

Clemson University College Panhellenic Association
2018 Recruitment Rules

I. Introduction

The Clemson University Panhellenic Association recruitment rules are intended to help guide affiliated, sorority women and Potential New Members (PNMs) through the membership selection process. Active members, new members, potential new members, recruitment counselors, advisors, and alumnae shall be bound by all Clemson University Panhellenic Recruitment Rules, National Panhellenic Conference (NPC) Unanimous Agreements and Policies, PNM Bill of Rights, Clemson Panhellenic Association Code of Ethics, and the Clemson Panhellenic Association Bylaws. It is the responsibility of each member organization/chapter to educate all current members and alumnae on these policies. It is the responsibility of the Clemson Panhellenic Association to publish these policies so that PNM are able to educate themselves. All violations of these policies will result in a report, which may lead to the Clemson University Panhellenic Association Judicial Process.

Potential new members found in violation of these rules and procedures will be subject to dismissal from the recruitment process.

Primary Recruitment will be held during the fall semester, and primary recruitment events will be held only at times specified by the Clemson University Panhellenic Association recruitment calendar.

For the responsibilities of the Panhellenic Executive Board and Recruitment Counselors, please reference the Clemson University Panhellenic Association Bylaws, which can be found on the Clemson Panhellenic Association website.

II. Statement of Adherence to NPC Unanimous Agreements and Policies Regarding Recruitment

All National Panhellenic Conference (NPC) member organizations represented at Clemson University 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. Recruitment Eligibility

- a. A woman is eligible to participate in Fall Primary Recruitment and/or Continuous Open Bidding and join a sorority if she is an undergraduate, fully matriculated student at Clemson University, meaning she is only attending Clemson University and is not simultaneously enrolled in high school and attending college.
- b. A woman is only eligible to participate in Fall Primary Recruitment and/or Continuous Open Bidding if she has not been an initiated member of any National Panhellenic Conference sorority. If a woman receives a bid from a sorority at Clemson University, she must wait until the beginning of the next Primary Recruitment at Clemson University before she is eligible to participate in recruitment again.
- c. A Potential New Member must register for Fall Primary Recruitment with the Clemson University Panhellenic Council and pay the recruitment fee in order to participate in Fall Primary Recruitment.

IV. Chapter Membership

- a. All undergraduate active sorority members shall be counted as part of the sorority membership and shall be entitled to participate in recruitment unless they are not registered for the fall academic semester. Transfers do not count as part of a sorority's membership until they are officially affiliated.
- b. Chapter roster updates must be completed ten days prior to Primary Recruitment and the start of the spring academic semester.

V. Statement of Values-Based Recruitment

All NPC member organizations represented at Clemson University 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 NPC, Clemson University College Panhellenic Association, and those of individual chapters.
3. Make informed choices, based on shared values, about potential new members.
4. Educate the potential new members about the values, benefits, and obligations of sorority membership.

In accordance with NPC policy, Clemson University recruitment events do not include skits, elaborate decorations and costumes.

VI. Statement of Positive Panhellenic Contact

We, the women of Clemson University, will promote panhellenic-spirited contact with all potential new members throughout the year. Strict silence will begin at the time of the MRABA signing and last until bid distribution on bid day – this span of time not to exceed 24 hours. No sorority member, including alumnae and new members, may communicate or live with potential new members during this period. Strict silence is defined as verbal, nonverbal, written, printed, text message and electronic communication or communicating through a third party. If potential new members live in a residence hall with sorority members, only casual greetings and contact are permitted.

All chapters are expected to display ethical behavior at all times. Ethical behavior means adhering to the College Panhellenic rules as well as the National Panhellenic Conference (NPC) policies. It means holding yourself and others accountable to make good choices in your actions. Ethical conduct promotes parity for all chapters through fair play.

VII. Summer No-Contact Period

- a. During the Summer No-Contact Period, beginning the day following Clemson University's May graduation, preceding Primary Recruitment, sorority women and alumnae representing their own sorority may not contact Potential New Members or their parents for any reason unless they know them personally and would have contact with them outside of reasons for Panhellenic Recruitment.
 - i. Correspondence includes, but is not limited to: face-to-face communication, phone calling/texting, emailing, online video chatting (Facetime, Google Chat, Skype), Facebook (friend requests, messaging, wall posts, liking or commenting), Instagram (follow requests, likes, comments, direct messaging), Twitter (follow requests, tweets, favorites, direct messaging), Snapchat (adding PNM, sending snap photo/messages) or communicating to a PNM through a third party (ie – their boyfriend, friend, family members, etc).
 - ii. Should a PNM live with/have direct family relations with a sorority woman, recruitment should not be discussed at any time.
- b. No woman is eligible to join a sorority during the summer months. A chapter member, alumna member or anyone acting on a sorority's behalf shall not imply to a Potential New Member nor her family that she has an invitation to a party during the Primary Recruitment process, ask her to pledge, nor imply that she will receive a bid.
- c. No summer recruitment events shall be planned or executed unless they are sponsored by Panhellenic.
- d. No active sorority member should ask any fraternity to invite Potential New Members to the fraternity's summer parties, nor should alumnae host parties for Potential New Members during the summer months.

VIII. Website/Social Media Guidelines

- a. Website rules are in effect from the day after Clemson University's May graduation until the day after Bid Day, annually.
- b. No pictures of Pi Chis or Panhellenic Executive Board members may appear on the chapter website, chapter member website, or any chapter social media.

- c. Only the chapter executive board's contact information should be listed on the individual chapter's website and other forms of social media.
- d. Each chapter should submit accurate and appropriate information to Panhellenic every spring regarding how/where to submit recommendation forms/letters.
- e. Guest books are not permitted on chapter websites.
- f. All Recruitment Counselors must set all social media accounts (i.e. Facebook, Twitter, Instagram, Snapchat, LinkedIn, etc.) to private by the day after Clemson University's May graduation. At this point, no new friend requests should be sent or accepted until after the conclusion of Clemson Panhellenic Council bid day activities. Recruitment counselors must deactivate their social media accounts (i.e. Facebook, Twitter, Instagram, Snapchat, LinkedIn, etc.) by July 31st, and may not reactive the account until the conclusion of Clemson Panhellenic Council bid day activities.
- g. Active members with any pictures with disassociated members must be taken down by the day after Clemson University's May graduation.

IX. Primary Recruitment

- a. The primary membership recruitment period will begin when Potential New Members move-in on campus and will end at the conclusion of all Panhellenic bid day activities. Schedules specifying the specific dates will be distributed to all chapters.
- b. All communication between sorority members and potential new members outside of the hours established for Primary Recruitment events is to be kept to a minimum. There shall be no purposeful seeking of contact during the Primary Recruitment period except at official events. Normal, friendly contact is the only type of contact allowed during the Primary Recruitment period.
 - i. Contact that is prohibited includes, but is not limited to, telephone calls, letters, emails, text messages, flowers, gifts, contact through friends, parents, siblings, etc., social media, and etc.
 - ii. *"NPC believes that normal, social contacts should not be disrupted in the case of longstanding friendships by prohibiting all contact between sorority women and potential [members]. (Normal contact implies relatives, friends, neighbors, and coworkers.) However, each sorority is charged with the responsibility of seeing that unfair advantage is not taken of such contacts."* – NPC MOI pg. 84
 - iii. When contact cannot be avoided, recruitment must not be discussed between sorority members who have immediate relatives or roommates going through Primary Recruitment.
- c. Strict silence will begin at the time of the MRABA signing and last until bid distribution on bid day – this span of time not to exceed 24 hours. No sorority member, including alumnae and new members, may communicate or live with potential new members during this period. Strict silence is defined as verbal, nonverbal, written, printed, text message and electronic communication or communicating through a third party. If potential new members live in a residence hall with sorority members, only casual greetings and contact are permitted. Strict silence allows potential new members to make decisions free from outside pressures and opinions of others.
- d. Sorority members may not speak negatively of other sorority members, chapter, or member organizations to a Potential New Member. Similarly, potential new members may not speak negatively of other sorority members, chapters, or member organizations to sorority members.
- e. Sorority members are expected to be polite and respectful to all Potential New Members who attend their chapter's recruitment events. Similarly, Potential New Members are expected to be polite and respectful to sorority members at all recruitment events.
- f. Sorority members may not inquire about or discuss another sorority's recruitment events or procedures during Primary Recruitment. In addition, a sorority member may not inquire about a Potential New Member's event schedule at any time during Primary Recruitment.
- g. Sorority Members may not inquire if a potential new member is a legacy of another member organization.
- h. Sorority members may never suggest single intentional preference or to list a preference of any sorority over another.
- i. No form of bidding may occur outside the prescribed Panhellenic procedure. No bids, oral or otherwise, may be directly or indirectly issued during events at any time. Polite greetings and salutations are acceptable and judge on a case-by-case

basis. For example, sorority members may not promise bids or invitation or give the hint that a bid or invitation will be extended to the Potential New Member.

- j. Recruitment Counselors and Panhellenic Executive Board members may not release any information concerning a Potential New Member to members of any sorority unless directed to do so by the Office of Fraternity and Sorority Life. Any sorority seeking information about a Potential New Member should direct their questions and concerns to the Office of Fraternity and Sorority Life.
- k. During Primary Recruitment, Sorority members, Recruitment Counselors, Panhellenic Executive Board Members, and Potential new members may not attend fraternity events and chapters may not co-host events with each other and/or fraternities.
- l. The participation of men in Primary Recruitment and Bid Day activities is prohibited. This includes the presence of men in recruitment videos/promotional materials.
 - i. Chapters should not have any reference to fraternities that are no longer recognized chapters at Clemson University.
- m. The use of alcoholic beverages and illegal substances in Primary Recruitment and Bid Day activities is prohibited.**
- n. Sorority members may not buy anything for Potential New Members (i.e. gifts, meals, etc.) or give a potential new member any cards, letters, envelopes, or any type of written correspondence, including preference letters, at any time during Primary Recruitment. Chapters must not let potential new members leave with anything that they did not bring into the event.
 - i. The only exception to this rule is a standard financial handout that chapters may hand out during the third round and allow potential new members to take with them.

X. Primary Recruitment Administration

- a. Clemson Panhellenic abides by NPC's Release Figure Methodology, and will respect and take into high consideration the advice of the RFM specialist.
 - i. RFM is based on a mathematical model to determine the number of invitations each participating chapter will issue throughout the recruitment process.
 - ii. There are four rounds during Primary Recruitment, and Potential New Members have the potential to attend all four rounds. During Round 1, a PNM can visit a maximum of 13 chapters. During Round 2, a PNM can visit a maximum of 10 chapters. During Round 3, a PNM can visit a maximum of 6 chapters. During Round 4, a PNM can attend a maximum of 2 chapters. If the Clemson Panhellenic Council adds or loses a chapter, a format change is required and should be determined in consultation with the RFM specialist and NPC area advisor. Campuses should use only approved RFM formats. A vote of the College Panhellenic is not required to approve a recommended format.
- b. All chapters must adhere to the Primary Recruitment Schedule approved by the Clemson Panhellenic Council.
- c. Every chapter is strongly advised to follow the carry figures given to them from the RFM specialist for all invitational rounds. This requires that every chapter submit the required invitation and flex-minus lists.
- d. Round invitation lists must be submitted online through CampusDirector by the most updated primary recruitment schedule time. *(Note: Make sure that you continually save your invitation list to avoid losing data.)*
- e. Once a chapter's invitation list has been submitted, no changes can be made.
- f. During all rounds, chapters should wear the appropriate Panhellenic nametag. Nametags will be provided to every chapter before the start of formal recruitment.
- g. Once a round begins, all sorority members and others assisting with recruitment may only enter and leave recruitment rooms during event breaks. Sorority members and others assisting with recruitment can leave at any time for emergencies but can only return during breaks.
- h. Sorority members, who are representing their chapters as Pi Chi or Panhellenic Executive Board members, may not be shown in media presentations during rounds, display pictures in event spaces, or have their picture submitted to be published on the Recruitment Website.

- i. Exact matching outfits are only allowed for first round t-shirts. Single colored outfits for preference are acceptable. Yet, it is not appropriate for sorority members to be required to purchase the same item of clothing for any other round after the first.
- j. Chapters may not serve food or beverage to the Potential New Members during any of the rounds.
- k. Potential New Members are required to attend all chapter events they are invited to during each round of Primary Recruitment.

XI. Primary Recruitment Space Guidelines

- a. Chapters may not enter recruitment spaces before the time indicated on the recruitment schedule, and chapters must exit the spaces by the time indicated on the recruitment schedule.
- b. The use of candles, wax, fire, duct tape, feathers, confetti, balloons, or glitter of any kind is prohibited at any event, including bid day.
- c. All rooms, including voting rooms, used by chapters must be cleaned and all trash cleared from them. Chapters are responsible for any damages within the rooms. Please refer to the voting room agreement, which can be found in the Folder of Important Documents shared with the VPRs by Panhellenic.
- d. Chapters must follow all University guidelines regarding the space used at any point during primary recruitment, including but not limited to food/drink contracts, decorating limitations, etc.
- e. Items cannot be hung from the ceiling and/or taped/hung from walls or columns in the event space.
- f. All room layouts and all decorations being used during rounds must be approved by the Recruitment Team through submission of round description templates. Each round description template will have a specific due date in the spring semester. These dates will be conveyed to all chapter VPRs at a VPR meeting. Once round descriptions are approved, changes cannot be made.
 - i. It is only possible to move around the furniture, store tables, or deviate from the submitted room layout in any way if there are extenuating circumstances and approved by the Recruitment Team or if the chapter is advised by the Recruitment Team to alter the layout due to party sizes.
- g. All belongings of the chapter (i.e. boxes, book bags, tabulating) must be stored within the confines of the organization's assigned event room. Use of hallways, service hallways, restrooms, closets, and stairwells are prohibited for storage unless approved by the Recruitment Team.
- h. Each chapter must adhere to the specific guidelines regarding the event space for Primary Recruitment. Chapters can use as much or as little of what is offered in the guidelines, but it is prohibited that chapters use more than what the designated guidelines state.
 - i. **Round 1:** Each chapter is allowed to use two 8-foot tables and 5 chairs. Decorations are not allowed on pipe and drape, walls, columns, or the ceiling. Decorations are allowed on the 2 tables in addition to one set of wooden letters under 6ft tall. No projectors, projector screens, televisions, microphones, or speakers are permitted during round 1.
 - ii. **Round 2:** Each chapter is allowed to use two 8-foot tables, chairs, as well as a projector and projector screen or a television. Chapters are required to use the Panhellenic-provided speaker and keep it set at the designated volume. No microphones or additional speakers are permitted. The number of chairs that will be permitted will be specific to each chapter, based on fire code, based on approval from LJC, and based on the number of women brought back to the chapter's second round in the previous year of formal recruitment. Chairs are not required, so if a chapter would rather have the PNMs stand or sit on the ground while watching their philanthropy presentation, they are permitted to do so. Decorations will be allowed on 25 feet of pipe and drape and on the 2 tables. One set of wooden letters, under 6 feet tall, are permitted to be in the room. The decorations on pipe and drape can be 25 consecutive feet or 25 nonconsecutive feet. Pipe and drape for each chapter space will be determined by Panhellenic and will be set up prior to the start of recruitment. No additional pipe and drape can be added to the room, unless added by Panhellenic. Items cannot be hung from the ceiling and/or taped/hung from walls or columns in the event space.

- iii. **Rounds 3 and 4:** Decorations are allowed on 25 feet of pipe and drape, on tables, and one set of wooden letters under 6 feet tall are permitted to be in the room. The number of tables and chairs that will be permitted will be specific to each chapter, based on fire code, based on approval from LJC, and based on the number of women brought back to the chapter's third round and fourth round in the previous year of formal recruitment. For round 3, chapters are permitted to use a projector and projector screen or a television. For round 3, chapters are required to use the Panhellenic-provided speaker and keep it set at the designated volume. No microphones or additional speakers are permitted in round 3. No microphones or speakers are permitted in round 4. The decorations on pipe and drape can be 25 consecutive feet or 25 nonconsecutive feet. Pipe and drape for each chapter space will be determined by Panhellenic and will be set up prior to the start of recruitment. No additional pipe and drape can be added to the room, unless added by Panhellenic. Items cannot be hung from the ceiling and/or tapped/hung from walls or columns in the event space.
- i. Beating or banging on any walls or anything in the rooms is prohibited.
- j. Panhellenic reserves the right to enforce additional guidelines about recruitment spaces during the entirety of recruitment. If a new guideline is implemented, it will be put in writing and sent to VPRs via e-mail.

XII. Primary Recruitment Invitational Rounds

- a. **Round 1 -- Open House:** Each event that takes place during Round 1 is a 30-minute event. This round is intended to provide Potential New Members with an informative introduction to each chapter and sorority life as a whole. Potential New Members will visit all organizations during this round. Decorations should not be focused around a central theme, but may be representative of the individual chapter and the Clemson Panhellenic community. There will be no presentations during the first round of recruitment events. No craft activities will be allowed during this round. No food or beverages may be served. Cheering will commence 2 minutes before the start of each party.
- b. **Round 2 -- Philanthropy:** Each event that takes place during Round 2 is a 40-minute event. This round is intended to provide Potential New Members with information regarding the chapter's philanthropy. There may be a presentation lasting no more than 10 minutes with a 4-minute video limit. All videos must be shown at the start of the party. The Panhellenic Recruitment Team must approve both videos and presentations by the specified date that is provided to the chapter VPR. No craft activities will be allowed during this round. No food or beverages may be served. Cheering will commence 2 minutes before the start of each party.
- c. **Round 3 -- Sisterhood:** Each event that takes place during Round 3 is a 40-minute event. This round is intended to provide Potential New Members with information regarding the chapter's sisterhood, financial obligations, and membership requirements. Chapters are required to present and hand out financial information. There may be a presentation lasting no more than 10 minutes with a 4-minute video limit. All videos must be shown at the start of the party. The Panhellenic Recruitment Team must approve both videos and presentations by the specified date that is provided to the chapter VPR. Chapters are encouraged to highlight expectations and obligations of being a member, including time commitments and new member/member requirements. No craft activities will be allowed during this round. No food or beverages may be served. Cheering will commence 2 minutes before the start of each party.
- d. **Round 4 -- Preference:** Each event that takes place during Round 4 is a 50-minute event. The purpose of this round is to allow the potential new members a final glimpse into their final chapter(s) to help determine which chapter is the best fit for them. No videos or slideshows with sound are permitted during this round. Every potential new member that is invited to preference round should appear somewhere on the chapter's bid list. No personal notes may be written to PNMs. No craft activities will be allowed during this round. No food or beverages may be served. Cheering or singing will commence 2 minutes before the start of each party.
- e. **Bid Day:** This is the day that each potential new member will receive their bid, if they are given one. Each potential new member may only receive one bid from one organization. Each chapter will be notified of their spot on Bowman Field the day of Bid Day. The spot will be determined based on infractions incurred throughout recruitment. The use of candles, wax, fire, duct tape, feathers, confetti, balloons, or glitter of any kind is prohibited on Bowman Field. **There shall be no alcohol, illegal substances, and/or men involved in Bid Day activities.**

- f. **Snap Bidding:** If needed, snap bidding will begin as soon as bids are matched. Chapters may snap bid to fill unmatched quota spaces. Snap bidding is not intended to fill spaces in chapter total. Snap bidding is limited to any woman who registered and participated in at least one round of Primary Recruitment. Snap bidding ends when bids are distributed.

XIII. Assistance Guidelines

- a. The chapters are responsible for informing and educating alumnae members of the recruitment rules, NPC Unanimous Agreements and Policies, and the Code of Ethics and for the observance of these rules.
- b. Alumnae are permitted to assist college chapters at recruitment events provided that they do not make contributions of any sort (decorations, money, etc.), pertaining to any specific parties. Exceptions can be made with approval from the Recruitment Team.
- c. Collegiate members from schools other than Clemson University are permitted to assist during recruitment provided their presence is made known and approved by the Recruitment Team. Their respective school must be clearly indicated on their nametag.
 - i. If a chapter is planning to have collegiate members from other schools assist at recruitment, Panhellenic needs to receive a list of all names providing assistance and their school affiliation no later than August 1st.

XIV. Panhellenic Executive Board Officers and Recruitment Counselors

- a. Upon accepting the position, no Panhellenic Executive Board Officer or Recruitment Counselor shall sit in on Chapter Recruitment meetings or workshops.
- b. Upon accepting the position, no Panhellenic Executive Board Officer or Recruitment Counselor shall sit in on Chapter Meetings or Workshops to discuss Potential New Members.
- c. Panhellenic Executive Board Officers and Recruitment Counselors shall not wear, carry, or display any item indicating their sorority membership (i.e. t-shirts, insignia, car tags, social media, personal websites, etc.) beginning the day after Clemson University's May graduation and ending at the conclusion of all Primary Recruitment activities (after Bid Day).
- d. Panhellenic Executive Board Officers and Recruitment Counselors shall disassociate from their chapter completely 30 days prior to Primary Recruitment. Disassociation shall end at the conclusion of Primary Recruitment (Bid Day).
 - i. Disassociation is defined as no direct or indirect contact with members of their own chapter – meaning no verbal communication, non-verbal communication, interaction of any kind with members of their own chapter through a third party, and no discussion with members of other chapters regarding recruitment at any time.
 - ii. The only exception to this rule is if a Panhellenic Executive Board Officer or Recruitment Counselor is working in an official capacity to gain information or resolve a recruitment rule violation or to handle an emergency.
- e. The Recruitment Counselors are subject to all rules and guidelines set forth by the Clemson Panhellenic Vice President of Recruitment Counselors.
- f. Recruitment Counselors must be full, active, in-good-standing members of their organization at the time of Primary Recruitment. As long as you are a returning Recruitment Counselor, you are permitted to study abroad or participate in a co-op experience the spring semester before primary recruitment. If you are a Recruitment Counselor who is registered to co-op during the fall semester of Primary Recruitment, you must ensure that you can be present at all training workshops and all Primary Recruitment events, regardless of your co-op schedule. Students who are entering their fifth year of undergraduate studies are eligible to be a Recruitment Counselor, as long as they are an active member within their chapter (i.e. paying dues).
- g. Recruitment Counselors will sign a contract that outlines expectations at the beginning of their term. If policies are not followed, a Recruitment Counselor may be immediately dismissed from her position or will receive other penalties to be sanctioned through the Panhellenic judicial process. In addition, if any part of the contract is breached, a woman will not be eligible to be a returning Recruitment Counselor.
- h. Panhellenic Executive Board Officers and Recruitment Counselors will show proper respect to all sororities. This includes making any comments, positive or negative. Violations may lead to removal from her position.

XV. Statement of Membership Recruitment Acceptance Binding Agreement (MRABA)

The Clemson University College 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 primary recruitment or continuous open bidding. We agree to all policies and steps pertaining to the MRABA.

The Membership Recruitment Acceptance Binding Agreement. This is a one-year binding agreement signed by a potential new member when ranking chapters after preference round. A PNM agrees to accept a bid from any chapter she lists on her MRABA. If a PNM receives a bid to a chapter she lists and declines it, she is bound to it for one year or until the next primary recruitment period, meaning she cannot accept a bid to any other organization. If a PNM signs an MRABA and does not receive a bid, she is eligible for continuous open bidding or snap bidding.

Recruitment counselors shall not be involved with any potential new members in the process of completing and signing the membership recruitment

XVI. Statement of Automatic Reset of Total

Total is the allowable chapter size as determined by the College Panhellenic. To allow chapters to achieve parity as quickly as possible, total will be automatically adjusted every regular academic term. This is to be done no later than 72 hours following bid distribution in the academic term that primary recruitment is held and within one week (no more than seven days) from the start of the academic term in which primary recruitment is not held. Total will be determined by median chapter size (MCS).

XVII. Continuous Open Bidding (COB)

- a. The intent of COB is to provide maximum opportunities for membership to the greatest number of chapters possible.
- b. COB may begin once bids are distributed at the conclusion of Primary Recruitment (Bid Day) and shall extend throughout to the last day of classes in the spring semester.
- c. Continuous Open Bidding is not allowed from the last day of classes in the spring semester until after Primary Recruitment ends.
- d. Each NPC member organization has the right to COB to reach quota or its total allowable chapter size during the regular school year as defined by the school calendar.
- e. Any woman enrolled as a full-time student at Clemson University is eligible for COB unless she is an initiated member of any NPC member organization or has signed a Membership Recruitment Acceptance Binding Agreement (MRABA) at Clemson University within the past year. If it is found that a Potential New Member violates this rule, her membership will not be valid in the new chapter.
- f. PNMs may express interest for Continuous Open Bidding by completing the COB Interest Form on the Clemson Panhellenic Council website. Completing this form is not required to participate in or receive a bid in the COB process.
- g. Chapter eligibility must be verified by the Office of Fraternity and Sorority Life before COB begins.
- h. To accommodate the colonization of a chapter or to allow a chapter to build its membership, the College Panhellenic may vote to suspend continuous open bidding (COB) for a period not to exceed three weeks.
- i. A chapter may not encourage a potential new member to drop out of the Primary Recruitment process to wait for a bid from that chapter during COB.
- j. Within 24 hours of a Potential New Member accepting a bid, the chapter is responsible for delivering the Continuous Open Bidding Binding Agreement to the Office of Fraternity and Sorority Life. The chapter must also add the new member to the online roster system and complete a Fraternity and Sorority Life membership card within 2 business days.
- k. Continuous Open Bidding Binding Agreements signed are binding until the next formal recruitment period.

XVIII. Suspected Recruitment Infractions

- a. The Clemson University Panhellenic Council will follow the NPC Judicial Procedures as outlined by NPC. If a sorority, Potential New Member, Panhellenic Executive Board Member, Recruitment Counselor, or Fraternity/Sorority Advisor

believes there has been an infraction of the Recruitment Rules, PNM Bill of Rights, Code of Ethics, or Clemson Panhellenic Bylaws, a detailed, written report (specifying time, place, and witness to the alleged infraction) signed by the accusing party must be turned into the Panhellenic President or the Panhellenic Advisor. It is crucial that violation forms be thoroughly filled out and that witnesses give their names and contact information. Only PNMs are excused from the NPC policy of identifying themselves in front of the accused parties.

- b. Infractions must be filed within 30 calendar days from the date of the alleged infraction.
- c. A chapter's spot on Bowman Field for Bid Day is influenced by how many infractions it receives throughout the formal recruitment process.

XIX. Fined Infractions

- a. All fines are due within 30 days of each chapter's receipt of the final invoice for Recruitment Infractions. For every day that late, a \$50 fine will be added.
- b. Depending on the severity of some of these infractions, a chapter may receive a fine as well as a referral for mediation and/or Judicial Board.

Violation	Time Applicable	Amount	Assessed
Failure to attend or send a substitute to a VPR meeting	January - August	\$25	Each Occurrence
Failure to meet recruitment deadlines	January - August	\$25	Each Day Late
Pi Chis on Display on Social Media	May Graduation - Bid Day	\$25 per person	Each Occurrence
Revealing affiliation of a Pi Chi	May Graduation - Bid Day	\$250 per person	Each Occurrence
Violation of room guidelines/decorations	Primary Recruitment	\$100 per party per round that rules are violated	Each Occurrence
Implying returning to a chapter for next round/bid promising	Primary Recruitment	First Warning: \$100 Second Warning: \$250 Third+ Warning: \$500	Each Occurrence
24/7 On-Call Campus Director Manager is unable to be reached	Primary Recruitment	\$100 per missed phone call	Each Occurrence
Late Submission of Both Invitation and Flex Lists	Primary Recruitment	\$10 for every minute late beyond the scheduled time for submission of both invitation and flex lists	Each Occurrence (Note: this fine is applicable to each individual list, therefore any overlapping time is charged twice.)
Trash Left Behind in Recruitment Space	Primary Recruitment	\$30 per piece of trash	Each Occurrence
Starting a Party Late	Primary Recruitment	\$10 for each minute late	Each Occurrence

Ending a Party Late	Primary Recruitment	\$20 for each PNM late with a cap of \$500 per party	Each Occurrence
PNMs bringing unauthorized items out of parties	Primary Recruitment	\$20 for each item with a cap of \$500 per party	Each Occurrence
Food or Non-Water Beverage Inside Recruitment Space	Primary Recruitment	\$250	Each Occurrence
Talking poorly/negatively about another chapter	Primary Recruitment	First Warning: \$100 Second Warning: \$250 Third+ Warning: \$500	Each Occurrence
Trying to enter a space before appropriate time	Primary Recruitment	\$250	Each Occurrence
Trash Left Behind in Voting Room	Primary Recruitment	\$30 per piece of trash	Each Occurrence
Items hanging from ceiling or taped to walls	Primary Recruitment	\$30 per item	Each Occurrence
Changing set volume on Panhellenic-provided speaker	Primary Recruitment	First Warning: \$75 Second Warning: \$125 Third Warning: \$200	Each Occurrence
Starting to cheer before permitted time	Primary Recruitment	\$50 for each minute early	Each Occurrence
Starting a party early	Primary Recruitment	\$10 for each minute early	Each Occurrence
Ending a party early	Primary Recruitment	\$10 for each minute early	Each Occurrence