

Florida Institute of Technology

Panhellenic Council Association Recruitment Rules

In accordance with the 20 edition of the National Panhellenic Conference Manual of Information - Code of Ethics

We, the undergraduate Members of the sororities at Florida Institute of Technology, agree to promote honesty, respect and sisterhood through respectful adherence to the Unanimous Agreements and all amendments established by the National Panhellenic Conference. We agree to uphold and demonstrate the Panhellenic Spirit in thought, word and action through our chapter as well as individual members. We recognize friendly relations with all collegiate women, Greek and non-Greek realizing the importance of creating and building friendships. We shall adhere to the relationships between the chapters and with the Panhellenic Council in order to establish a process more conducive to timely and efficient management of information. It is in accordance to the dignity and good manners of sorority women to avoid disparaging remarks about sorority or college women and avoid publicity in Panhellenic matters, which are not properly the concern of nonmembers. All recruitment programs will be planned to provide opportunities for the greatest possible number of women to become sorority members, while protecting the rights and privileges of both the individuals and the chapters and always in good taste. These are the tenets by which we strive to live.

A. BASIC INFORMATION

1. Fall 2016 Partially Structured Recruitment shall be held August 19, 2016 thru August 21, 2016.
2. All members, new members, alumnae, and potential new members are responsible for abiding by the recruitment rules and all decisions agreed upon in recruitment meetings, and will be held accountable for any and all actions that may be in violation of these rules.
3. The Recruitment Period may not include men or alcohol beginning on August 8, 2016 thru August 21, 2016. Sorority members are also not permitted to go out to bars or placed solely for the purpose of consuming alcohol during the same time. This includes parties, events, or establishments where alcohol is present.
4. Photographs of the Recruitment Staff shall be completely removed or covered during the Recruitment period. It is the chapter's responsibility to do everything necessary to keep these identities anonymous during Recruitment.
5. No dirty recruiting will be permitted at any time. If there are any questions about what is appropriate, please see the Greek Advisor for clarification. **Please do not allow fraternity men to recruit for an individual chapter (verbally or on online sites prior or during formal recruitment). Men are not allowed to be involved in Sorority recruitment and should be reported to the Greek Advisor if they are doing so.**
6. All NPC Unanimous Agreements shall be upheld.

B. MEMBERSHIP ELIGIBILITY

1. A potential new member (PNM) must be a full-time matriculated (degree-seeking) student who is not dual-enrolled at Florida Tech.
2. To be eligible to go through recruitment:
 - a. All students (except first semester freshmen) must have an overall Florida Tech grade point average of 2.5 on a 4.0 scale.
 - b. Transfer students must have at least an overall 2.5 grade point average on a 4.0 scale.
 - c. First semester freshman must have at least a 3.0 grade point average on a 4.0 scale as indicated by their respective high school records.
3. A woman who is or who has ever been an initiated member of existing National Panhellenic Conference (NPC) sorority shall not be eligible for membership in another NPC sorority.

C. GUIDELINES FOR RECRUITMENT EXECUTIVES

1. The Panhellenic Recruitment Staff will consist of the Panhellenic President, Executive Vice President, Vice President of Membership and Recruitment, Vice President of Records, Vice President of Scholarship, Vice President of Programming and three Recruitment Counselors.
2. These members must be completely disassociated from their respective chapters following the spring commencement ceremony until Bid Day on August 21, 2016.
3. Social media networking websites should all be set to the highest level of private possible.

D. GUIDELINES FOR RECRUITMENT COUNSELORS

1. Each NPC chapter must provide Panhellenic with one representative, to act as a Recruitment Counselor during the recruitment period. The Panhellenic Executive Board can approve the representation of more or less members from any sorority.
2. Chapters are required to have a minimum of two members submit applications for Recruitment Counselor. Any chapter not submitting two applications for a Recruitment Counselor representative will be fined \$100 and \$25 for each consecutive week after in which they have submitted no applicants.
3. Recruitment Counselors:
 - a. Are entrusted with privileged information to be kept confidential.
 - b. Must remain objective and impartial at all times.
 - c. Must be disassociated from their own chapter's recruitment process.
 - d. Must refrain from the use of alcohol during the recruitment process.
 - e. May escort women to the events but not attend recruitment events.
 - f. Attend recruitment events and all recruitment training sessions.

E. RESPONSIBILITIES OF INDIVIDUAL SORORITIES, MEMBERS AND ALUMNAE

1. It is in accord with the dignity and good manners of sorority women:
 - a. To avoid disparaging remarks about any fraternity or college woman.
 - b. To create friendly relations between sorority and non-sorority women.
2. During Recruitment chapters must follow the NPC Recruitment Release Figure Method (RFM) and work with and abide by numbers provided by the NPC RFM Specialist.
3. There will be no attempt to inform or influence a PNM in regards to a particular group. This includes but is not limited to phone calls, written materials, e-mail, Facebook, Twitter, Instagram, summer recruitment parties, alumnae teas, and etcetera.
4. No sorority is allowed to discriminate against a PNM on the basis of race, color, creed, or religion. Any violation of this will result in a judicial action.
5. A current list of the financial obligations of each sorority shall be printed in the recruitment booklet and distributed to each PNM during recruitment.
6. NPC sororities shall impress upon their undergraduate and alumnae members that they shall respect and obey the letter and the spirit of all NPC UNANIMOUS AGREEMENTS. Each chapter will be held accountable for the actions of both their undergraduate sisters and alumnae.
7. Alumnae members in direct contact with their chapters or PNMs (i.e. at social functions, on campus, etc.) must abide by all rules pertaining to active sorority members.
8. Alumnae who are on campus during orientation week may not talk about any individual sorority and must maintain a "GO GREEK" attitude
9. Alumnae and/or active members from other chapters may participate in recruitment, but must be identified by wearing nametags stating their current status.
10. If at the beginning of Formal Recruitment a sorority's membership drops to or below fifteen (15) members (excluding disaffiliated sisters), then that sorority may have alumnae or other active members help them recruit.
 - a. To gain permission a written list of participating alumnae must be turned into the Vice President of Membership and Recruitment (trains2014@my.fit.edu) by August 1, 2016. The number of participating alumnae allowed to recruit is the number that would bring that sorority's number to that of the next smallest sorority.

11. All Florida Tech sorority members shall go “private” on Facebook, Twitter, Instagram and all other social networking sites following the spring commencement ceremony. They shall set the sites to the maximum privacy setting, only allowing the minimum information to be available to any PNM who may be on the site. Any member who fails to set their profile to private shall result in an infraction to the respective chapter. Sorority members are not permitted to ‘friend’ (request access to the individual's’ social networking page) any PNM who has confirmed their attendance at Florida Tech.
12. The Panhellenic Executive Board will create one general Panhellenic Facebook page. This is the only account allowed to ‘friend’ potential new members in an effort to allow them the opportunity to ask questions. This account will not ‘friend’ any active women in sororities on campus or males. This account is only allowed to have pictures with other Panhellenic women or family. No alcohol or illegal substances or events may be in the pictures.
13. If approached by a PNM, please direct her to the Greek Life Office, Panhellenic Executive Board, and Recruitment Counselors to answer her questions about Greek Life and recruitment.
14. All sorority women must observe the strict silence period between the Preferential Tea and the acceptance of bids.
15. From August 1, 2015 to August 17, 2015 sorority members are not allowed to wear letters while present on the FIT campus EXCEPT for three (3) chosen women from each chapter who will act as chapter representatives. A list of the chapter’s three (3) women is due by spring commencement.
16. Any and all rules may be changed at any time by a 2/3-majority vote by the Panhellenic Executive Board.

H. EXPENSES AND ADVERTISING

1. Any sorority for Formal Recruitment shall spend no more than \$500.00 for all recruitment events (excluding Bid Day). This budget includes all donated goods and services only for that academic year following the due date for the preliminary budget. A preliminary budget is due no later than July 1, 2016, otherwise a late fee of \$25 per day per paperwork will be charged to the chapter. A final written budget for the recruitment period must be submitted to Panhellenic Vice President of Membership and Recruitment by August 12, 2016.
2. All advertising will be done by the Panhellenic Recruitment Staff. Banners, flyers and pamphlets will be distributed until Recruitment begins. Only Panhellenic banners will be hung until after the acceptance of bids at the end of formal recruitment; the goal is to promote Panhellenic Recruitment.
3. Sororities may not pass out any individual sorority information before, during or after any university function during the summer until the start of recruitment, unless specified by the Panhellenic Executive Board or the Office of Greek Life. Along with chapter blasts, the Panhellenic Executive Board will provide each sorority with specific social media blasts that must be posted on their social media pages (including Facebook, Twitter, and Instagram) during the specific day and time frame chosen by the Executive Board.
4. No sorority members or decorations of any kind will be permitted outside of a party room. If done, the decorations will be removed and the chapter will receive an infraction.
5. Refreshments can be served at an individual sorority party throughout the recruitment period; however, the total price of drinks cannot exceed \$50 for the entire period.
6. No favors, notes or gifts of any kind may be given to PNMs from the sorority before or during the recruitment parties. No PNM may leave a party with anything that she did not have before she entered (this includes any type of food, napkin, beverage, etc).
7. The following is a list of approved recruitment items for each chapter’s rooms:
 - a. Values based sorority items (i.e. t-shirts, pillow cases, and pictures)
 - b. Sorority insignia
 - c. Composites
 - d. Matching sorority t-shirts
 - e. Sorority Banners with letters or symbols
 - f. Any other items in which an individual chapter wishes to use must be approved through the Vice President of Membership and Recruitment

J. DEADLINES AND INVITES/BIDS

1. There shall be no promising of bids, directly or indirectly, from any member, new member, or alumnae.
2. Chapters may only bid above the total specified by Panhellenic when given a Quota. A chapter may choose to bid to total or to quota. Quota will be a specified number of bids that will be set by the Office of Greek Life. Quota additions will be allowed during Formal Recruitment for chapters exceeding quota. After formal recruitment a chapter may only bid to total.
3. Penalties for coming out of an event late will be \$15.00 per minute.
4. Timeline of when lists are due from sororities and available from Panhellenic and the Office of Greek Life by August 1, 2016.
5. NPC sorority members shall not suggest to any PNM that she refuse a bid from one group in order to wait for a bid from another group.

L. RECRUITMENT INFRACTIONS

1. PNMs shall be given a copy of the Potential Member Bill of Rights, published by the NPC, and may file a recruitment infraction against a sorority to Panhellenic at any time during Formal Recruitment.
2. All recruitment infractions will be handled by the College Panhellenic and the Panhellenic Advisor and in accordance with the NPC Manual of Information. This group will decide upon fair and reasonable penalties for infractions to recruiting rules.
3. In case of Panhellenic difficulties, all chapters involved will do their utmost to restore harmony and to prevent publicity, both in the college and the community.