

Worcester Polytechnic Institute Panhellenic Association

Recruitment Rules

I. Statement of Positive Panhellenic Contact

We, the Panhellenic members of Worcester Polytechnic Institute 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 lasts until bid distribution. 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 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 Worcester Polytechnic Institute 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 Worcester Polytechnic Institute 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.
5. Eliminate gifts, favors, letters, and notes for PNMs.
6. Eliminate all forms of bid promising, oral or written, to join a certain sorority before bids are distributed by Panhellenic.

In accordance with NPC policy, Worcester Polytechnic Institute recruitment events do not include skits, elaborate decorations and costumes. A complete breakdown of the values-based recruitment approach can be found in the Manual of Information.

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

The Worcester Polytechnic Institute Panhellenic will uphold and use the membership recruitment acceptance binding agreement (MRABA) for each potential new member (PNM) interested in joining a sorority, whether during primary or Continuous Open Bidding (COB). We agree to all policies and steps pertaining to the MRABA.

V. 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 immediately following bid matching during primary recruitment and within one week (no more than seven days) from the start of the academic term(s) in which primary recruitment is not held. Total will be determined by the total setting method most appropriate for the WPI Community, as determined by NPC.

VI. Disaffiliation

The Executive Board and Rho Gamma Coordinator shall be completely “disaffiliated” from their respective NPC chapters from the beginning of the A-Term through the end of recruitment at Bid Day so that their actions and decisions support the welfare and best interest of the Panhellenic community. They shall not wear letters, attend their chapter’s recruitment-related meetings, publicly display their affiliation in any way, or attend Panhellenic events as a representative of their chapter. Photos, where the affiliation of a disaffiliated member is clearly inferred, must be hidden or taken down by the first day of the A-Term. Locations, where photos might be found, include but are not limited to primary chapter Facebook pages, chapter-owned image-based social media outlets, and chapter houses. Chapters should make every effort to support the NPC disaffiliation policies for the aforementioned individuals.

VII. Strict Silence

Strict silence is observed only between the time of MRABA signing and bid distribution. Strict silence prohibits any verbal, nonverbal, written, printed, electronic communication, or communication through a third party.

VIII. Statement of Rho Gamma Application

To allow for a sufficient applicant pool for Rho Gamma selection, and while also respecting varying chapter sizes, each NPC Chapter must put forward 6% of their total membership as applicants for the Rho Gamma Position. The 6% of total membership may be rounded using standard rounding rules (where x.5% or higher will be rounded up to the nearest whole number and anything below x.5% will be rounded down to the nearest whole number). Each organization’s total membership count does not include their Chapter President, Recruitment chair, Rho Gamma Coordinator (if applicable), or Panhellenic Council Executive Board member(s) (if applicable). This number of required applicants will be assessed within 7 days of the first day of C-Term.

In order to create an opportunity for parity in chapters represented on the Rho Gamma team, the selection committee will be mindful of chapter affiliation, but will ultimately focus on the qualifications of the candidate.

IX. Rho Gammas

Rho Gammas shall not wear letters at Panhellenic or Rho Gamma events/meetings or attend their chapter's recruitment-related meetings/tablesittings from the first day of A-Term through the end of primary recruitment on Bid Day. Rho Gammas are encouraged to share their affiliation with PNMs. Rho Gammas shall not attend any of their chapter's meetings, sisterhood events, or philanthropy events from the first day of primary recruitment until Bid Day to prioritize the Panhellenic recruitment process. Rho Gammas are required to sign a contract of behavioral guidelines prior to beginning their duties as a Rho Gamma.

X. General Procedure

Recruitment materials must be approved under the terms described in the Bylaws of the Worcester Polytechnic Institute Panhellenic Association. Any philanthropy craft must be submitted for approval by October 1st *before* supplies are purchased. Any video must be submitted for approval at least one week before it will be shown. Chapters may only use the allotted time designated to them by the Executive Board for recruitment room setup. Recruitment rooms will be checked before each round by members of the Executive Board. No food is permitted in any of the recruitment rounds (this excludes plain water), excluding House Tours. Food for House Tours can only be light snacks as approved by the Executive Board. Ingredients and allergy information must be displayed.

XI. Budget

Each chapter may spend no more than \$1200 on primary recruitment. The value of already owned and donated goods and services must fit within the cap.

Items in this cap include, but are not limited to:

- Decorations,
- Round 1 items,
- Round 2 items,
- Preference Party items,
- Informal Round items

Items excluded from this cap are:

- Clothing
- Recruitment training/workshops
- Snacks or incentives for initiated sisters
- Bid Day expenses
- Philanthropy crafts
- Continuous Open Bidding expenses.

Chapters who are participating in primary recruitment for the first time on this campus may exceed this budget by \$325 in order to buy essential, reusable items. An expense report for each day must be completed by each chapter and submitted to the Executive Board with copies of receipts at the time of

room checks each day before rounds begin.

XII. Social Media

Chapters' social media accounts shall not follow any PNM on any social media platform. Individual chapter members may privately message PNMs using their personal accounts while following values-based recruitment practices.

XIII. Potential Violations

Any violation of the aforementioned rules may be filed as a potential violation. These potential violations will be documented and handled per the NPC process, found in the Manual of Information. If you see a violation or believe you yourself committed an action that may be seen as a violation of any of these rules, please report your concerns to your chapter president, fill out the "Potential Recruitment Violation Form" on the Panhellenic MyWPI page, or email the Executive Board at gr-b5@wpi.edu.

XIV. Fineable Violations and Fineable Assessments

Violation <i>What action would have to occur?</i>	When Applicable <i>The timeframe in which the action occurs would make it a violation.</i>	Amount <i>The monetary amount of the fine.</i>	Assessed <i>How frequently is this fine assessed?</i>
Failure to clean up rooms	During informal and formal rounds of primary recruitment	Amount facilities fines Panhel	Per occurrence