

Suspected Recruitment Violations and Infractions

A. Michigan State University will follow the NPC Judicial Procedures as outlined in the NPC Unanimous Agreements. A detailed, written report signed by the accusing party (specifying time, place and witnesses to the alleged infraction) must be turned in to the Executive Vice President. 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. Infractions must be filed within 30 calendar days from the date of the alleged infraction (including university/college breaks).

i. The Panhellenic Council advisor reserves the right to contact the Inter/National Headquarters of any sorority with a Recruitment Code of Conduct violation.

ii. All National Panhellenic Conference Unanimous Agreements and Policies will be upheld; especially those pertaining to Primary Recruitment. All members are responsible for knowing and observing these rules.

iii. All Michigan State University rules, policies, procedures, and local, state and federal laws must be followed at all times.

B. Fined Infractions/Frills

All fines are due within 30 days of each chapter's final receipt invoice for Recruitment infractions. For every day that they are late a \$50 fine will be added.

Mediation with the President of Panhellenic Council can be requested from Chapter President

I. PNMs leaving the party with any items including favors: except for the Financial documents on the predetermined day set by the Panhellenic Council . - \$20/PNM

II. Initiating the hug of a PNM. -\$20/occurrence

III. Recruitment party going over time limit. - \$25/minute

IV. Turning in invitation and/or bid lists late to the Office of Fraternity and Sorority Life. - \$150/15 minutes

V. Turning in recruitment receipts after the 6-week deadline. - \$50/day up to 15 days then mediation - If a chapter goes over the budget stated by Panhellenic Council, it will result in a mediation, and may be subject to other sanctions.

VI. Showing an unapproved video during recruitment - \$500/party

VII. Video submission after the set deadline. Videos include, but not limited to; Spirit Day Videos, Philanthropy Videos, Values Day Videos. - \$250/day/video

VIII. Anyone using the front door (other than Recruitment/Greek Life personnel) at any time prior to or after a party. – \$50/occurrence

IX. Chapters writing any written correspondence, including preference letters, to Potential New Members.-\$100/PNM

X. Degradation of another sorority. - Direct Referral for Mediation

XI. Communication with Potential New Members (beginning on PNM orientation day) outside of Primary Recruitment events using any form of social media. Any conversations through social media that pressure a potential new member, imply she would receive a bid (bid promising), or encourage her not to keep an open mind through the recruitment process are not allowed.-\$100/occurrence and/or referral for mediation

XII. Communication with Potential New Members (beginning on PNM orientation day) outside of Primary Recruitment events using text messages, phone calls, and/or any direct communication privately.-\$300/occurrence and/or referral for mediation

XIII. Hotboxing or intentionally intimidating a PNM to join or not join a specific chapter is strictly prohibited. Hotboxing is defined as 3 or more active members communicating with a PNM at one single time - \$300/occurrence and Values Based Recruitment Education

XIV. Promising of bids directly or indirectly by any member, new member or alumna of a chapter. - Direct referral for Mediation

XV. All chapter members may not go into any men's fraternity official chapter house or annex house from the morning of PNM Orientation through the day after Bid Day. An annex is defined as any residency where two or more Greek members of the same organization reside -\$150/occurrence/member

XVI. During all recruitment events there shall be no pictures of collegiate men (excluding immediate family members) in any rooms. There will also be no pictures of alcohol, drugs or drug paraphernalia allowed -\$100/party

XVII. No Flower Walls – simple flowers in a vase will be allowed - \$500/ party-

Any permanent structures, approved by PC, that are not utilized for the sole purpose of recruitment, are allowed to remain in chapter facilities.

XVIII. No Embroidered tablecloths or napkins - \$25/party

XIX. No banners or large areas of decorations such as balloons – unless approved by the Panhellenic Council \$150/party

XX. No tulle or Glitter - \$25/party

XXI. No Lemon or fruit in water – must be plain water - \$50/party

XXII. A tent must be provided for outside- \$50/day

XXIII. The Tent on the lawn must be plain-no chapter letters or embroidery \$50/day

XXIV. No Snapchat filters talking about recruitment- i.e. “Welcome to our chapter on values day” - \$50/day

XXV: Door stacks are no longer allowed per NPC-. \$100/occurrence

XXVI. – Infractions have to be filed within 30 calendar days of the infraction occurring. Then Panhellenic Council has 7 days within receiving the violation report to notify the chapter. **The accused chapter then has 7 days to schedule the mediation.** The mediation needs to be held within 21 days of the receipt of the infraction notice.

Panhellenic Council reserves the right to administer community service or education learning hours instead of or on top of fines as a result from mediations.

Infractions that involve community service hours or educational learning hours as a sanction shall be completed by 80% of the active sorority members, not including New Members, Panhellenic Executive Board, Recruitment Judicial Board or Recruitment Guide. Community service hours may be specified by the Panhellenic Executive Board to include specific events.

Hours must be completed and turned in to the Executive Vice President by the date set in mediation. Failure to complete community service hours will result in a \$500 fine per chapter per hour not completed.

All sanctions are subject to change by Panhellenic Council discretion.