

The Panhellenic Association of The Johns Hopkins University Membership Recruitment Rules

Section I: General

1. All members (including alumnae and new members) are responsible for knowing and observing the Constitution, Bylaws, and Membership Recruitment Rules of the JHU Panhellenic Association, as well as the Unanimous Agreements of the National Panhellenic Conference.
2. A potential member must be a full-time female student at The Johns Hopkins University, including Peabody and the School of Nursing, to be eligible to participate in Membership Recruitment, either formal or informal.
3. A maximum budget of \$2,000.00 is to be spent by each sorority for Formal Membership Recruitment. This amount includes any outside donations received by the chapter. Receipts of all Formal Membership Recruitment expenses, along with an itemized expense sheet are to be submitted to Panhellenic within three weeks of the close of Formal Membership Recruitment. (This amount does not include membership recruitment t-shirts, provided the cost is within reasonable limits.) The Panhellenic Council Executive Board reserves the right to inspect membership recruitment rooms prior to the start of each membership recruitment event. (Updated 9-27-15)
4. The Quota/Total system will be used with the Total membership for each sorority being set by the majority vote of the JHU Panhellenic Council. Total membership includes all current collegiate members and is designated each semester. The Quota will be defined as the number of potential members who attend a preference party divided by the number of JHU Panhellenic groups participating in membership recruitment. A potential member who submits a written excuse for not attending the maximum number of preference events to which she was invited will be counted in Quota. (Approved 11-13-12)
5. The format of Formal Membership Recruitment is 5 parties – 4 parties – 2 parties (5-4-2). (Approved 10-25-13)

Section II: Continuous Open Bidding (COB)

1. Continuous Open Bidding (COB) will not apply to freshmen until after the designated Formal Membership Recruitment period, as approved for in the NPC Unanimous Agreements.
2. A chapter is eligible for COB if not at campus total. (Approved 3-10-09)
3. During COB, a prospective member may be extended a bid in writing. The respective sorority must consult the Greek Advisor before extending a bid. Upon acceptance of a bid, the prospective must sign an acceptance card to be filed with the Panhellenic within one week. If after acceptance of a COB the woman chooses to terminate her membership prior

to initiation, she may not accept an invitation to any other national fraternity at Johns Hopkins University for one calendar year.

4. A report of all COB bids extended, accepted, and declined, as well as corresponding acceptance cards, must be submitted to the Office of Greek Life as needed. (Approved 3-10-09)
5. COB occurs to meet Quota or total after formal recruitment during the spring semester until the last day of classes, or during the fall semester, once Total is set to average chapter size.

Section III: The Period Prior to Formal Membership Recruitment

1. An Informal Recruitment “Meet the First-Year Students” event will be defined as being an event that occurs on campus, is open to only the sisters of a given JHU Panhellenic sorority and potential members, and is held for the purposes of meeting and/or potential members. During the fall semester, each of the JHU Panhellenic sororities may hold no more than two sorority-specific Informal Recruitment events per month for each of the four months during the fall semester (September, October, November, and December). “Sorority-specific” Informal Recruitment events will not include events that are organized by the JHU Panhellenic Council for the purposes of promoting the JHU Panhellenic sororities or Greek life as a whole.
2. A gift is any item given by a sister of one of the JHU Panhellenic sororities to a potential member. The distribution of gifts to potential members is prohibited, except under the following conditions: a sorority is permitted to distribute ONLY snack food items, which cost the sorority no more than \$100 per event, at Informal Recruitment events.
3. No member of a JHU Panhellenic sorority may provide any alcoholic beverage to a potential member at any time, whether or not the potential member is of legal drinking age. The JHU Panhellenic Council does not condone underage drinking, and encourages all of its current and potential members to follow the law concerning the consumption and distribution of alcohol.
4. In the interests of promoting friendships with potential members before the period of Formal Membership Recruitment, the JHU Panhellenic Council will not place restrictions on the interactions of sisters and potential members in public places.
5. No potential member is permitted in the private residence or dorm room of a JHU Panhellenic sorority sister, nor is a JHU Panhellenic sister permitted in the private residence or dorm room of a potential new member, unless an exemption form is filed with the JHU Panhellenic Council via the PNM normal social contact form. (Approved 3-10-09)
6. No potential new member(s) (as defined in Section IV, B1) may be invited to off-campus JHU Panhellenic sorority Chapter events during the period prior to formal membership recruitment. “Chapter events” are defined as closed events hosted by the sorority where an invitation is needed to attend.

Section IV: Formal Membership Recruitment

General

1. Formal Membership Recruitment shall be defined as the period extending from the end of the Information Session until the conclusion of the bid day event. (Approved 3-10-09).
2. Formal Membership Recruitment shall be held second semester having a bid date agreed upon by all the JHU Panhellenic chapters.
3. No chapter-specific information is to be distributed by individual sororities at any time from January 1 to the conclusion of Formal Membership Recruitment. The Membership Recruitment Booklet, composed by Panhellenic Council will be distributed to all Potential New Members at the information session. (Approved 3-10-09)
4. The JHU Panhellenic Council will provide a standardized factual financial sheet outlining all new member, initiation and membership fees for all the JHU Panhellenic groups. (Approved 3-31-09)

Potential Members and Sisters

1. A potential new member (PNM) shall be defined as any first-year woman who is eligible of going through the Membership Recruitment process or sophomore, junior, or senior who has registered for Formal Membership Recruitment. They shall retain this status through the end of bid day (approved 10-12-10)
2. Normal Social Contact shall be defined as discourse limited to “hello,” “how are you,” “fine,” and “goodbye.” Normal social contact starts on the first day of classes following Intersession at 12:00 AM and ends after the last party of Preference, unless an exemption form is filed and approved by the JHU Panhellenic Council. Furthermore, during these dates, there is to be no contact whatsoever between a JHU Panhellenic sorority sister and a potential member via email, phone, text message, instant message, Facebook, etc. (approved 10-25-13)
3. Strict Silence is the period in which there will be no conversation or contact with potential members by active members, new members, or alumnae. Strict Silence is designated as the period of time from the end of the preference round to bid distribution (approved 10-7-15).
4. From the beginning of Formal Membership Recruitment until the end of the bid day event no potential members shall visit the private residence or dorm room of any JHU Panhellenic sorority sister unless a written exception is submitted prior to Ice Water to be approved by the Panhellenic Council. (Approved 3-10-09)
5. No chapter members, including new members and alumnae, may visit a potential member in her dorm, apartment, or place of residence during Formal Membership Recruitment except at times specified by the JHU Panhellenic Council, unless a written exemption is submitted prior to Ice Water to be approved by the Panhellenic Council.

6. No chapter members may buy anything for a potential member during Formal Membership Recruitment. No potential member may buy anything for a chapter member during Formal Membership Recruitment.
 7. Potential members must provide their own transportation to and from all Membership Recruitment events during Formal Membership Recruitment.
 8. There will be no promising of bids directly or indirectly by any member, new member, or alumnae of a sorority. Promising of big/little is considered indirect bid promising.
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Information Session and Membership Recruitment Events

1. All potential members shall attend orientation and Formal Membership Recruitment events to which she has received invitations. If a potential member is unable to attend a night or round of events, she must notify the Panhellenic Council by the following means:
 - a. For all prior known engagements, the potential member must submit a written excuse at least 24 hours before the start of the party she will miss.
 - b. In case of illness or other emergency, the Panhellenic Council will accept excuses over the telephone.
 - c. In both cases, the potential member should give her notification to the person designated by the Panhellenic Council at the beginning of Membership Recruitment.
 - d. Panhellenic shall notify the sorority or sororities involved.
2. The Panhellenic Information Session will be attended only by the following chapter members: Panhellenic Executive Board members, Rho Gammas, Chapter Presidents, Membership Recruitment Chairs, and two additional representative from each of the chapters.
3. Events will follow the schedule and format agreed upon by the JHU Panhellenic members prior to the start of Formal Membership Recruitment, according to the guidelines set in the NPC Manual of Information.
4. The length of events shall be designated by the Panhellenic Council. Rho Gammas shall give warnings at the ten minute, two minute, and end of event periods. Potential members must have left the Membership Recruitment event by the end of event warning. This shall be strictly enforced by the Rho Gammas and the Panhellenic Executive Board members.
5. Women may only enter the rooms of the other sororities' parties after knocking and being invited to enter. (Added 11-13-12)
6. All Membership Recruitment events must be held at the locations designated by the JHU Panhellenic Council in collaboration with the Office of Fraternity and Sorority Life. All locations for events must be held on campus.
7. Men shall not be included in Formal Membership Recruitment events.
8. No alcoholic beverages shall be served during Membership Recruitment events.

9. All decorations and entertainment for Membership Recruitment events must be confined to the room in which the party is being held. Any decorations outside of the room in which Membership Recruitment events are held shall be eliminated.
10. The rules for the Ice Water party shall be:
 - a. No skits
 - b. No decorations
 - c. Chapter members shall wear only letters and name tags. Any shirt identified by a Panhellenic Representative as being in violation of these rules must be immediately turned inside out by all sorority's members in attendance for the remainder of the Recruitment Round. The fine will still apply.
 - d. Ice water and cups shall be provided by the Panhellenic Council
 - e. A brief slideshow is permitted. The term "slideshow" involves a strict interpretation, meaning that only background music, words, and pictures of chapter members are allowed. The Panhellenic Executive Board and the Panhellenic Advisor must review each chapter's slideshow prior to the commencement of Formal Membership Recruitment. If objections are raised during the initial slideshow airing, another viewing will be held the day of the Ice water party for the offending chapter by a member of the Panhellenic Executive Board to ensure that appropriate changes have been made. (Approved 3-24-09)
11. Only national chapter members, house directors, alumnae, new members, and initiated members of the sorority may assist the chapter with Membership Recruiting during the Formal Membership Recruitment period. Mothers of members may assist with food preparation, serving, and cleanup.
12. A philanthropy-themed video is permitted during Theme party, but the video must be content focused and is subject to the same period of review as the Ice Water party slideshow. (Approved 10-25-13)
13. The Panhellenic Council will provide nametags for all potential members for all events.
14. No favors or gifts may be given to potential members by a chapter or its individual members at any time during Formal Membership Recruitment.
15. Invitations, along with the invite to the next party, must be submitted to Panhellenic Membership Recruitment Coordinator in accordance with the designated Membership Recruitment schedule.
16. Membership rosters must be updated by each chapter by the first day of Formal Membership Recruitment. (Approved 3-31-09)

Section V: The procedure for Bid Matching and Bidding

1. The bid lists from each chapter shall be completed by the Panhellenic Council and the Office of Fraternity and Sorority Life.

2. Bid matching will take place as soon as possible after the bid lists from all chapters involved are completed.
3. No undergraduates shall take part in bid matching.
4. The procedure for bid matching shall proceed as outlined in the NPC Manual of Information.
5. All potential members who indicate a preference card shall receive bids or a phone call from their recruitment counselor on the day following the Preference events.
6. All potential members who sign the Membership Recruitment Acceptance Binding Agreement (MRABA) shall receive bids or a phone call from their recruitment counselor on the day following the Preference events. (Updated 11-13-12) → the SAME
7. Bids will be distributed by the Panhellenic council at Invitation Night. Invited women will have a full calendar year to accept their invitation. (Updated 11-13-12)

Section VI: Recruitment Counselor Rules

1. The purpose of the Recruitment Counselor is to advise potential members, maintaining an unbiased and optimistic view of Greek Life.
2. Recruitment Counselor candidates will be nominated in during the fall semester by their respective chapter. There will be an equal number of Recruitment Counselors representing each chapter. The Panhellenic Council Executive Board will choose the Recruitment Counselors from the applicant pool. (Approved 11-13-12)
3. Residential Advisors and family members of potential members may not serve as Recruitment Counselors.
4. The Vice-President of the JHU Panhellenic Council shall be responsible for the education of the Rho Gammas.
5. Recruitment Counselors will be required to attend educational sessions. (Approved 11-13-12)
6. Recruitment Counselors and Panhellenic Executive Board members are allowed to speak with potential members in any situation, for any length of time, as long as they remain impartial.
7. Recruitment Counselors must attend all JHU Panhellenic Membership Recruitment functions, including the Information Session for potential members.
8. Recruitment Counselors are to be completely disassociated by January 1st. Recruitment Counselors must not wear, publicize, or exhibit their letters publicly or on any blogs, internet, or social media outlet of any kind. Completely unaffiliated means Normal Social Contact with members of their respective chapters, not attending the Membership Recruitment-related events or workshops, not acting in a way that would publicize their Greek affiliation, and essentially not to be seen in the company of chapter members. (Approved 11-13-12)

Section VII: Panhellenic Council and Membership Recruitment

1. During Formal Membership Recruitment, the Panhellenic Council members may be affiliated in order to carry on the necessary administrative contact with their respective chapters, but at all times be representatives of the JHU Panhellenic Council and uphold the NPC Unanimous Agreements.

Section VIII: Membership Recruitment Infractions

1. Any infraction of the JHU Panhellenic Constitution (there is no constitution) Bylaws, or Membership Recruitment Rules of the NPC Unanimous Agreements shall be submitted in writing to the JHU Panhellenic Council in accordance with the National Panhellenic Conference Unanimous Agreements, Section IV.5 under Handling of Membership Recruitment Infractions.
2. Penalties will be decided on by the JHU Panhellenic Council in a case-by-case manner. Judicial Procedure will be approved yearly prior to Rho Gamma training, and will be implemented accordingly.
3. Any infraction that occurs in the room in which a sorority is holding a Formal Recruitment party that is witnessed by a member of the Panhellenic Council, a Recruitment Volunteer or the Greek Life Coordinator will be subject to the following punishments. Recruitment Counselor violations will also be subject to the following punishments.
4. Sororities who violate of the rules set forth for all slideshows shown throughout Formal Recruitment shall be subject to a fine of fifty dollars for the first violation and a fine of ten dollars for each subsequent violation. Should the sorority amend the slideshow to exclude the violation, the fine is only incurred once. (Approved 3-24-09)
5. Sororities who have performed violations of the rules set forth for the Dress Code for Formal Recruitment, such as wearing shirts containing items other than that sorority's Greek Letters during Ice Water round, will be subject to a fine of fifty dollars for each party at which the offending apparel is worn. Shirts may be shown in advance to Recruitment chair prior to start of recruitment for approval. (Updated 11-13-12)
6. Sororities who have performed violations of the rules set forth for giving gifts to potential members during Formal Recruitment will be subject to a fine of fifty dollars for the first violation and one dollar for each subsequent violation per recruitment party. If the violation should occur at subsequent parties the same fine structure will apply.
7. Sororities who have performed violations of the rules set forth for the time limit of Formal Recruitment parties will be subject to a fine of no more than fifty dollars per violation.
8. Any sorority participating in Bid Promising, defined as indicating to a new member during the Formal Recruitment period that she will receive an invitation to join a Panhellenic sorority, will be subject a fine of no less than one hundred dollars an no more than two hundred dollars per violation at the discretion of the Panhellenic Judicial Board.

9. Any infraction that occurs outside of the room in which a sorority is holding a Formal Recruitment party must be filed according to the following procedure. Punishment will be determined by the Recruitment Infraction Judicial Procedures, according to the Membership Recruitment Rules of the Panhellenic Association of The Johns Hopkins University. Punishment for this type of infraction will be the performance of community service that benefits the University by the guilty individual. Examples of such community service include cleaning out Hopkins vans, working at events, etc.

Appendices

1. Release Figures method will be implemented according to the NPC Guidelines.
2. Panhellenic Executive Members disaffiliate completely as of January 1st of that year and will continue to be disaffiliated until Bid Night. To be completely disaffiliated will be defined in the same manner as Section V, Part G.
3. Snap Bids: Chapters will consult with the Panhellenic Advisor and the Panhellenic Executive Board throughout bid matching to offer snap bids. (Approved 3-31-09)

Recruitment Infraction Judicial Procedures

Infraction

1. Completed violation form must be filed with the Panhellenic President within 48 hours of when the event occurred or when the reporter became aware of the event, but not more than ten days after the event occurred. The reporter of the event must fill out an NPC Violation Report, which can be found on the Greek life website.
2. The NPC Violation Report must be sent to the NPC Executive Board Officers, including the President, Vice President Treasurer and Secretary, as well as the Greek Life Coordinator.
3. Violation must be based on fact, not hearsay or rumor, and a witness must be present and willing to testify before the mediation committee or Judicial Board.
4. If the violation is endorsed, the complaint proceeds, if not, it dies.
5. The President and Panhellenic Representative of the sorority filing the infraction report should immediately contact the President and Panhellenic Representative of the offending sorority and set up a time to meet and discuss the infraction. At this meeting, the two sororities should decide on the facts of the report and should decide on a recommendation for punishment. The Vice President of the Panhellenic Executive Board will also be present at this meeting.
6. The agreed upon report and the recommendation for punishment should be submitted to the Panhellenic Executive Board for approval.

7. If the accusing and accused sororities cannot come to an agreement about the facts of the alleged infraction or the punishment for the alleged infraction, the infraction will go to Mediation.

Mediation

1. Mediation should include the Panhellenic President, an appointed mediator (can be either the Panhellenic Advisor or another appointed official or non-related alumnae), a representative from each chapter involved, the complaining party (if other than chapter), the Panhellenic Recruitment Chair and the Panhellenic Advisor.
2. Mediation should result in an agreed decision as to how to fairly handle the infraction. If mediation does not result in a decision agreed to by all involved, the Panhellenic President will arrange for referral to the Judicial Board.

Judicial Board

1. The Judicial Board will consist of Panhellenic Vice President, Panhellenic Primary Chapter Delegate, two Alumnae Advisors, (those who's chapters are NOT involved in the infraction), and the Panhellenic Advisor.
2. Each sorority involved is represented by its chapter president, or her designee. The Panhellenic Judicial Officer (VP) serves as the Hearing Officer unless her sorority is involved in the alleged infraction. A national officer or advisor is for CONSULTATION and should not have a voice, unless she is acting in the role as a witness. One advisor from each involved chapter may attend the hearing as an observer/non-participant only. During deliberations, all will leave the room except the Judicial Board Chair and the Judicial Board members. Deliberations are confidential, and the comments are not to be reported outside the hearing room.
3. Accused and Accuser has the right to present their case to the board.

Social Probation

1. All Recruitment Infractions, including those occurring both inside and outside the Recruitment room, will count as "strikes" against the offending chapter. If a chapter receives five strikes against it, it will be placed on Social Probation by the Panhellenic Council.