

FORMAL RECRUITMENT REGULATIONS

OF

THE INTER-SORORITY COUNCIL

AT

THE UNIVERSITY OF VIRGINIA

JANUARY 2021

We, the members of women's fraternities and sororities at the University of Virginia, hereafter referred to as "sororities," in order to facilitate the governing of said sororities, do hereby obtain and endorse these Recruitment Regulations for our representative body, the Inter-Sorority Council at the University of Virginia.

ARTICLE I – DEFINITIONS

Sec. 1 Definitions

- A. Lawful sister: This term encompasses biological, adopted, half, and step-sisters.
- B. Sorority house: Any official sorority meeting place, including the chapter house, or any residence of three or more sorority women affiliated with any one chapter.
- C. Satellite House: Any place of residence in which three or more sorority women belonging to the same chapter reside.
- D. Place of Residence: Any house, apartment, condo, dorm room, lawn room, etc. in which a sorority woman lives.
- E. Formal Recruitment period: Begins on the first day of Round Robins, and ends on the day of final bid distribution, the point when bids are distributed to potential new members.
- F. Sorority-sponsored event: Any event in which the members of a specified sorority or sororities are responsible for the sponsorship or cosponsorship.
- G. First-year area: Those areas inside the McCormick Road residence halls, Hereford first-year dorm residence halls and the Alderman Road residence halls, including the walkways and balconies of the Alderman Road residence halls. These are areas that ISC designated as off-limits for contact beginning the first day of Formal Recruitment and ending on Bid Day.
- H. On-Grounds: Property that is owned and operated by the University of Virginia.
- I. Off-Grounds: Property that is not owned or operated by the University of Virginia. Includes property that is owned by the University of Virginia but is leased and/or operated by an/other group/s.
- J. Informal Gatherings: Any assemblage of twenty-five women or more from a single sorority involving men and/or alcohol, without significant representation from other sororities.
- K. Preferential treatment: Any action that can be construed as favoring some specific first year woman or women at the expense of other first year women.
- L. Promotional Items: Any item including a sorority's name and/or Greek letters.
- M. Strict silence: The period from the end of the woman's last preference event until she reports to the fraternity from which she accepts or declines a bid. During this the time there is

to be no conversation or contact between women's fraternity members and potential new members. This includes all references to verbal, written, typed or printed.

- N. Restricted Contact: During the Formal Recruitment period, no intentional contact outside of Formal Recruitment events should occur between sorority women and potential new members. This includes but is not limited to direct face-to-face conversation, written notes, phone calls, text messages, Instagram likes, Snapchats, or Facebook messages. In the spirit of positive Panhellenic contact, it is permissible to exchange common-courtesy greetings in public settings or in the event of chance encounters
- O. Social Event: A social event is defined as an event that a sorority and/or individual sorority members contribute to financially via official or non-official banking funds and/or contribute to the planning and organization of, as defined by, but not limited to, sorority listservs, fliers, chapter meetings, Facebook, Instagram and Snapchat. This includes, but is not limited to, funds allocated towards providing transportation, ticket admittance, food, alcohol, and procuring a location. A social event includes events staged in coordination with other student organizations (including fraternities and other sororities at this or any other university) and social events arranged exclusively for members of a sorority. This rule excludes sisterhood activities that do not include men and/or alcohol as well as recruitment events (including formal, informal, and COB activities). A complaint of a social event may be filed as construed by a reasonable onlooker, or merited hearsay.
- P. Mandate: an official order or requirement of chapter members.

Sec. 2 All definitions are ultimately left to the interpretation of the ISC Vice President of Judiciary and Vice Presidents of Recruitment.

Sec. 3 It is the responsibility of the chapter to educate each member on these definitions and the applications of these definitions.

ARTICLE II- RESPONSIBLE CONTACT BETWEEN SORORITY WOMEN AND NON-SORORITY WOMEN

The responsible contact policy aims to create a more Panhellenic community that appears gracious and welcoming to first-year women. It intends to provide potential new members with All women deserve the right to have an equal opportunity of membership upon entering Formal Recruitment and this policy insures that no women participating in recruitment feel that they are either at a disadvantage or an advantage for being offered a bid.

Sec. 1 Beginning on the first day of summer orientation sessions and throughout the fall semester until the first day of spring Formal Recruitment, sorority women are allowed contact with first-year women within the following guidelines:

- A. Sorority women may speak freely and develop friendships with first-year women. No promising of bids or preferential treatment can be given any to first-year women. Sorority women are encouraged to promote Panhellenic involvement, rather than encourage participation in particular chapters.
- B. Sorority women may not give gifts nor spend money on first-year women (relatives are exempt), including meals.
- C. Sorority women may invite first year women to various activities occurring on-Grounds and off-Grounds.

- D. First-year women will not be permitted in or invited to sorority houses, satellite houses, or any sorority woman's place of residence. Exceptions include sorority-sponsored philanthropies and Panhellenic preview events. Relatives may enter a sorority woman's satellite house or other place of residence, so long as it is not the chapter facility.
- E. Sorority women are not permitted in any first year woman's dorm room or place of residency (relatives are exempt). Sorority women may visit RAs living in first-year dorms, but may only visit in common areas and the room of the RA.
- F. First-year women will be allowed to attend fall philanthropy events, including those events inside sorority houses, so long as the event is open to the public. First-year women may be awarded prizes at philanthropic events excluding promotional items containing chapter designation.
- G. First-year women may not purchase any apparel or items with chapter designation.
- H. Potential new members and sorority women shall follow restricted contact during Formal Recruitment. ISC sorority women will not be allowed to visit resident staff members during Formal Recruitment.
- I. Sorority women may not provide alcohol to first-year women.
- J. Sorority women may not encourage partaking in or eliciting invitations for alcohol related activities with first-year women. This includes placing a first year woman on a "fraternity list" and chapter "pre-games."
- K. First-year women may not attend any sorority-sponsored social events.
- L. Chapters may in no way mandate the development of relationships of sorority women with first-year women.
- M. Any action by a sorority member, which is in violation of the spirit of these rules, will be equally considered a judicial offense, reviewable and punishable by the ISC Judiciary Board.
- N. Chapters are required to participate in any 'go greek' events or programs that the ISC deems necessary for the success of formal recruitment.

Sec. 2 The following regulations apply to contact with upper-class women.

- A. Sorority women may have contact with upper-class/transfer women who plan to participate in Formal Recruitment, *outside of sorority-sponsored social events*, beginning on the day of their arrival for the fall semester until the first day of Formal Recruitment.
- B. Sorority women may not engage in any form of contact regarding recruitment with upper-class women during the period of Formal Recruitment.

Sec. 3 The following are designated exceptions to the contact rules expressed above.

- A. During Formal Recruitment, sorority women may have contact in the first-year area if necessary for official University-sponsored activities or academic matters. It must be registered and pre-approved by the ISC Vice President for Judiciary.
- B. Sorority women may petition the ISC Vice President for Judiciary on a limited and reasonable basis to be allowed exceptions to the responsible contact policy. The ISC Vice President for Judiciary is under no obligation to grant such exceptions.
- C. Reasonable expenses incurred between sorority women and upper-class potential new members who reside together qualify as an exception to the rule of gifts or spending money. ISC will determine any violations on a case-by-case basis.

Sec. 4 Sorority women that are members of Resident Staff may discuss recruitment in general with first-year women beginning at their arrival for the fall semester through the end of the

Formal Recruitment period. They may not promote a specific sorority or sororities. They may have sorority paraphernalia in their personal room, and they may wear their letters in the First-Year Area at any time. No sorority woman who is an RA may take advantage of her situation to sway any first-year or potential new member towards a particular sorority or sororities. Additionally, no sorority woman who is an R.A. may be present at her sorority house during Formal Recruitment events.

Sec. 5 It is the chapter's responsibility to ensure that all members, including alumnae and new members, learn, understand, and observe both the letter and the spirit of these and all rules governing recruitment. Individual sororities will therefore be held accountable for any recruitment violations of its members. Should there be any questions about these regulations, it is the duty of the chapter to contact the VP of Judiciary or VP of Recruitment for further clarification. Ignorance of Recruitment Regulations is not a defense.

ARTICLE III- RECRUITMENT REGULATIONS FOR SORORITIES

Abuse of any of the following rules will be decided on a case-by-case basis following procedures outlined in the ISC Judiciary Board Bylaws.

Sec. 1 The incoming and current ISC Presidents, the ISC Vice Presidents of Judiciary, the ISC Vice Presidents of Recruitment, the ISC Vice Presidents of Finance, the Panhellenic Counselor Directors, ISC Computer Chairs are restricted from participating in Formal Recruitment functions with their respective chapters as specified in the ISC Constitution. Any other members of the ISC Executive Board may petition to be a member of the Recruitment team; such appointments will be discussed and approved according to the ISC President and VP of Recruitment.

Sec. 2 From 2:00 am on Bid Day to 8:00 am the day after Bid Day there will be no consumption of alcohol by any sorority member.

Sec. 3 Alcohol and men (with the exception of A capella performances on Bid Day) may not be present at any sorority activity until the date designated by the Inter-Sorority Council President, Vice President of Judiciary, and Vice President of Recruitments. No men, alcohol, or illegal substances may be present at any Formal Recruitment events, nor may alcohol or illegal substances be portrayed during Formal Recruitment events.

Sec. 4 Sororities are prohibited from having any fraternity-sorority mixers, date functions, or other parties during the Formal Recruitment period.

Sec. 5 Sororities may not promote any specific sorority through any medium that would be easily accessible to potential new members. This policy does not exclude posting picture with sorority letters or composites in the background but is aimed at intentional, targeted posts emphasizing one to join a particular chapter (ex: "Go Phi Mu"). For paper media which would be accessible to first-years on Grounds at the University, this rule is in effect the first day first-years move in during the fall semester. For social media, this rule is in effect the first day that PNMs return to grounds the month of Formal Recruitment. Both media policies end when the Formal Recruitment Period ends. ISC will stipulate any specific regulations regarding this rule as they apply.

Sec. 6 There will be no distribution of either an oral or written early bid (“bid promising”) by any sorority or sorority member. An early oral or written bid is defined as any language that is persuasive such that a potential new member has the reason to feel she has a future invitation or bid at that chapter. This includes bids that are promised via text messaging, Facebook, email, cell phone, etc.

Sec. 7 During scheduled Formal Recruitment events, there is to be no discussion among sorority women and potential new members of other sororities, their chapters, or their activities or of any other potential new member and their relations to any sororities. In addition, no sorority woman may ask a potential new member about what other sorority recruitment events she is attending or has attended, which ones she liked or disliked, if that potential new member would like to be a member of any specific sorority, or regarding family member history in Greek Life.

Sec. 8 All alumnae taking an active part in any Formal Recruitment event must be clearly identified as such and are bound by all recruitment regulations.

Sec. 9 Sororities may serve drinks during the Preference round, but no food may be served during these rounds. Food and food-related items are not to be carried outside of a sorority’s designated Formal Recruitment location by potential new members during any round of Formal Recruitment.

Sec. 10 Between all rounds of Formal Recruitment, music, screaming, and cheering that may be heard of a chapter name, PNM name, or egregious explicit language is not allowed from the time when the first PNM enters the chapter house to when the last PNM crosses the property line to leave the house. During rounds, music may be played inside of the house at a level that cannot be heard beyond the sorority’s property.

Sec. 11 PNMs may not be on sorority property (or inside of the boundary line chosen by the recruitment chair or a designated chapter member) after the round has ended. Sororities will be given a 10 second grace period after the designated end of the round before they are fined unless specified by the ISC Vice President of Recruitment.

Sec. 12 Sorority women are allowed to walk the potential new members out of the house at the end of each event, but they must remain on their property, not to walk past the boundary decided upon before recruitment. All sorority members must return and be inside their house with the door closed by the time specified by the ISC Vice Presidents of Recruitment. There should be no chanting, cheering, or dancing while outside between events.

Sec. 13 Each sorority must provide membership expenses pertaining to dues, meal plans, and any regular financial commitments for members to the Inter-Sorority Council in order to be included in the Recruitment Booklet for Potential New Members.

Sec. 14 There will be no distribution of party favors during the preferential event or any other round.

Sec. 15 Snap bids are distributed on the same day as regular bids. The process will be facilitated by the ISC and will be distributed at the same time as regular "matched" bids. A snap bid is defined as a bid that is extended by a sorority (to fill quota) to the potential new member(s) that are next on its bid list. A sorority can still extend snap bids to women who went through recruitment if it has exhausted its bid list and is still under quota. Sororities may not have more snap bids outstanding than spaces left to fill quota. Potential new members must respond to snap bids within 2 hours. The snap bid period will extend from noon until 5 pm on Bid Day. After 5 pm, all chapters must end the snap bid process. Sororities reserve the right to extend Continuous Open Bids to fill vacancies in quota or total, starting the day after Bid Day (see ARTICLE VII).

Sec. 16 The ISC shall utilize secondary/upper class quota to promote greater opportunities for upperclass potential new members to affiliate. Upperclassmen are defined as second, third, and fourth year women.

ARTICLE V – RECRUITMENT COUNSELORS/PANHELLENIC COUNSELORS (PI-CHIS)

Sec. 1 Pi-Chis may not participate with their respective chapters' Formal Recruitment, as specified in the ISC Constitution.

Sec. 2 Job descriptions of Pi-Chis will be read at each sorority's chapter meeting before the entire chapter before Pi-Chis are selected. Pi-Chis must fill out an application through ISC. Interviews will be scheduled after a pre-selection based on applications.

Sec. 3 Pi-Chis shall be selected by the ISC Pi-Chi Co- Director(s) and the ISC Recruitment Executive Board. A woman must have gone through Formal Recruitment with her chapter in order to be eligible. Each chapter shall be required to have an equal number of women apply, as designated by the ISC Vice President of Recruitment, or a fine will result. Pi-Chis shall be selected on the basis of qualifications, and to achieve a more even distribution of Recruitment Counselors among chapters. Failure of a sorority to provide the stated number of applicants for Pi-Chi positions will be considered a recruitment violation and will result in a fine, as set by the ISC Vice President of Judiciary. There is no minimum or maximum number of Pi-Chis from each sorority.

Sec. 4 Pi-Chis shall not reveal their sorority affiliation, at any time, beginning during a date set in the fall by the ISC Recruitment Executive Board until the end of the Formal Recruitment period, or as advised by the ISC Vice President of Recruitment. This includes the wearing of sorority clothing, jewelry, stickers, and pins, as well as carrying sorority cups, mugs or bags, as well as posting on social media of one's chapter affiliation. All Pi-Chis are *strongly* encouraged to make their social media pages private during this time.

Sec. 5 Pi-Chis can attend closed sorority date functions.

Sec. 6 Pi-Chis must be accessible to their potential new members and the ISC from the Recruitment Orientation Program until the end of the Formal Recruitment period. Pi-Chis may not go out-of-town at any point during the Formal Recruitment Process.

Sec. 7 Pi-Chis must exercise absolute confidentiality regarding any potential new members.

Sec. 8 Pi-Chis may not buy anything for any *one* of her potential new members exclusively. Any purchased item or items must be given to *all* of her potential new members equally and simultaneously.

Sec. 9 Any chapter officer who plays a leadership role in recruitment planning or new member education is ineligible to apply for a Pi-Chi position. The chapter's president, the second-in-command, and treasurer are also ineligible. Final determination of eligibility will be left to the discretion of the Pi-Chi Co-Directors and her selection committee.

Sec. 10 Pi-Chis are prohibited from attending or making appearances at Formal Recruitment voting sessions.

Sec. 11 Pi-Chis are responsible for respecting the letter and the spirit of the recruitment rules. It is their responsibility to learn and fully understand these rules.

Sec. 12 Any violation of the duties and responsibilities of a Pi-Chi is considered a violation of that Pi Chi's chapter, and it will be treated as such by the ISC Vice President of Recruitment. As a result, the Pi-Chi's chapter president will be notified of the violation by the VP-Judiciary.

ARTICLE VIII - PROCEDURE FOR DEALING WITH ALLEGED VIOLATIONS

Sec. 1 All alleged recruitment infractions and violations will be handled according to the ISC Judiciary Board By-Laws and the relevant NPC Unanimous Agreements.

Sec. 2 The proper reporting authority for any infractions under the Recruitment Regulations includes: Chapter Presidents, Recruitment Counselors, Potential New Members, the ISC Vice President of Recruitment, or the University Panhellenic Advisor.

- A. If a sorority woman feels as though a violation of the Recruitment Regulations occurred, she shall inform her Chapter President, who can then take appropriate action. Following consultation with Chapter President, a sorority woman may file a violation report form through ISC Vice President of Judiciary. Sorority women are reminded that it is in the best interest of the whole system if alleged violations are promptly reported.
- B. If a potential new member feels that a violation of the Recruitment Regulations has occurred, she shall inform her Recruitment Counselor, the Recruitment Counselor Director, the ISC Vice President of Judiciary, or she herself may go to the ISC office to file a complaint. Potential new members are also reminded that reporting violations is necessary to conduct a fair and equitable recruitment for all women.

Sec. 3 Each offending chapter is entitled to the right to a fair judicial process through the ISC Recruitment Judiciary process. The hearing will be conducted primarily by the VP of Judiciary. The ISC Advisor may be in attendance in an advisory capacity. Sanctions may result from either an informal mediation or a formal judicial trial. In both cases, evidence will be brought forth and

the ISC Vice President of Judiciary will make every effort to ensure fair and impartial proceedings.

Sec. 4 If a chapter is found guilty of an infraction of the Recruitment Regulations, possible sanctions include (but are not limited to), fines for measurable offenses, corrective action, educational programming, and/or suspension of chapter social privileges.

Sec. 5 If a chapter is found guilty of repeated infractions, the ISC Vice President of Judiciary, along with the Judiciary Board, collectively reserve the right to increase sanctions as deemed appropriate and proportional to the offense.

Sec. 6 In the event of an infraction, the ISC Judiciary Board will make efforts to ensure that the offending Chapter President has made appropriate contact with her respective Inter/National Staff Members and/or Chapter Alumnae Officers.

ARTICLE IX – AMENDMENTS

Sec. 1 These recruitment regulations may be amended by a two-thirds vote of the Representative Body provided notice of the proposed amendment has been given in writing at the preceding Representative Body meeting.