterhood activities outside the confines of the chapter facility may not take place in Westwood, or on campus, starting on Saturday, September 18, 2021 through the end of the Formal Recruitment period.
- E. All UCLA Panhellenic formal recruitment activities including but not limited to, pre-recruitment weeks, Zero Week, and Formal Recruitment, should have zero alcohol or illicit drug use. Any organizations found to be in violation of this rule may be subject to the Panhellenic judicial processes.

1. Panhellenic will not be registering events prior to and throughout the formal recruitment period. As always, unregistered events are a violation of the UCLA Panhellenic Social Policy and will be subject to the Panhellenic Judicial Process. Refer to UCLA Panhellenic Social Policy “Event Registration” section, letter E.
- F. Each chapter will complete the Financial Transparency form by the specified date. This information provided by each chapter will be put on a collective document which will be accessible through the UCLA Panhellenic website.
- G. The Panhellenic Council is responsible for coordinating communications and publications about formal recruitment.
- H. Panhellenic Recruitment Team and OFSL staff may enter the main floor of the chapter facility or virtual “rooms” being used to hold parties during the hours listed in the recruitment schedule.

## VI. **Accessibility**

- A. Chapters should institute accessibility practices to ensure that all PNMs and active members have access to a safe and equitable experience, including:
  1. Physical accommodation considerations for potential new members unable to enter chapter facilities.
  2. Closed captioning on all videos presented, virtually and in-person, in legible font.
- B. Accessibility practices should be considered within the context of each round of Recruitment.
- C. Chapters are highly encouraged to utilize [UCLA resources](#) and [ADA guides](#) when planning for accessibility throughout Recruitment.

## VII. **Potential New Members**

### A. **Eligibility**

1. A potential new member (PNM) shall be defined as any person identifying as a woman/female who may attend formal recruitment at the University of California, Los Angeles. She must be registered as a full-time student (at least 12 units) for the quarter she participates in recruitment.
2. A student who is or has ever been an affiliated member of an existing National Panhellenic Conference (NPC) member fraternity shall not be eligible for membership in another NPC fraternity.
3. All bids through the Formal Recruitment process must be issued through Panhellenic, in accordance with the schedule set by the Panhellenic Council.

### B. **Potential New Member Bill of Rights**

- a. The right to be treated as an individual.
- b. The right to be fully informed about the Recruitment process.
- c. The right to ask questions and receive true and objective answers from the Recruitment Counselors and chapter members.
- d. The right to be treated with respect.
- e. The right to be treated as a capable and mature person without being patronized.
- f. The right to ask how and why and receive straight answers.
- g. The right to have and express opinions to Recruitment Counselors.

- h. The right to have inviolable confidentiality when sharing information with Recruitment Counselors.
- i. The right to make informed choices without undue pressure from others.
- j. The right to be fully informed about the binding agreements implicit in the preference card signing.
- k. The right to make one's own decisions, and accept the full responsibility for the results of that decision.
- l. The right to have a positive, safe, and enriching Recruitment and new member experience.

**C. Potential New Member Agreement**

- a. Potential new members must comply by the 2021 Potential New Member Agreement.
- b. Expectations of potential new members include respecting the Panhellenic Recruitment process and attending all scheduled class commitments, in addition to the other items detailed in the 2021 Potential New Member Agreement.

**D. Contact Rules**

1. Interaction with potential new members shall be limited to normal friendly contact during, but not limited to: Bruin Day, Spring Football Showcase, Orientation, Summer Session, etc.
2. All recruitment promotions should include the link for Panhellenic Recruitment registration as well as tagging the appropriate UCLA Panhellenic social media account.
3. Strict silence will begin on September 19, 2021. No sorority member, including alumnae and new members, may communicate with PNMs during this period. Strict silence is defined as prohibition of verbal, nonverbal, written, printed, text message, and electronic communication or communicating through a third party. If potential new members live in a residence with sorority members, only casual greetings and contact are permitted. Strict silence ends at bid distribution.
4. Bid promising of any kind is not allowed at any time. Bid promising includes, but is not limited to: telling a potential member that she is wanted as a member of a particular chapter; indicating that if a potential new member chooses to return to a particular chapter's party that she will receive a bid; making any reference to the next day of recruitment.

**VIII. Formal Recruitment Rounds**

**A. Off-Campus Events Protocol**

1. Any and all in-person Recruitment activities must be in accordance with UCLA Off-Campus Event Protocols, detailed below:
  - a) The following steps will occur for chapters in good standing to participate in any in-person Recruitment events. Not following this protocol will result in a referring to the Office of Student Conduct:
    - (1) Chapters review the [off-campus events checklist and requirements](#) to develop their proposal for in-person Recruitment activities.
    - (2) Chapter leadership meets with their staff advisor to review their proposal. **Proposals must include all requirements applicable from the checklist.** The proposal must be sent to the chapter's staff advisor

and Recruitment Team no later than **August 1, 2021.**

- (3) If applicable, the chapter should also notify/seek approval from their inter/national or state/regional chapter representatives. Rejection from these representatives will result in a rejection of the event proposal.
- b) This guidance is a checklist for all in-person Recruitment events. It is intended to aid chapters for compliance with [LACDPH COVID-19 protocols](#) and for safety. Items in **bold** are **requirements for in-person Recruitment activities**. Exceptions to the required items must be made by EH&S Resumption Plan Review Workgroup. The non-bold items should be considered during Recruitment. Chapters are responsible for understanding, adhering to and communicating all expectations to their members and PNMs:
- (1) **The event proposal must include specific details that that location is following LACDPH guidelines and occupancy limitations, include a summary of any limitations, and how the chapter is following that guidance.**
  - (2) **The chapter must designate a compliance officer and/or team for the duration of Recruitment.**
  - (3) **COVID protocols must be shared with attendees prior to and/or during Recruitment.**
  - (4) **Pre-recruitment registration must be completed prior to in-person parties, including the name, UID, email and phone number for all attendees.**
  - (5) **Attendees are to provide proof of fully vaccinated status or completion and clearance through the UCLA Symptom Monitoring Survey prior to attending in-person Recruitment events. Verifications are to be confirmed before entry to in-person activities.**
  - (6) **Face masks are to be made available and are required to be worn as per appropriate LACDPH and/or UCLA protocols for attendance.**
  - (7) **Hand sanitizer should be made available for attendees.**
  - (8) Chapters need to pre-determine protocols for responding to non-compliant participants.
  - (9) Chapters need to host a pre-event briefing for all chapter leadership pertaining to COVID protocols.
  - (10) Chapters should identify how attendance rosters will be maintained for one month after Recruitment in case contact tracing is needed.

#### B. General Rules

1. Each chapter will follow the schedule of parties as published.
2. The Panhellenic Council will be responsible for providing and distributing

- invitations for all rounds through the end of Bid Day.
3. Invite lists must be submitted by the time published in the schedule.
  4. Until a PNM has accepted a bid, no personalized notes, gifts, favors or letters for the PNM are permitted.
  5. Parties are to be conversation-based, encouraging the PNMs to learn about the chapters and for the chapters to meet the PNMs in a comfortable atmosphere, without any form of performance.
  6. For in-person parties:
    - a) When hosting potential new members in an outside venue, chapters may use a plain, preferably white, canopy or tent for the intention of shade.
    - b) Potential new members are expected to remain with the main group throughout the chapter's party. No PNM shall be taken off alone, or away from the main group, by any sorority member(s) unless due to special circumstances (ie: bathroom, medical emergency, etc.) in which case the incident must be noted on an incident report form immediately following the party.

#### C. Attire

1. Chapters should not require or prohibit aspects of their members' attire, including but not limited to hairstyle and make-up requirements.
2. Chapters should not require members to purchase specific items or brands of clothing for the purposes of recruitment.
  - a) In alignment with [NPC Values-Based Recruitment practices](#), chapters should determine recruitment event attire for chapter members that reduces individual financial burden and eliminates costuming.
  - b) Members should feel free to show their individual style and/or personality through their attire.

#### D. Participants

1. Only members on the official chapter roster submitted to the Office of Fraternity & Sorority Life (OFSL) are eligible to participate in Formal Fall Recruitment and will be allowed on the virtual recruitment platform while recruitment rounds are taking place.
2. All chapter members, volunteers, alumnae, deliveries, etc. must enter and/or exit the facility through a back or side door during in-person rounds.

*\*Note: Please avoid scheduling deliveries during Recruitment hours from UPS, FedEx, and other delivery services.\**

  - a) If your chapter chooses to bring in alumnae or collegiate members from different schools to recruit with your chapter, all volunteers **must** be provided to the Panhellenic Advisor and the Panhellenic VP Membership at a minimum of two (2) weeks prior to Formal Recruitment.
  - b) Men shall not actively participate in any recruitment functions, including Bid Day/Night.
3. Animals: There shall be no live animals in Recruitment.
4. Cars/Vehicles: There shall be no visible cars or vehicles in driveways on Hilgard during in-person Recruitment parties. This includes House Directors and Alumnae to provide easy access for PNMs and recruitment counselors.

#### E. Entering & Exiting



1. Entrance songs/chants are not permitted, with the exception of Preference Round.
2. Beckoning may only occur during Preference Round and must be performed in PNM number order.
3. For in-person parties:
  - a) A maximum of three (3) greeters may welcome the potential new members to the event.
  - b) Only the three (3) greeters may wear different apparel and footwear than the chapter members.
  - c) For in person parties, chapters are to have 2 women who are available to work with Rho Gammas and track attendance for each party.
4. For virtual parties, chapters are to have at least 1 woman in the main virtual room at all times so that Rho Gammas and Recruitment Team may assist chapters and PNMs.

**F. Exit Songs/Chants**

1. Exit songs/chants are to only occur within the house, and, once the door is closed, noise is prohibited.
2. All exit songs/chants utilized must be free of explicit words and/or concepts and must be submitted for review by the Recruitment Team by the predetermined date.
3. For in-person parties:
  - a) While performing exit songs/chants, all doorways and windows must be kept clear for the duration of the exit.
  - b) Once the last PNM has exited, the greeter(s) must close the door immediately. Doors and gates are treated equally.
  - c) At no time should the door or entry/exit way be rushed by chapter members (i.e. no door stacks).

**G. Decorations**

1. A decoration is anything not normally visible in the house.
2. For any recruitment round using virtual video conferencing, backgrounds are *highly encouraged* to remain neutral or may include any decor that would normally be included in residential rooms throughout the school year.
  - a) Any pictures or references to alcohol and/or illegal substances, Recruitment Counselors, members of Panhellenic Executive Board, or specific fraternities are explicitly prohibited.
3. For in-person parties:
  - a) One banner, hung outside, may be used.
  - b) Chapters must abide by disaffiliation rules and prevent all photo and video appearances of Rho Gammas and Panhellenic Exec Officers.
  - c) Exterior house decorations are not allowed (year-round exterior house accents will not be considered decoration). Exterior string lighting for practical, logistical and safety purposes is acceptable, and should not be used as a form of decoration.
  - d) All house bulletin boards, yearly room decor and pictures must be hung and ready for Panhellenic house checks by the predetermined date.

**H. Videos**

1. These rules pertain to chapter videos created for all rounds of formal

- recruitment.
2. Videos must be sent to the Panhellenic Recruitment Team for viewing and approval by the predetermined date. If the video is not submitted by the specified date, no video can be shown.
  3. **Video filming must follow all state and local health and safety guidelines.**
  4. Videos must be representative of the whole chapter and cannot include Panhellenic Executive Board or Recruitment Counselors.
  5. All footage should have at least one chapter member featured and actively participating in the filmed content, unless content is supplied by a chapter's national headquarters or philanthropic organization.
  6. All non-members featured in the content must be actively participating in the video's event.
  7. No fraternity letters or references to events with specific fraternities can be featured in the video.
  8. No organized performance can take place during the video (including, but not limited to: dancing, singing, synchronized movement, clapping, snapping, etc.).
  9. No pictures or video clips that include alcoholic references or anything that can be construed as alcohol (i.e. red cups, bottles) and/or intoxicated behavior, are allowed, including the filming of social events.

#### I. **Videoconferencing Guidelines**

1. Chapters will receive a Videoconferencing Guidelines Document which outlines appropriate behavior on virtual platforms for all rounds, to be distributed by the Recruitment Team.

### IX. **Round Content Guidelines**

#### A. **Round 1 - Open House**

##### 1. **Format**

- a) **Round 1 will take place virtually on Zoom, with cameras on.**

##### 2. **Attire**

- a) Attire for this round is left up to the discretion of the chapter, but should be casual.
- b) Chapter members are allowed to wear a chapter-provided name tag. Chapter members and PNMs are encouraged to share their pronouns if they feel comfortable doing so.

##### 3. **Decorations**

- a) No general themes are allowed during this round of recruitment.

#### B. **Round 2 - Impact Round**

##### 1. **Format**

- a) **Round 2 will take place virtually on Zoom, with cameras on.**

##### 2. **Attire**

- a) Attire for this round is left up to the discretion of the chapter, but should be casual.
- b) Chapter members are allowed to wear a chapter-provided name tag. Chapter members and PNMs are encouraged to share their pronouns if they feel comfortable doing so.

##### 3. **Presentation/Activity**

- a) No more than 5 people can partake in the presentation portion and/or lead an activity, and no costumes of any kind are permitted.
  - b) Chapter presentations and/or activities must not have any dialogue among people nor be any kind of show or entertainment.
4. **Video**
- a) Chapters videos are *highly encouraged* to be created by a current chapter member, but can be created by an alumna member of the *chapter* who graduated in Spring 2019 or after (graduated in any undergraduate academic quarter between Spring 2019 and Spring 2021.) Chapters may compensate this individual up to but no more than \$600 per video. Videos provided by the chapter's national headquarters or philanthropic organization will be exempt from these conditions.
  - b) Video filming must follow all state and local health and safety guidelines.
  - c) Round 2 videos must be related to the theme of "Impact," as described by chapter involvement on campus, within their respective philanthropies, in the greater Los Angeles and world community, as well as the impact the chapter has on individual members.
  - d) The length of video content shown should not exceed eight (8) minutes in length.

**C. Round 3 - Sisterhood Round**

**1. Format**

- a) **Sisterhood Round will take place in-person, with a virtual option provided on Zoom.**
- b) Chapters should not restrict active members or PNMs to participate exclusively in-person or virtually.

**2. Attire**

- a) Attire for this round is left up to the discretion of the chapter.
- a) The only shoes that may be worn are flat shoes, or shoes without any sort of heel or wedge for this round.
- b) Chapter members are allowed to wear a chapter-provided name tag. Chapter members and PNMs are encouraged to share their pronouns if they feel comfortable doing so.

**3. Decorations**

- a) Decorations allowed are: tablecloths, centerpieces, and 1 banner on the exterior of the home.
- b) Bulletin boards within the house may be decorated with themed pictures, focused on sisterhood and involvement.
- c) Residential rooms must be decorated as they would be normally throughout the school year.
- d) Any pictures or references to alcohol and/or illegal substances, Recruitment Counselors, or members of Panhellenic Executive Board are explicitly prohibited.
- e) For chapter calendars, bulletin boards, pictures, etc., specific fraternities must not be listed. For example, simply say "Raid," not

“Raid with XXX.”

4. **Video**

- a) Chapters videos are *highly encouraged* to be created by a current chapter member, but can be created by an alumna member of the *chapter* who graduated in Spring 2019 or after (graduated in any undergraduate academic quarter between Spring 2019 and Spring 2021.) Chapters may compensate this individual up to but no more than \$600 per video. Videos provided by the chapter’s national headquarters or philanthropic organization will be exempt from these conditions.

- (1) Video filming must follow all state and local health and safety guidelines.

- b) Round 3 videos must be related to the theme of “Sisterhood,” as described by an outline of the chapter facility, descriptions or member testimonials of how membership has provided community, instilled a sense of belonging in members, and/or kept members connected despite the impacts of COVID-19.

- c) Round 3 videos may be virtual “house tours.”

- (1) House tour videos should avoid shots that show detailed security measures in order to maintain the safety of facility residents.

- d) Videos should be at least five (5) but no more than seven (7) minutes in length.

D. **Round 4 - Preference**

1. **Format**

- a) **Preference Round will take place in-person, with a virtual option provided on Zoom.**

- b) Chapters should not restrict active members or PNMs to participate exclusively in-person or virtually.

2. **Attire**

- a) Attire and footwear left up to the discretion of the chapter.

- b) Chapter members are allowed to wear a chapter-provided name tag. Chapter members and PNMs are encouraged to share their pronouns if they feel comfortable doing so.

3. **Decorations**

- a) In-person ceremony must take place on the main floor of the chapter facility.

- (1) Exceptions to this can be petitioned to the UCLA Panhellenic Recruitment Team.

- b) Decorations are permitted during this round include: centerpieces, signs, and wall decorations.

- c) Draped walls or ceilings are permitted only during this round.

- d) Decorations for this round should not exceed \$2,000.

4. **Content**

- a) Content for preference round is left up to the discretion of the chapter in order to permit the translation of ceremonies to a virtual format, so long as it follows all previously mentioned guidelines.

- b) Chapters must consult the Recruitment Team on the structure and logistics of their preference ceremonies in order to assist chapters and PNMs with any complications.

**E. Bid Night/Bid Day**

1. Panhellenic will distribute supplemental resources that set the schedule for Bid Day, manage bid distribution, organize Recruitment Counselor affiliation reveal, and provide a general community welcome.
2. Chapters are encouraged to utilize the [NPC Bid Day Resources Doc](#) in planning their Bid Day celebrations.
3. Chapters must not contact PNMs or new members until the time designated by the Recruitment Team.
4. **All Bid Day activities must follow state and local health and safety guidelines and be accessible to all new members.**
  - a) The front door must remain open, unlocked, and unblocked at all times during any in-person Bid Day events.
5. Bid Day activities will be regulated by Panhellenic, in accordance with NPC regulations.
  - a) All Bid Day activities must end by the designated time on the Recruitment Schedule, published each year.

**X. Fines**

**A.**

Offense	Fine
Recruitment party started prior to scheduled start time	\$100/minute
Recruitment party ended after scheduled end time	\$100/minute
PNM gifting	\$10/item per PNM
Recruitment list submitted later than predetermined deadline.	\$100 every 30 minutes late
Bid Day videos not completed and turned in by predetermined time.	\$50 every 10 minutes late
Alumna, advisors, delivery or other unauthorized persons are participating in a capacity that unfairly affects Potential New Members' recruitment process.	1st offense: \$25 2nd offense: \$50 3rd offense: \$100
Chapter member, Rho Gamma, or Panhellenic Executive Board member intentionally reveals their affiliation, or information which could reveal the identity of Rho Gamma or Executive Board member.  <i>If found to be unintentional, no minimum sanctions enforced. Outcome to be decided via mediation process.</i>	1st offense: \$1,000 + loss of one (1) social event 2nd offense: \$3,000 + loss of two (2) social events

**B. Public Apology**

1. In lieu of a fine, distribution of a written public apology is a consequence for violations of PNM contact, such as going beyond normal friendly contact, bid promising or breaking strict silence.

2. Apologies will be addressed by the chapter in violation's recruitment team, on behalf of the chapter member(s) who carried out the violation. There will be no mention of chapter member's names in the public apology.
3. Apologies may consist of an explanation of the violation that took place, including an indication of what recruitment rule or rules were violated.
4. Apologies will be distributed to the chapter presidents of all Panhellenic chapters.

XI. **Accountability Policy**

- A. Recruitment Team has the ability to request a chapter make an alteration to decorations, video, and all things related to recruitment if found in violation to the rules. Failure to comply with these requests could result in further judicial action.
- B. If any chapter is found in violation of these rules and policies, the chapter may be subject to Panhellenic judicial processes.
- C. Any room used for recruitment (any room a PNM would/could see) needs to be ready for a virtual and/or in-person walk-through by the Panhellenic Recruitment Team or OFSL staff up to an hour prior to the round start time.