

Appendix A
Gettysburg College Panhellenic Association (CPA)
Recruitment Rules

A. General Guidelines

1. Sorority recruiting activities may not interfere with Gettysburg College academic activities.
2. Sororities will promote membership in the sorority community in any/all recruiting functions, and are reminded that the promoting or degrading of any one particular sorority is strictly prohibited.
3. All recruiting activities throughout the year must have prior approval by the CPA Head(s) of Recruitment.
 - a. This includes submitting all marketing and promotion materials and t-shirts for approval prior to printing (i.e. t-shirts, sheet signs, posters, etc.)
4. No recruiting activities may take place off-campus.
5. The Head of Recruitment positions and Panhellenic President must disaffiliate from the beginning of the All Women's Period until Bid night.

B. Social Media

1. Twitter
 - i. Panhellenic women cannot tweet at PNMs.
 - ii. Panhellenic women and PNMs can follow each other on Twitter.
2. Snapchat
 - i. Panhellenic women cannot be in snapstories with PNMS.
3. Instagram
 - i. Panhellenic women cannot be tagged in Instagram posts with PNMs.
 - ii. Panhellenic women cannot comment on Instagram posts of PNMs.
4. Facebook
 - i. Panhellenic women can be Facebook friends with PNMs and send friend requests to PNMs.
 - ii. Panhellenic women cannot write on Facebook walls of PNMs or comment on PNMs photos.
 1. If PNMS write on the walls of sorority women, the woman should not encourage the public contact.
 - iii. Panhellenic women cannot be tagged in photos with PNMs.
 1. If sorority women are tagged in a photo by a PNM, they are expected to untag themselves.
 - iv. Panhellenic women cannot share posts of PNMs

C. Period of time between Bid Day and CPA Week

1. During this time, informal recruitment may occur if a chapter is below total.
 - i. Only sophomore, junior, and senior women who meet the GPA and points requirements may be recruited during this time unless otherwise stated by the CPA.
 - ii. Chapters may not host informal or formal recruitment events for first-year women.

2. No bid promising should occur at any time.
3. PNMs may not attend closed social events hosted by sororities.
4. Chapters are expected to promote membership of the Panhellenic community.

D. CPA Week

1. During this time, NO meals or sorority specific events are permitted.
 - a. The intention of this week is to welcome first years (and upper-class independent) to sorority life on Gettysburg's campus without the pressure of getting to know specific sororities. The girls will get to know each sorority throughout the week's various events.
2. CPA will host Meet the Greeks and at least one other all CPA event throughout the week.
 - a. Meet the Greeks is to be held on the first day of the week.
 - b. The goals of the events are to unite as a sorority community in welcoming interested women to the Recruitment process.
3. CPA VP of Public Relations and each sorority's PR Chair will work together to create a campaign promoting sorority life on campus throughout the week.

E. All Women's Period

1. Registration will open for interested women (first years and upper-class independent).
2. All recruiting activities sponsored or hosted by sororities must be open to ALL women on campus (unaffiliated women and women affiliated in any sorority).
3. Interaction between unaffiliated women and sorority women is encouraged:
 - a. During this period, there should be NO discussion about joining any Greek organization in particular.
 - b. This is a time to get to know other women outside of a Greek atmosphere.
4. ANY interaction between first-year women and sorority member(s) shall be in an open area and on campus
 - a. Siblings, RA/CL/RC's, roommates and sports teams are exceptions if occurring in relevant locations. However, these exceptions do not apply to chapter sponsored social events nor recruitment activities.
 - b. Academic work groups are encouraged to utilize the library or other academic buildings, but may work in a closed setting if absolutely necessary.
 - c. Sorority women are prohibited from entering First-year residence halls. RA/CL/RC's and siblings are exceptions, as well as women given explicit permission to enter by the Panhellenic Council.
5. First-year women may NOT be invited or attend any registered or unofficial closed party (whether it's cosponsored with a fraternity or solely by a sorority, pre-games, or apartment parties).
6. At any open gathering held by sorority members where first-year women shall be in attendance, there is to be NO alcohol and NO men.
7. No more than \$750 shall be spent during the spring semester on recruitment by a sorority.

- a. Please keep track of all receipts/invoices and give copies to the CPA Vice President(s) of Recruitment by the end of the All Women's Period.
 - b. All "No Frills" policies must be followed.
 - i. \$750 spending limit each semester (\$750 for Spring, \$750 for Fall)
 - ii. No "full meals" at events (hors d'oeuvres, snacks, and desserts are allowed)
 - iii. Inside decorations should be kept to a minimum for all recruitment events
 - iv. No more than 2 flower bouquets total (real or fake)
 - v. Pictures will be limited to allotted corkboard space
 - vi. No recruitment skits
 - vii. No gifts, favors, preference letters or notes for potential new members until they have accepted bids.
 - c. There will be 1 event per chapter hosted during the All Women's Period. No thank-you notes should be sent to women in attendance.
8. Advertisement for recruitment event will be limited in residence halls.
- a. The VP and OSAGL will create a universal poster to put in First-year residence halls.
 - b. Each year, the VP and Recruitment Chairs will mutually decide through a formal vote during the first Recruitment Chair meeting if individual sorority's posters will be distributed around campus during the first recruitment chair meeting.
 - c. Sheet signs displayed outside of Plank Gym are always permitted.

F. Summer

- 1. There shall be NO summer recruiting.
 - i. There should be no contact between PNMs and sorority women unless they have a pre-existing relationship.
- 2. Recruitment Counselors and CPA Recruitment Vice President(s) should be the only women contacting PNM's.
- 3. The Office of Student Activities and Greek Life will notify any woman who is no longer eligible to participate in fall recruitment due to grades or behavior.
- 4. The Office of Student Activities and Greek Life will send letters and host a webinar for parents of all first-year women to inform them about the recruitment process.

G. Fall Semester/Formal Recruitment

- 1. All "No Frills" policies must be followed.
 - i. Sororities may not have more than 2 flower arrangements (real or fake) for decorations in their suite.
- 2. Nothing may be taken out of any sorority room from a Formal Recruitment party.
 - i. This includes napkins, food, gifts, candles, flowers, letters, etc.
 - ii. The only exception is a plain disposable water bottle as approved by the Heads of Recruitment to decrease cup waste.
- 3. No more than \$750 shall be spent on all Formal Recruitment functions.

- i. All receipts are to be copied and given to the Panhellenic VP(s) of Recruitment.
- 4. Nametags
 - i. PNM's shall wear nametags provided by the Panhellenic Council the first two rounds.
 - ii. Sororities shall provide nametags for the Preference Round.
- 5. Recruitment Structure
 - i. Gettysburg will use a 6-4-2 recruitment model.
 - ii. Round 1: Inter/National Organization Night – Parties 30 minutes
 - iii. Round 2: Sisterhood Night – Parties 40 minutes
 - iv. Round 3: Preference Round – Parties 60 minutes
 - v. Gettysburg utilizes flex lists and quota additions to guarantee bids to women maximizing their options on their preference cards.
- 6. Online Recruitment System
 - i. Gettysburg will utilize Campus Director as its recruitment management software

H. Silent Period During Formal Recruitment

1. During the Formal Recruitment period, there is to be NO conversation between PNM's and sorority women outside of Formal Recruitment events.
 - i. Greetings are allowed, but there should not be any extended conversations except with Recruitment Counselors and CPA executive board officers.
 - ii. This policy is in effect from the first party of the first round and ends at the last end of the last round of Formal Recruitment.
2. A Period of Strict Silence will begin at the end of Preference Round and last until the PNM's report to the Panhellenic Bid Night event.
 - i. The only contact between PNM's and Panhellenic women should be CPA executive board members
 - ii. There shall be NO other contact between sorority members and PNM's.
 - iii. There shall be NO contact between PNM's prior to completing the preference card.
3. Once the PNM enters their preferences, there is to be no further contact between the Recruitment Counselors and the PNM's until the Panhellenic Bid Night event.

I. Violations

1. See NPC Unanimous Agreements Article VII, 11, A
2. Any violation of a Gettysburg College Panhellenic Council recruitment regulation or policy will result in the offending chapter being subject to the disciplinary sanctions by the Panhellenic Council and Judicial Board. Depending on the violations, the offending chapter also may be subject to sanctions by the College's Student Conduct Review Board.
3. Sanctions
 - i. Minor Infractions:
 1. First offense: \$25 fine
 2. Second offense: \$50 fine & accused chapter must plan a small scale program to be implemented at a regular Panhellenic meeting

on a subject determined by the Judicial Board and Panhellenic Council

3. Third offense: considered a Major Infraction
4. Examples of Minor Infractions:
 - a. Pictures on the Chapter's Instagram of disaffiliated women (Rho Chis & Panhellenic Council members)
 - b. Pictures on individual sorority member's Instagram accounts with PNMs
 - c. Any other small violations to recruitment rules as determined by the Judicial Board
- ii. Major Infractions may include some or all of the following:
 1. Plan an educational program for the entire Panhellenic community
 2. Social probation for a limited time
 3. Public apology to the complaining party or each sorority
 4. Community service hours determined by the Judicial Board and Panhellenic Council
 5. Other sanctions the Judicial Board seems fit - determined by a case-by-case basis
 6. Examples of Major Infractions:
 - a. Third offense of a Minor Infraction
 - b. Bid Promising
 - c. Pregame parties with PNMs
- iii. Late Policy for Recruitment Lists: A \$10 fine will be issued for each minute the lists are late. Verification of the online lists via printed lists from Panhellenic and the chapters are required, but will not count against the chapter's submission time.