

## Women's Recruitment Rules

All of the following regulations apply to active and inactive members, new members, and alumnae of the Greek organizations of Roanoke College and to participants in Recruitment activities. Ignorance of these rules shall not constitute an acceptable defense if an infraction is committed.

### Pre-Formal Recruitment Period

#### 1. *General Rules and Regulations*

- a. Pre-formal membership period is understood as that time covering the first semester, beginning the first day that students arrive on campus of the fall semester and ending on the first day of formal recruitment.
- b. If, for any reason, an affiliated woman seeks a special favor in regard to the recruitment rules, her request should be heard and judged by the Panhellenic Officers of all four sororities.
- c. Affiliates are not permitted to purchase anything for a PNM. This is to extend through pre-formal and formal recruitment.

#### 2. *Communication Between Potential New Members and Affiliated Women*

- a. First year women may only enter a sorority's living quarters (in Chesapeake and ASA) during Panhellenic sponsored recruitment events. They may also enter the living quarters during the three independent recruitment events sponsored by the individual chapters throughout the fall semester.
  - \*Women may only be invited to these parties through verbal invitation and posters may be hung.
  - \*No personal written invitations are allowed.
  - \*Recruitment chairs must notify the VP of Recruitment 3 days prior to their independent event.
  - \*The Panhellenic recruitment rules must be followed during these independent parties. Failure to do so will result in a rush infraction.
- b. No individual opinions may be given by Greek women or sororities. Only an overview of the Greek system as a whole is permitted when Greek women speak with PNM's.
- c. PNM's may not attend official sorority functions except at times designated and approved by the Panhellenic Council and/or the Greek Life Coordinator
- d. Affiliated women may not provide alcohol to any PNM. This includes handing any alcoholic beverage to a first year woman.
- e. Affiliated women may not provide PNM's transportation to or from an on- or off-campus party where alcohol is being served.

- f. There will be no oral or written bids or promise of bids given during pre-formal recruitment. An oral bid is defined as any indication to the PNM that she is acceptable for membership, is under consideration, or will receive a bid.

## **Formal Recruitment**

These rules prevail for the formal recruitment period beginning with the first day returning to campus for Spring Semester, and ending with the distribution of formal bids.

### *1. Eligibility of Potential New Members*

- a. Any unaffiliated, full-time woman may participate in formal recruitment, but will be held to particular academic standards for eligibility by each organization.
- b. No woman may enter recruitment who is not registered with the Panhellenic Council for formal recruitment, and therefore, is not on the official PNM list. Any woman who has not registered for recruitment before the announced deadline must wait until the informal recruitment/continuous open bidding period begins.
- c. Any woman who has not previously attended Roanoke College as a full-time student (first year students and transfers in their first semester here) or upper-class students who are independent are considered prospective new members, and are required to abide by the rules.

### *2. Communication*

- a. During the formal recruitment period, no affiliated woman may discuss any sorority matters with PNMs, except at designated recruitment functions.
- b. No affiliated woman may purchase anything for a PNM.
- c. No collegiate men or alcohol shall be present at any formal recruitment party. This includes photographs that are located in areas where PNMs may be present.
- d. No affiliated woman not living in a freshman residence hall may enter one with the exception of Pi Chis, RA staff, and their roommates.
- e. No PNM shall enter sorority quads/the ASA house or affiliated women's rooms during formal recruitment.

### *3. Panhellenic Recruitment Functions*

- a. All PNMs must attend the first meeting with their Pi Chi.

- b. All PNMs must attend all four Open House Tours, taking place in October, unless they have not yet signed up for recruitment.
- c. PNMs may attend only those recruitment functions approved by the Roanoke College Panhellenic Council and/or the Greek Life Coordinator.
- d. All PNMs must attend all recruitment parties during formal recruitment during the Spring Semester, unless otherwise excused.
- e. A PNM must acknowledge all preference party invitations.
- f. A PNM may drop from formal recruitment at any time, but must notify her Pi Chi in order to be eligible to receive an informal bid following the formal recruitment period.
- g. PNMs may not take anything from any recruitment party except the flower that may be given to them at the preference parties.

#### 4. *Silence Period*

There is no Silence Rule for the Fall Semester, beyond that of rule number 2 b and 2 f in the Pre-formal recruitment section. The Spring silence period extends from the end of PNM's last preference party until the time the potential new member enters Chesapeake or arrive at the Rock after picking up a bid.

- a. During this period there shall be no communication between PNMs and affiliates, excluding Pi Chis, except for the greeting of "hello". This is known as "Common Courtesy Communication". The word communication shall include verbal, physical, and written attempts. This includes fraternity houses, campus functions, and off-campus locations.
- b. Breaking silence rules will constitute a recruitment infraction, and sanctions will be administered accordingly.
- c. PNMs may talk to an affiliated Resident Advisor if the matter doesn't pertain to sororities or recruitment guidelines.
- d. Silence does not apply to non-PNMs.
- e. Pi Chis should be available to PNMs during the silence period. This means they should remain in that night and not attend social or other events until the time of preference signing. PNMs should also remain in during silence night. This is to avoid contact with affiliates.

#### 5. *Bidding and Accepting a Bid*

- a. A PNM must understand that an invitation to a recruitment party does not necessarily mean that she will receive a bid for membership from that sorority.
- b. A PNM may accept invitations up to only two (2) preference parties.
- c. In signing preference, a PNM can either list only one sorority as her choice, or she may list more than one, in order of preference. If she receives a bid from one of her choice groups and does not accept that bid, she cannot join any sorority until the next formal recruitment period.
- d. A potential new member may sign “no preference”, which means that she does not wish to join a sorority at this time. She may be considered for an informal bid/snap bid immediately following the formal recruitment period.
- e. Once a PNM has signed preferences, she will not be able to change her mind for any reason.
- f. A PNM may not be asked by a sorority member to drop out of formal recruitment and wait until informal recruitment begins to receive a bid.
- g. A PNM may not be asked by a sorority member to single preference their chapter.
- h. Bids will be distributed by the Pi Chis, Panhellenic Executive Board, and/or the Greek Life Coordinator.

#### *6. Methods for Reporting and Addressing Recruitment Infractions*

- a. Any known violation of the any of the above rules is considered a recruitment infraction, and should be reported to Lindsay Faulstick ([Faulstick@roanoke.edu](mailto:Faulstick@roanoke.edu)), Greek Life Coordinator.
- b. Infractions may be reported by any member of the Roanoke College community via email or in person to Lindsay at the Office of Student Affairs.
- c. Infraction reports will be submitted to the Greek Life Coordinator, and a meeting will be set up with the witness. The witness will help the Greek Life Coordinator understand the situation, and then she must sign the report. This helps reduce the number of fraudulent claims against sororities.
- d. Each reported infraction will be handled by the Greek Life Coordinator and the Panhellenic VP of Recruitment.
- e. The sorority under question’s recruitment chair and president will then have a meeting set up with the VP of Standards, the VP of Recruitment, and the Greek Life Coordinator.

- f. The meeting will entail a discussion of the claims against the sorority or sorority member and result in a finding of whether or not the sorority is responsible.
- g. If the sorority is held responsible, appropriate sanctions will be assigned. Each sanction will be decided on a case-by-case basis, in accordance with the NPC Manual of Information, based on severity of the infraction.