

**PANHELLENIC CODE OF ETHICS**  
**Revised October 11, 2012**

We, the members of Wittenberg University Panhellenic Council, pledge to cooperate in all aspects of Membership Recruitment and Panhellenic life and programming in order to strengthen and expand the Wittenberg women's fraternity community. We pledge to live by the tenants of the Panhellenic Creed and this Code of Ethics.

**Specifically we:**

1. Acknowledge that the strength of our Panhellenic community depends on keeping each chapter strong and we will assist and support other chapters in any way possible when requested.
2. Acknowledge that any Wittenberg woman can be happy in more than one of our sororities.
3. Recognize each woman's right to make her own membership choice based upon accurate information. We agree to support her choice once made.
4. Promote the benefits of going Greek rather than joining a specific chapter.
5. Will be knowledgeable about other chapters' achievements and activities and share this information readily.
6. Will NOT promote stereotypes of any Greek organizations or allow others to do so.
7. Will not haze or allow anyone to be hazed.
8. Respect the traditions, policies, property and members of all other Greek organizations at all times.
9. Encourage expansion of our sorority community and participate in selecting new groups as appropriate.
10. Support individuality and diversity within our organizations rather than conformity, and value and learn from those who are different than we are.
11. Know and uphold all recruitment rules and policies and follow all procedures approved by the Wittenberg Panhellenic Council, NPC or specified by the Director of Fraternity & Sorority Life and chapter recruitment chairmen. We will see that our alumnae and sisters to do likewise.
12. Act in a way that reflects our founding values and the best aspects of womanhood, and model true sisterhood to others.
13. Will be open, accepting and hospitable to all women on campus.
14. Educate all new members to know, value, and uphold this code of ethics.

**Wittenberg Recruitment Rules:**

Recruitment is defined as one or more sorority members meeting together with potential new members to promote the interest of a particular sorority according to the National Panhellenic Conference Unanimous Agreements.

**General**

1. Any woman who is not/nor ever has been a member of a Wittenberg sorority or another NPC sorority is considered a potential member.

2. No chapter shall pledge a woman who is academically ineligible (less than a 2.5 cumulative GPA with 12-15 completed credits, or less than a 2.75 cumulative GPA with 16 credits completed).
3. One year international students will not be included in quota or total.
4. Entertaining, gifts or favors, money, oral bids or promises, fix-ups, men and alcohol are inappropriate at all times between sorority members, or anyone acting on a member's behalf, and prospective members *when the intent is to influence a potential member's decision*. This includes that no items may be taken by a PNM from a chapter house during a formal recruitment event.
5. There will be no promising of bids to any potential new members directly, or indirectly, by any sorority member. Under no circumstances shall a member invite, or ask, a potential new member to promise to join that sorority. This includes assuring the potential new member that she will be invited to the next set of events (i.e. "See you tomorrow"). Oral bids are not legitimate at any time; this includes telling a potential new member that she has a "favorable" rating or where she is on the list.

### **Formal Recruitment:**

1. 1. Formal Recruitment will begin at the beginning of the spring semester and last until the morning after Bid Day. No sorority woman may have contact with Rho Gammas or PNM's outside of recruitment events except for friendly, casual conversation until bids have been extended. Contact with Rho Gammas living in chapter facilities is limited to day to day operations within the facility exclusive to chapter members only.
2. 2. Rho Gammas and appropriate Panhellenic officers will be required to disassociate before Formal Recruitment and throughout the entirety of Recruitment.
3. 3. Formal Recruitment will follow NPC release figures and all prescribed NPC procedures. (see NPC Manual of Information)
4. 4. First-year prospective members may visit chapter houses and members only for planned chapter events prior to Formal Recruitment except for familial relations- sisters or cousins.
5. 5. During Formal Recruitment members and alumnae should refrain from "friending" and personal communications by phone, social networks (Facebook and Twitter), emailing, texting etc. with potential members.
6. 6. No sorority woman is to talk with PNM's about recruitment in any form from the conclusion of the final invitational event (Preference Round) through bid extension.
7. 7. Each chapter shall submit a budget and receipts for all Recruitment related expenses, including Bid Day, and stay within allotted Panhellenic budget. Donations shall be noted in the final budget. A report shall be filed within two weeks of the completion of Formal Recruitment.
8. 8. National Panhellenic Conference Unanimous Agreements concerning recruitment expenditures and no frills recruitment shall be followed and enforced.
9. 9. Sorority members including collegians and alumnae will not encourage women to withdraw from recruitment, wait for informal recruitment, or intentionally single preference.

**Continuous Open Recruitment:**

1. If a chapter is not at chapter total as determined by the undergraduate Panhellenic Council, the chapter may participate in Continuous Open Recruitment (COR).
2. If a chapter does not fill quota at the completion of formal recruitment bid matching, the chapter will be eligible to participate in Snap Bidding. If that chapter has yet to reach chapter total, it may participate in Continuous Open Recruitment.
3. During COR, any chapter may recruit any woman that meets the university eligibility guidelines.
4. It is the responsibility of the chapter president to submit a Bid Acceptance Agreement Form to the Director of Fraternity & Sorority Life within 48 hours of a woman accepting a bid.

My signature below signifies understanding of and willingness to hold myself and my Panhellenic sisters accountable for behavior consistent with this Code of Ethics and the spirit and policies of the Panhellenic.

\_\_\_\_\_ Date: \_\_\_\_\_