**COLLEGE PANHELLENIC ASSOCIATION RECRUITMENT RULES**

**RECRUITMEMT RULES OF THE COLLEGE PANHELLENIC ASSOCIATION**

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

We, the women of Embry-Riddle Aeronautical University-Prescott, will promote Panhellenic-spirited contact with all potential new members throughout the year. All member organizations are expected to display ethical behavior at all times. Ethical behavior means adhering to CPA rules as well as National Panhellenic Conference (NPC) policies. It means holding yourself and others accountable to make good choices. Ethical conduct promotes parity for all member organizations through fair play.

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

All NPC member organizations represented at Embry-Riddle Aeronautical 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. CPA follows all of the Unanimous Agreements pertaining to recruitment as found in the Manual of Information and CPA Bylaws.

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

All NPC member organizations represented at Embry-Riddle Aeronautical University will promote the following practices during membership recruitment:

* Focus on conversations between chapter members and potential new members about organizational values and member organizations.
* Establish guidelines for membership recruitment budgets and set a cap on membership recruitment expenses, including the value of all donated goods and services.
* Keep decorations to a minimum and confined to the interior space used for recruitment rounds.

Determine recruitment event attire for chapter members that reduces individual financial burden and eliminates costuming.

* Refrain from giving gifts to potential new members including food outside of rounds, written letters or buying items/experiences outside the set parameters of the approved recruitment rounds and times.
* Eliminate all forms of bid promising, oral or written, to join a certain sorority before bids are distributed by Panhellenic.
* Eliminate recruitment skits.

**Article IV. Strict Silence**

Strict silence will be enforced during formal recruitment and will begin at the end of a chapter’s preference event or 24 hours before Bid Day, whichever is less, and last until Bid Day. No sorority member, including alumnae and new members, may communicate with potential new members during this period. Strict silence is defined as verbal, nonverbal, written, printed, text message and electronic communication or communicating through a third party. If potential new members live in a residence hall or house with sorority members, only casual greetings and contact are permitted. Conversations involving any of the sororities, the recruitment process, Panhellenic Council, or other related topics are prohibited.

**Article V. Statement regarding donations**

CPA member organizations will refrain from accepting or requesting donations from parents or alumnae outside the maximum budget set by the Panhellenic Council. The value of donated goods will be deducted from chapter’s set recruitment budget and verified by Panhellenic Council.

**Article VI. Statement regarding food during formal recruitment**

Food can be provided by any chapter during each recruitment round (including preference) and must be discarded by PNMs upon departure from the chapter’s recruitment location. Both chapters and Rho Gammas are responsible for enforcing this policy.

**Article VII. Statement of Membership Recruitment Acceptance Binding Agreement (MRABA)**

The Embry-Riddle Aeronautical University-Prescott Panhellenic 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.

**Article VIII. Statement of Automatic Reset of Total**

Total is the allowable chapter size as determined by CPA. To allow chapters to achieve parity as quickly as possible, total will be automatically adjusted every regular academic term.

1. In the academic term that primary recruitment is held, total will be automatically adjusted no later than 72 hours following bid distribution. Total is determined by largest chapter size.
2. In the academic term where primary recruitment is not held, total will be automatically adjusted within one week (no more than seven days) from the start of the academic term. Total will be determined by largest chapter size plus three or 95% of the total from the prior academic term, whichever is larger.

**Article IX. Fines for Chapters**

Recruitment fines are as follows:

1. For each member consuming alcohol with or around a Potential New Member, a fine of fifty dollars per member per incident will result.
2. For not following values based recruitment, a fine of one hundred dollars per incident will be issued.
3. For late preference or bid list, a fine of fifty cents per minutes late will result.
4. For giving gifts to potential new members in violation of recruitment rules, a fine of five dollars per infraction will result.
5. For “dirty rushing” and bid promising, a fine of fifty dollars per an incident will result.
	1. No trash talking other chapters (“our chapter is the best/better”, etc.)
6. For holding Potential New Members late, a fine of one dollar per minute late will be issued.
7. For turning a chapter budget in late, a fine of 10 dollars per day will be issued.
8. For not following the approved budget, a fine equal to the amount over budget will be issued.
9. For the use of incorrect recruitment terms (i.e. rush, pledge, etc.), a fine of five dollars per infraction will be issued.
10. For failing to follow the approved recruitment plan, a fine of fifteen dollars per infraction will result.
11. For event end time infractions, a fine of one dollar per minute will be issued.
12. For breaking strict silence, a fine of ten dollars per infraction will result.
13. For having men present at recruitment events, a fine of ten dollars per infraction will be issued.
14. For violation of advisor/alumni contact rules with potential new members, a fine of ten dollars per infraction will result.
15. For violation of any other recruitment rules and guidelines, a fine of five dollars per infraction will be issued.

**Article X. Fines Regarding Rho Gammas**

In regard to Rho Gammas (Recruitment Counselors) the fines are as follows. Fines related to Rho Gammas will be charged to the Rho Gamma’s chapter. It is up to the discretion of the chapter how and by whom the fee will be paid.

1. For missing scheduled trainings without an excused absence, a fine of five dollars per infraction will result.
2. For the use of incorrect recruitment terms (i.e. rush, pledge, etc.), a fine of five dollars per infraction will be issued.
3. For biased remarks to potential new members, a fine of five dollars per infraction will result.
4. For breaking disaffiliation rules, a fine of five dollars per infraction will result.
5. For arriving late to events, a fine of ten dollars per infraction will result.

**Article XI. Recruitment Counselor Selection, Requirements and Expectations**

*Section 1.* Recruitment Counselor Expectations

A Recruitment Counselor is an impartial representative of CPA who understands and implements the purposes and goals of CPA in recruitment. She must be familiar with the Recruitment Counselor Guide, act like a mentor to all Potential New Members, place the interests of the Potential New Members and Panhellenic above the interests of her chapter, promote sorority life with a positive attitude in all that she does, show objectivity towards any chapter, demonstrate knowledge about Panhellenic and sorority life on campus, and be a model sorority woman. There must at least two applications per chapter for the Rho gamma role.

*Section 2.* Recruitment Counselor Selection

1. Recruitment Counselors will be selected by the Vice President of Membership, the President, and the Panhellenic Advisor after an application period open to all member organizations.
2. CPA Executive Board members who are interested in becoming Rho Gammas shall receive priority.

*Section 3.* Recruitment Counselor Requirements

1. Recruitment Counselors must be in good standing with their local chapters, their national chapters, and the University.
2. Recruitment Counselors must have participated in a primary recruitment.

**Article XII – Recruitment Styles**

The Embry-Riddle Aeronautical University Prescott Panhellenic host a fall primary recruitment and uses a fully structured recruitment style.