

Ohio State Panhellenic Association Recruitment Rules, Schedule, and Policies **2023**

Membership Recruitment Policies

Primary Membership Recruitment

- A. The Ohio State University has adopted and will adhere to the National Panhellenic Conference Membership Recruitment Resolutions, Quota Additions, and the Recommended Membership Recruitment Release Figures Procedure. Ohio State will also follow the fully structured recruitment method set forth in the NPC Recruitment Resolutions.
- B. Primary Recruitment is defined by the Panhellenic Association as the period in which all NPC chapters are expected to recruit to capacity (defined as quota). The dates are set for **January 13th-15th ; January 21st –23rd, 2023**. The times of recruitment are set forth by the Panhellenic Association and agreed upon by the 16 NPC organizations as well as our 2 affiliate organizations.
- C. The Ohio State University will allow interest parties to register for Primary Recruitment from the opening of registration until Monday, January **9th, 2023** at 11:59 pm.
- D. The fee to register for Primary Recruitment is \$45. The fee will cover logistics (such as Campus Director, etc.) for recruitment.
- E. Potential New Members (PNMs) will always be allowed, at most, 2 hours to complete their selections beginning after the final round has completed. Selections will not be made until the second day of Meet the Chapters Round up until the end of Preference Round.
- F. The Panhellenic Association at The Ohio State University will adhere to the recruitment budget created by the Panhellenic President, the Panhellenic Vice President of Recruitment & Retention, the Panhellenic Vice President of Finance & Administration, and the Panhellenic Recruitment Advisor.
- G. There will be absolutely no alcohol at any recruitment events and no drinking by chapter members, members of the recruitment team, Recruitment Guides, Panhellenic officers, Panhellenic delegates, or Panhellenic directors during recruitment **as a part of the joining process**.
 1. Beginning at 5pm on Wednesday, **January 11th, 2023** until 5am on Tuesday, **January 24th 2023**, it is encouraged that Panhellenic members abide by the individual rules and processes of their individual organizations regarding alcohol consumption. No alcohol consumption is to be a part of the joining process. No registered events with alcohol should be held/attended.
 2. In addition, chapters will be required to organize a sober sisterhood event on Monday, **January 23rd, 2023**. This sober sisterhood event may need to be fully virtual, depending on Ohio State University protocols and regulations in regard to COVID-19 at this point in time.
- H. No skits are to be performed during recruitment, as it is considered “frills.”

1. The Ohio State PHA Recruitment Team defines frills as decorations that are not permanently installed fixtures, but makes the room unrecognizable from its originally designed purpose.
 - a. Removal and addition of alike furniture (e.g. more tables and chairs in a dining room) is acceptable.
 - b. Any permanently installed fixture that is present in one chapter facility shall be allowed in all other chapter facilities to remain fair in the decoration process.
 - c. These rules are still applicable to virtual recruitment methods. However, any additional exceptions can be made by the Vice President of Recruitment and Retention.
 - d. If an on campus space is being used in lieu of chapter facilities for in person events the space can be decorated per a standard set of non-frills based guidelines.

- I. The format for Primary Recruitment will adhere to the following format:
 1. First Round: 19 Parties (PNMs will attend 17 events)
 2. Second Round: 14 Parties (PNMs will attend 12 events)
 3. Third Round: 10 Parties (PNMs will attend 7 events)
 4. Fourth Round: 6 Parties (PNMs will attend 2 events)
 5. Extra rounds may be added or removed at the discretion of the PHA Council and the Panhellenic Recruitment Advisor.

- J. Potential New Members will be permitted in the Panhellenic facilities 10 (ten) minutes before official party start time in order to check in with their recruitment guide. PNMs may not be permitted in chapter facilities during any other “break” periods for any reason. The same applies in 2023 in accordance with the method of delivery, with PNMs being virtually allowed into a Chapter’s recruiting room 10 minutes prior to the start of the party to check in and complete attendance.

- K. Event Rounds
 1. Orientation
 - a. One-hour event.
 - b. The event will take place in person (as allowed with a virtual option) from 6:00-8:00PM which includes an onboarding session and extra time to help resolve any tech problems.
 - c. PNMs going through Primary Recruitment will attend this session.
 - d. A brief presentation will be shown to Potential New Members (PNMs). All questions will be addressed and answered so that PNMs will have a complete understanding of recruitment policies and procedures.
 - e. Potential New Members (PNMs) will also be given the opportunity to break out into their Recruitment Guide groups and meet their Recruitment Guides toward the end of the session.
 - f. Members of the Recruitment Team, including the Panhellenic Vice

President of Recruitment & Retention, Recruitment Guides, and Panhellenic Recruitment Directors are required to be in attendance.

- g. As affiliate chapters, an opportunity for Phi Sigma Rho and Alpha Sigma Upsilon to do tabling and/or host a recruitment event will take place after Primary Recruitment Orientation is over or to participate in the first round of recruitment (Meet the Chapters) if the associate group elects to do so.
2. Meet the Chapters Event Round (Parts 1 & 2) (19 Parties)
 - a. 30-minute parties.
 - b. **If held virtual**, Chapters have the option during this event for a 2-3 minute video that follows all standard video guidelines (including no professional videos) to provide potential new members with a tour of their chapter facility or a small introduction.
 - c. Chapters must create and edit their own videos, use the video from a previous year, or use a video provided by their organization's international headquarters. If a submitted video has been filmed during COVID-19 with disregard to the State and University protocol and/or professionally contracted, the Ohio State Panhellenic Recruitment team may request a video change and/or assess applicable fines.
 - d. Selections will be made after the round is over (**Saturday, January 14th, 2023**). Chapter lists will be due **two hours after numbers are received on Saturday, January 14th, 2023**.
 - e. Failure to comply with the set time limit will result in a recruitment fine (see below section titled "Membership Recruitment Violations Policy").
 3. Philanthropy Event Round (14 Parties)
 - a. 30-minute parties.
 - b. Videos/powerpoints should be focused on chapters' philanthropic and service efforts. The videos must follow all video guidelines (including no professional videos).
 - c. Chapters must create and edit their own videos, use the video from a previous year, or use a video provided by their organization's international headquarters. If a submitted video has been filmed during COVID-19 with disregard to the State and University protocol and/or professionally contracted, the Ohio State Panhellenic Recruitment team may request a video change and/or assess applicable fines.
 - d. Any videos/powerpoints used for this round must be submitted to the Vice President of Recruitment & Retention no later than December 17th, 2022 and cannot be used unless approved by themselves and the Panhellenic Recruitment Advisor.
 - e. Chapter lists will be due **no later than 2 hours after numbers are received on Sunday, January 15th, 2023**.

- i. Failure to comply with the set time limit will result in a recruitment fine (see below section titled “Membership Recruitment Violations Policy”).
4. Sisterhood Event Round (10 Parties)
 - a. 45-minute parties.
 - b. Videos/powerpoints used during this round should highlight the benefits of sorority life:
 - a Leadership
 - b Scholarship
 - c Service
 - d Sisterhood
 - c. Videos should be no longer than five (5) minutes. The videos must follow all video guidelines (including no professional videos) and should follow a theme of “A Day In the Life” and aim to be an organic and genuine representation of PHA experiences.
 - d. Chapters must create and edit their own videos, use the video from a previous year, or use a video provided by their organization’s international headquarters. If a submitted video has been filmed during COVID-19 with disregard to the State and University protocol and/or professionally contracted, the Ohio State Panhellenic Recruitment team may request a video change and/or assess applicable fines.
 - e. Any videos/powerpoints used for this round must be submitted to the Vice President of Recruitment no later than **December 17th, 2022** and cannot be used unless approved by the Vice President of Recruitment and Retention themselves and the Panhellenic Recruitment Advisor.
 - i. Applicable fines for late submissions and deviations from submissions can be found in the Membership Recruitment Violations Policy section.
 - f. Chapter lists will be due two hours after lists are received on Saturday, January 21st, 2023.**
 - i. Failure to comply with the set time limit will result in a recruitment fine (see below section titled “Membership Recruitment Violations Policy”).
5. Preference Event Round (6 Parties)
 - a. One-hour parties.
 - b. Any videos or powerpoints used for this round must be submitted to the Vice President of Recruitment no later than **December 7th, 2022** and cannot be used unless approved by themselves and the Panhellenic Recruitment Advisor.
 - i. Applicable fines for late submissions and deviations from submissions can be found in the Membership Recruitment Violations Policy section. Any video submissions must follow all video guidelines (including no professional videos).
 - ii. Chapters must create and edit their own videos, use the video from a previous year, or use a video provided by their organization’s international headquarters. If a submitted video

has been filmed during COVID-19 with disregard to the State and University protocol and/or professionally contracted, the Ohio State Panhellenic Recruitment team may request a video change and/or assess applicable fines.

- c. Preference ceremonies cannot be private. Panhellenic Executive Board Officers, Sorority and Fraternity Life Staff, and NPC Staff cannot be prohibited access to areas or events where potential new members may access.
- d. Chapter lists will be due **two hours after numbers are received on Sunday, January 22nd, 2023.**
 - i. Failure to comply with the set time limit will result in a recruitment fine (see below section titled “Membership Recruitment Violations Policy”).

Recruitment plans in full must be submitted by December 7th, 2022 at 11:59pm the latest.

Statement of Values-Based Recruitment

Values-Based Recruitment Policy (1989, 1991, 1997, 2003, 2015, 2019, 2022):

All College Panhellenics and their member chapters must incorporate the following policies into their membership recruitment programs:

1. Focus on conversations between chapter members and potential new members about organizational values and member organizations.
2. Establish guidelines for membership recruitment budgets and set a cap on membership recruitment expenses, including the value of all donated goods and services.
3. Keep decorations to a minimum and confined to the interior space used for recruitment rounds.
4. Eliminate the required purchasing of recruitment event attire for chapter members.
5. Eliminate gifts, favors, letters and notes for potential new members.
6. Eliminate all forms of bid promising, oral or written, to join a certain sorority before bids are distributed by Panhellenic.
7. Eliminate extraneous and costly performances. This includes, but is not limited to, recruitment skits and door stacks.

Consider the following when implementing values-based recruitment:

The purpose of recruitment is for potential new members and chapter members to get to know each other well enough for both to take the first step toward an important lifetime choice.

- By eliminating costuming and matching outfits, chapter members display their individuality and authentic selves to potential new members.
- By eliminating skits and other staged performances or songs, there is

more time for conversation during recruitment events.

Recruitment events should accurately portray the values, benefits and obligations of sorority membership.

- By focusing on conversations, chapter members will have more time to share the benefits they experience from sorority membership. This includes conversations about the requirements of membership, such as attendance at events and financial obligations.
- By eliminating skits and other staged performances or songs, the chance of performances that do not portray the values of the organization, chapter and NPC as a whole is removed.

Recruitment should not create a financial burden for the College Panhellenic, the chapters, individual chapter members or potential new members.

- By keeping decorations to a minimum for recruitment events, the financial burden for chapters is less.
- By eliminating costuming and matching outfits, the financial burden for individual members is less. Members also now have the opportunity to express themselves through outfits they already own and bring their authentic selves to the recruitment process.
- By setting budgets for chapters, the chapter financial burden is less and chapters can evaluate their budgets to fit the needs of members rather than for recruitment.
- By including donated goods in the budgets, the financial burden to individual members and alumnae is less.

In an effort to reduce costs and provide a more authentic recruitment experience, College Panhellenics should host the open house round of recruitment virtually.

Chapters are not permitted to host required recruitment related events on religious observance days or MLK Jr. Day. Chapters are instead encouraged to use the MLK Jr. day off to organize group participation in education and philanthropic opportunities.

Statement of Positive Panhellenic Contact & Promotion of the Sorority Experience

We, the College Panhellenic members, will promote Panhellenic-spirited contact with all potential new members throughout the year. Strict silence will begin at January 22nd at 12p (earliest time of MRABA signing) and last until bid distribution January 23rd at 7:30p (approx. conclusion time of Bid Day bid distributions). No sorority member, including alumnae and new members, may communicate with potential new members during this period. Strict silence is defined as oral, nonverbal, written, printed, text message and electronic communication or communicating through a third party about the recruitment process. If potential new members live or interact with sorority members, only casual greetings and contact are permitted.

Statement of Membership Recruitment Acceptance Binding Agreement (MRABA)

The College Panhellenic Association will uphold and use the membership recruitment

acceptance binding agreement (MRABA) for each potential new member interested in joining a sorority, whether during primary recruitment or continuous open bidding. We agree to all policies and steps pertaining to the MRABA.

Statement of Automatic Reset of Total

Total is the allowable chapter size as determined by the College Panhellenic and includes both new members and initiated members. A College Panhellenic should evaluate total every term. In the academic term that primary recruitment is held, total will be automatically adjusted no later than 72 hours following bid distribution.

If a College Panhellenic has deferred recruitment, total will be automatically adjusted within one week of the start of the first term of the academic year.

Total must be automatically adjusted using the following method: Average or median chapter size (whichever is larger).

Regulations Affecting Alumnae

1. Panhellenic Membership Recruiting Policies and NPC Unanimous Agreements shall bind patronesses, alumnae, and new members.
 - a. Alumnae may help serve but may not actively recruit during events.
 - b. Chapter and/or membership recruitment advisors, and/or visiting officers may be in the receiving line.
 - c. Chapter advisors may be present at other chapter facilities during the first round of recruitment (Meet the Chapters Round), while Headquarters and Network advisors may be present at other chapter facilities during the third round of recruitment (Sisterhood Round).
2. Members declared inactive by their nationals shall not be counted on membership selection quotas and shall not participate in membership recruitment.

Regulations Affecting Potential Members

1. A bid is an invitation given to the Potential New Member during Bid Day, inviting the Potential New Member to join a chapter. The bids are not to be issued by any chapter member before this time nor are any chapter members allowed to promise a bid or hint at extending a bid to a Potential New Member.
2. Students must have completed at least 12 collegiate credit hours and earned a minimum 2.5 cumulative GPA to be eligible to join a PHA chapter.
 - a. Earned credit hours through advanced placement credit and credit by examination do not count towards the 12 credit hours needed to be eligible for recruitment.
 - b. Students transferring from other institutions will only have their previous institution's grades considered for eligibility if they are participating in recruitment during their first semester at OSU.
 - i. If a transfer student is participating in recruitment and has grades

- from OSU, then those are the grades that will be used for joining opportunities.
- c. For eligibility, cumulative GPA will be based on the GPA information that is available in the Student Information System (SIS) through the OSU Registrar.
 - i. Inform potential new members that although the university minimum requirement to go through recruitment is a **2.5**, all chapters have different grade requirements in order to be extended membership to that chapter.
 3. PNMs will have until Wednesday, January 11th, 2023 at noon to notify the PHA Recruitment Advisor of any grade changes request grade changes from the registrar.
 - a. Documentation from an OSU academic faculty or staff member (ie. Academic Advisor, College Chair, professor, etc) must also be provided with notification of the grade change and must also reflect the updated cumulative GPA.
 4. All First Year students will be considered Potential New Members during Fall Semester.
 - a. Additionally, any registered, eligible student is considered a “potential new member.”
 5. A potential new member is expected to accept invitations and attend as many events as they are eligible for each event series.
 - a. Potential new members may not skip a round unless they have submitted a valid absence form, which will be reviewed by the Panhellenic Recruitment Advisor and the Panhellenic Vice President of Recruitment.
 6. Following the preferential events, the potential new member shall be issued a preference card to indicate their first and second choices.
 - a. This card, called the Membership Recruitment Acceptance Binding Agreement, is a binding document. This process will be completed on the digital app provided and supported by CampusDirector and NPC in order to complete this both virtually and/or in person.
 - b. Should the potential new member not accept a bid from their preference choices but has signed their MRABA, the PNM is ineligible to participate in any continuous open bidding recruitment events or accept any bids until the next Primary Membership Recruitment Cycle the following year.
 7. A list of PNMs eligible for snap bids will be given to the chapters who did not reach quota after the initial bid matching process. The Collegiate Panhellenic Council will follow the National Panhellenic Council’s Manual of Information (MOI) in regard to the snap bidding process. The snap bidding process will commence before the official PHA Bid Day (January 23rd likely one hour anytime from 4-8pm - Bid Day time to be firmed as schedule evolves. Snap bidding ends at noon and chapters must complete bid card signing at Ohio Union by 1p. Virtual Bid Day may be required if determined

by NPC, State and/or University protocol), but after quota is set. Chapters will be notified of their eligibility to snap bid and may provide a list of PNMs they wish to bid.

- a. Potential New Members who have withdrawn from Primary Recruitment or were not matched to one of their preferences are eligible, only, for snap bids.
 - b. The snap bid process through PHA and SFL shall conclude no later than the start of PHA official Bid Day ceremonial activities.
 - c. Any PNM that accepted a snap bid will also sign a Membership Recruitment Acceptance Binding Agreement, which is a binding document.
 - i. Should the potential new member not accept a bid from their preference choices but has signed their MRABA, the PNM is ineligible to participate in recruitment until the next Primary Membership Recruitment.
8. After snap bids are completed, PNMs who were not matched or withdrawn, are eligible for continuous open bidding (COB).

Continuous Open Bidding

1. Continuous Open Bidding following Primary Recruitment shall begin on Wednesday, January 25th at 8am at the earliest. In order to begin continuous open bidding, a chapter must input their correct and updated roster and total to the Sorority and Fraternity Life system. Bidding shall be done through continuous open recruitment processes.
 - a. A chapter may extend a bid to a potential new member at any time after the official notification from the Panhellenic advisor and the Panhellenic Vice President of Recruitment that the chapter is eligible for continuous open bidding.
 - i. The chapters shall turn in the membership card (COBABA) to the Panhellenic office within 24 hours after it is signed.
 - ii. If a bid is signed during the weekend, it should be turned in by 5:00 p.m. on Monday.
 - iii. If a chapter is delinquent in turning in a membership card, the chapter will be fined \$5 each week after the bid was extended.
2. No planned or “unplanned” events with potential members outside of Primary Recruitment events are to take place; the exception is if a chapter is permitted to participate in Continuous Open Recruitment by the Panhellenic Advisor per the Panhellenic bylaws.

Regulations Affecting Recruitment Guides

1. Recruitment Guides cannot encourage a potential new member to Intentionally Single Preference.
2. Recruitment Guides will remain affiliated with their respective organizations through the duration of the fall semester and throughout the entire Primary Recruitment Process.

3. PHA defines affiliation below and holds Recruitment Guides to the following expectations:
 - a. Recruitment Guides' primary role is to represent Panhellenic and be supportive of all chapters on campus.
 - b. Recruitment Guides must attend all Recruitment Guide trainings, events, and meetings.
 - c. Recruitment Guides will not promote joining their respective organization at any time through any medium including but not limited to: social media, email, PNM conversations, or Primary Recruitment meetings/presentations.
 - d. Recruitment Guides are allowed to disclose their affiliation if asked by a PNM.
 - e. Recruitment Guides are allowed to attend chapter events per their chapter's discretion including but not limited to: chapter meetings, philanthropies/community service, recruitment workshops, social events, meals at the chapter facility, and sisterhood events.
 - f. Recruitment Guides are not allowed to participate in or attend their respective chapter's membership selection process.
 - g. Recruitment Guides are allowed to wear chapter paraphernalia except during the Primary Recruitment Process and during official Primary Recruitment presentations to PNMs.
 - h. Recruitment Guides are allowed to have active, non-private social media per their chapter's discretion.
 - i. Recruitment Guides will not suggest a potential new member refuse a bid from one chapter and wait for another bid from another chapter.
 - j. Recruitment Guides are allowed to be pictured in the chapter facilities during the Primary Recruitment Process, though not extensively.
 - k. Recruitment Guides are not allowed to be featured in chapter recruitment videos.
 - l. Recruitment Guides shall not make disparaging remarks about any chapter.
 - m. Recruitment Guides shall not share special information about one's chapter or its membership selection process and decisions.
 - n. Recruitment Guides shall keep all PNM selection information confidential.
 - o. Recruitment Guides shall not communicate PNM thoughts, opinions, or decisions about the recruitment process to their respective chapters at any time.
 - p. Recruitment Guides cannot drive a potential new member in any vehicles.
 - q. Recruitment Guides will participate in the mandatory leadership course in the fall semester.
 - r. PHA, in consultation with the PHA Advisor, can remove a Recruitment Guide should they be found in violation of their expectations and responsibilities.
4. There will always be respect for a potential new member's privacy. The potential new member's rights are outlined in the NPC Manual of Information (MOI).

Membership Recruitment Violations Policy

1. Chapters are encouraged to communicate with each other. Chapters should attempt

- to resolve the issue amongst respective chapter presidents, prior to filing a grievance.
2. Chapters must report violations within 30 days of the incident via the NPC College Panhellenic Judicial Procedure Form.
 3. The Recruitment Executive Council must file all infractions within 30 days.
 - a. The chapter must be notified immediately and the infraction is to be processed within 10 days.
 4. If any questionable behavior is noted by a member of the Panhellenic Association, it should still be submitted to the Panhellenic Council Recruitment Team to determine what sanctions, if any, should be imposed.
 - a. A membership recruitment violation is failure to uphold Primary and Open Membership Recruitment policies as stated in the Ohio State University Panhellenic policies.
 5. Handling infractions of recruiting policies:
 - a. Infractions shall be handled as specified in the NPC Revised Resolutions according to the Manual of Information and Constitution and Bylaws 26th Edition.
 - b. When a report of an infraction is properly received by the College Panhellenic, the accused fraternity shall be given formal notification in writing.
 - c. The College Panhellenic Notice of Infraction shall be delivered to the President of the accused fraternity within one week of the College Panhellenic's receipt of the College Panhellenic Violation Report.
 - d. Upon receipt, the accused fraternity shall contact the College Panhellenic President within one week to schedule mediation or choose to proceed directly to a judicial board hearing.
 - e. Mediation – The College Panhellenic President shall appoint a neutral party to serve as the mediator. The mediator shall not be an undergraduate student.
 - i. Mediation shall be closed to the public. All participants in the mediation shall keep strict confidentiality.
 - ii. The College Panhellenic Recruitment Chairman shall attend only if they have information that explains the violation. After they present their information, they shall be excused.
 - f. Judicial Board Hearing – Judicial Board Hearings shall be closed to the public.
 - i. The participants in the judicial board hearing shall be representatives from each fraternity involved as well as SFL Staff, the College Panhellenic Vice President of Judicial Affairs, and a College Panhellenic Justice(s).
 1. A chapter advisor, the College Panhellenic President, the Panhellenic Advisor and in cases of recruitment infractions, the College Panhellenic Vice President of Recruitment and Retention may also be present.
 6. Derived from the Guidelines for the NPC Judicial Process: handling Violations of the NPC Unanimous Agreements and The College Panhellenic Constitution, Bylaws and Recruitment Rules.

- a. Ethical behavior is expected of all members at all times. There are times when the recruitment judicial process must be called into place. The NPC Unanimous Agreements state that each college Panhellenic shall adjudicate fair and reasonable sanctions for infractions of recruitment rules. Sanctions must correspond to the nature and the degree of seriousness of the offense for both minor and major infractions.
7. List of Violating Offenses and Infractions:
- a. Regulation Violations (Procedural)
 - b. Violating policies listed above
 - c. Skits
 - d. Singing or music during any round other than Preference Round
 - e. Chanting during Recruitment is not permitted
 - f. Rooms solely lit by candles or natural lighting
 - g. More than 2 chapter members recruiting a single Potential New Member at one time
 - h. Gifts of any sort, including personal or preference notes
 - i. Favors**
 1. No tangible gifts may be taken out of any chapter house by a potential new member. Gifts will include anything that the Recruitment Guide deems a gift, including, but not limited to:
 - a. Food, nametags, flowers, any monogrammed sorority apparel or items, notes, etc.
 2. Should a “gift” be taken out of the house, that chapter will receive a recruitment infraction. The “gift” will then be returned to the appropriate chapter
 - i. Submitting event invitation lists after specified times
 - j. Refusing to provide financial information to Potential New Members
 - k. Recruitment procedure violations can result in a fine by the Panhellenic Association listed below in Section I- Recruitment Fines.
 - i. Recruitment Fines**
 1. There will be a penalty for chapters turning in their release and invitation lists late.
 - a. The fine will be: \$50 for 1-15 minutes past the deadline.
 - b. An additional \$50 will be added on for submitting 16-30 minutes past the deadline.
 - c. Chapters who submit 31-45 minutes after the deadline will be fined \$100 on top of the previous \$100.
 - d. Lists submitted during the next 15 minutes, (45-60 minutes past deadline), will be fined another \$110 on top of prior total.

- e. After this point, the fine for each 15 minutes will be \$30+prior total, compounding.
2. There will be a penalty for chapters turning in their recruitment plans and/or videos late.
 - a. The fine will be: \$20 per day after the submission deadline.
 - b. Recruitment Plans are due no later than Friday, December 17th at 11:59pm
 - c. Videos are due no later than the final day of fall semester classes
 - d. For 2022 only, Chapters have the option to show an optional video during the Meet The Chapters (facility tour) events that follows all standard video guidelines (including no professional videos).
3. There will be a penalty for chapters not adhering to their submitted documents (including but not limited to recruitment plans, videos, bid day themes, bid day plans, etc.) without prior approval from the VP of Recruitment and Retention.
 - a. Recruitment Plans include the following categories for each round: decorations, videos/presentations, and additional information.
 - b. The fine will be: \$100 for the first deviation from the approved recruitment plans.
 - c. Additional and compounded \$200 fine for any subsequent deviations.
 - d. Fines restart with the beginning of each new round.
 - e. If an unapproved video is shown, a fine of \$500 will be imposed in addition to other applicable fines.
 - f. Significant changes may result in an infraction at the discretion of the PHA Recruitment Team.
4. An additional fine considered to be an immediate unapproved deviation is applicable to any chapter that disregards and breaks COVID-19 rules, regulations and policies including any and all elements of safe and healthy protocol (safeandhealthy.osu.edu). This includes violations of rules, regulations and policies set forth by the Ohio State Panhellenic Association, The Ohio State University, NPC, and/or the state of Ohio and/or any federal measures.
 - a. If an infraction is reported in accordance with breaking COVID-19 rules and regulations, the

chapter in question will be assessed a fine of \$500/party or round (whichever is most applicable and most frequent), and/or face a judicial hearing potentially resulting in an applicable sanction. (See “Unapproved COVID-19 Violations” in Fine Charts)

5. Any and all fines must be paid to the Vice President of Finance for the Ohio State Panhellenic Council within one week of Bid Day **2023**.
6. Charts of applicable fines can be found below:

Late Release and Invitation List Fines	
two hours - two hours and 15 minutes	\$50
two hours and 16 minutes - two hours and 30 minutes	\$50 + \$50 = \$100
two hours and 31 minutes - two hours and 45 minutes	\$100 + \$100 = \$200
two hours and 46 minutes - three hours	\$200 + \$110 = \$310
three hours and 1 minute - three hours and 30 minutes	\$310 + \$140 = \$450
three hours and 31 minutes - three hours and 45 minutes	\$450 + \$170 = \$620
three hours and 46 minutes - four hours	\$620 + \$200 = \$820

Late Recruitment Plans and Videos Fines	
One day	\$20
Two days	\$20 x 2 = \$40
Three or more days	\$20 x (days past deadline)

Deviations from Submitted Recruitment Plans	
First category deviation	\$100
Two category deviations	\$100 + \$200 = \$300
Three category deviations	\$200 + \$200 = \$400
Four category deviations	\$300 + \$200 = \$500
Five category deviations	\$400 + \$200 = \$600
Unapproved Video	\$500
Unapproved COVID-19 Violations	\$500/party or round as determined by Judicial Board

- I. Recruitment procedure violations will be reviewed by the Recruitment Team after each round and reported back to each individual chapter. Failure to correct these violations for the next round is considered a repeated offense.

m. The first party of the first round of Primary Recruitment will be considered an amnesty round in which Procedural Violations only will not count toward overall infractions. The Recruitment Chair will receive a list of Procedural Violations and will be expected to correct these for the following events

n. Major Violations (Ethical)

- i. Any discussion of recruitment processes outside of chapter membership selection processes including with non-Ohio State friends and relatives.
- ii. Disparaging remarks about other sororities.
- iii. Inviting freshmen to chapter facilities
- iv. Allowing potential members at tailgates, social functions, or themed gatherings.
- v. Extending a bid, directly or indirectly, through a third party before time set by Panhellenic.
- vi. Encouraging a potential member to intentionally Single Preference.
- vii. Suggesting potential members refuse a bid from one group to wait for a bid from another. Serving alcoholic beverages at a recruitment function.
- viii. Having men present at a recruitment function, including Bid Day.
- ix. Knowingly inviting a woman to pledge who previously signed a Primary Recruitment Bid Card with another NPC group before one year had elapsed from the date of their original pledge commitment.
- x. Refusing to allow members of the Panhellenic Executive Board and Recruitment Team to be present in locations with potential members.
- xi. Not upholding all rules established by NPC and PHA.
- xii. Any contact that chapter members have with potential members during the week of Primary Recruitment in a setting where alcohol is present will be considered an illegal recruitment event and chapter members as well as the chapter in question will be held responsible.

**All of these policies are subject to judicial procedures – under the discretion of the Sorority/Fraternity Life Advisors.

Schedule

Panhellenic Association Primary Recruitment 2023 Schedule	
Wednesday, January 11th, 2023 - Primary Recruitment PNM Orientation	
6:00 pm - 8:00 pm – Archie Griffin Ballroom / Virtual if Needed	
Friday, January 13th, 2023 - Meet The Chapters Round (Part 1)	
6:00 pm – 11:00 pm – Zoom	
Party 1:	6:00pm - 6:30pm
Break:	6:30pm - 6:45pm
Party 2:	6:45pm - 7:15pm
Break:	7:15pm - 7:30pm
Party 3:	7:30pm - 8:00pm
Break:	8:00pm - 8:15pm
Party 4:	8:15pm - 8:45pm
Break:	8:45pm - 9:00pm
Party 5:	9:00pm - 9:30pm
Break:	9:30pm - 9:45pm
Party 6:	9:45pm - 10:15pm
Break:	10:15pm - 10:30pm
Party 7:	10:30pm - 11:00pm
Saturday, January 14th, 2023 - Meet The Chapters Round (Part 2)	
9:30 am - 7:15 pm – Zoom	
Party 8:	9:30am - 10:00am
Break:	10:00am - 10:15am
Party 9:	10:15am - 10:45am
Break:	10:45am - 11:00am
Party 10:	11:00am - 11:30am
Break:	11:30am - 11:45am
Party 11:	11:45am - 12:15pm
BREAK 12:15pm - 1:30pm	

Party 12:	1:30pm - 2:00pm
Break:	2:00pm - 2:15pm
Party 13:	2:15pm - 2:45pm
Break:	2:45pm - 3:00pm
Party 14:	3:00pm - 3:30pm
Break:	3:30pm - 3:45pm
Party 15:	3:45pm - 4:15pm
Break:	4:15pm - 4:30pm
Party 16:	4:30pm - 5:00pm
Break:	5:00pm - 5:15pm
Party 17:	5:15pm - 5:45pm
Break:	5:45pm - 6:00pm
Party 18:	6:00pm - 6:30pm
Break:	6:30pm - 6:45pm
Party 19:	6:45 pm - 7:15pm
Sunday, January 15th, 2023 - Philanthropy Round	
10:30am - 9:45pm – Facilities/Ohio Union	
Party 1:	10:30am - 11:00am
Break:	11:00am - 11:15am
Party 2:	11:15am - 11:45am
Break:	11:45am - 12:00pm
Party 3:	12:00pm - 12:30pm
Break:	12:30pm - 12:45pm
Party 4:	12:45pm - 1:15pm
Break:	1:15pm - 1:30pm
Party 5:	1:30pm - 2:00pm
Break:	2:00pm - 2:15pm
Party 6:	2:15pm - 2:45pm
BREAK 2:45pm - 4:00pm	
Party 7:	4:00pm - 4:30pm
Break:	4:30pm - 4:45pm
Party 8:	4:45pm - 5:15pm

Break:	5:15pm - 5:30pm
Party 9:	5:30pm - 6:00pm
Break:	6:00pm - 6:15pm
Party 10:	6:15pm - 6:45pm
Break:	6:45pm - 7:00pm
Party 11:	7:00pm - 7:30pm
Break:	7:30pm - 7:45pm
Party 12:	7:45pm - 8:15pm
Break:	8:15pm - 8:30pm
Party 13:	8:30pm - 9:00pm
Break:	9:00pm - 9:15pm
Party 14:	9:15pm - 9:45pm
Saturday, January 21th, 2023 - Sisterhood Round	
9:00am - 7:45pm – Facilities/Ohio Union	
Party 1:	9:00am - 9:45am
Break:	9:45am - 10:00am
Party 2:	10:00am - 10:45am
Break:	10:45am - 11:00am
Party 3:	11:00am - 11:45am
Break:	11:45am - 12:00pm
Party 4:	12:00pm - 12:45pm
Break:	12:45pm - 1:00pm
Party 5:	1:00pm - 1:45pm
BREAK 1:45pm - 3:00pm	
Party 6:	3:00pm - 3:45pm
Break:	3:45pm - 4:00pm
Party 7:	4:00pm - 4:45pm
Break:	4:45pm - 5:00pm
Party 8:	5:00pm - 5:45pm
Break:	5:45pm - 6:00pm
Party 9:	6:00pm - 6:45pm
Break:	6:45pm - 7:00pm

Party 10:	7:00pm - 7:45pm
Sunday, January 22nd, 2023 - Preference Round	
11:00am - 6:15pm - Facilities/Ohio Union	
Party 1:	11:00am - 12:00pm
Break:	12:00pm - 12:15pm
Party 2:	12:15pm - 1:15pm
Break:	1:15pm - 1:30pm
Party 3:	1:30pm - 2:30pm
Break:	2:30pm - 2:45pm
Party 4:	2:45pm - 3:45pm
Break:	3:45pm - 4:00pm
Party 5:	4:00pm - 5:00pm
Break:	5:00pm - 5:15pm
Party 6:	5:15pm - 6:15pm
Monday, January 23rd, 2023 - BID DAY!	
Ohio Union – 7:00pm	
<i>Anticipated release from the Union between 7:30pm-7:45pm</i>	