

FORMAL RECRUITMENT GUIDELINES

OF

THE INTER-SORORITY COUNCIL

AT

THE UNIVERSITY OF VIRGINIA

January 2021

It is our intention that these guidelines provide concise yet comprehensive direction for each round of Formal Recruitment. Should a situation arise that is not specifically outlined in the guidelines below, or the Recruitment Regulations, a member of the Inter-SorORITY Council Recruitment team will determine whether the instance violates the spirit of the guidelines and should be redressed. **The goal of reducing frills is to encourage values based recruitment.**

Round Robins (25 minute events)

Purpose/Intent

- The purpose of this round is to engage with all PNMs and foster initial relationships. Meaningful dialogue and conversation should be the central focus.

Decoration

- Altering the typical decor of the facility should be limited. Changes in decoration should not be substantial or beyond the typical freshening up of the recruitment area/room.
- The addition of appropriate photographs, flowers, or other small-scale furnishings are permitted but should be limited.
- Providing for additional seating is permitted to better accommodate PNMs and chapter members.

Philanthropy (30 minute events)

Purpose/Intent

- The purpose of this round is to help PNMs understand the importance of philanthropic activity in sorority life, and highlight the specific efforts of each chapter.
- A video provided by the sorority's national organization about their respective philanthropy is the only form of entertainment permitted. If the national organization does not have a video to use in philanthropy rounds, the sorority should contact the actual organization their philanthropy benefits for a video, which must be approved by a member of the Inter-SorORITY Council Recruitment team.

- Following the video about the sorority's philanthropy, the philanthropy chair may give a speech about the specific chapter's philanthropic involvement. There is no time limit/minimum for speeches and videos. You can allocate as much time as you see fit.
- Following the philanthropy chair's speech, PNMs and sorority women will converse for the rest of the round in a similar fashion to Round Robins.

Decoration

- The chapter facility may be decorated with a banner for the philanthropy (either from an actual fundraising event, or made for Formal Recruitment), as well as t-shirts related to either the philanthropy or the fundraising events.
- Other than the above exceptions, philanthropy round will use all of the same rules and requirements with regard to house decorations and photographs as Round Robins.

Attire

- If chapter women wear or display philanthropy t-shirts, they cannot be associated with alcohol or alcoholic events.

House Tours (40 minute events)

Purpose/Intent

- The purpose of this round is to have a deeper dialogue with the PNMs and showcase the facility that your chapter calls home.

Decoration

- Decorations should be minimal, and follow the guidelines set for Round Robins.
- Particular attention should be paid to removing/covering photographs of disaffiliated members (Pi Chi, RAs, Recruitment Exec).
- The Pi Chi Directors will send a comprehensive list of Pi Chis in your chapter. Your house checks team is responsible for ensuring that these women are not featured in any photos during rounds.
- Decorations cannot include photographs with fraternity letters or houses (even in the background) according to NPC Unanimous Agreement 10.
- Decorations cannot include photos with alcohol, nor parties.

Preference (60 minute events)

Purpose/Intent

- The purpose of this round is to begin to introduce to PNMs the importance of ritual in Panhellenic life, and to communicate the larger impact that being a sorority woman should have.

Decoration and Refreshments

- Decorations should follow ritual requirements, where applicable.
- Additional lighting, tulle, tables, table linens, and items necessary for room rearrangement are permitted.
- Symbolic items used as a part of preference ceremonies (i.e. pearl or flower) are allowed.
- Poems, cards, and letters are not allowed and are considered bid promising.
- Chapters may serve water and one non-water drink.

Below are examples of allowed versus not allowed frills. This is by no means a comprehensive list. If you have a question about decorations, email the ISC recruitment team.

Allowed for all rounds

- Candles
- Flowers
- Lights inside
- Pictures
- Tapestries
- Additional furniture
 - Includes carpets
- Sticky notes over all RAs, Pi Chis, and Rec Exec
- Chapter t-shirts worn during Recruitment must be approved by a member of the Inter-Sorority Council Recruitment team.

Not allowed for all rounds

- Wall-to-wall covering on more than one wall per room
 - Includes full-wall tapestries, paper, sheets, pictures covering entire wall
- Pictures with solo/drink cups or fraternity letters or houses (even in the background)
 - Covering part of the picture with a sticky note/sticker doesn't count
- Balloons (indoor and outdoor)
- Outdoor decorations except for large wooden chapter letters
- Streamers

Miscellaneous:

House Checks

- Recruitment chairs should appoint one woman living in the chapter house to be in communication with the Recruitment Executive team.
- Recruitment Exec team recommends appointing the ISC Representative if she lives in the chapter house.
- Women appointed to work with House Checks should be ready to give a house tour of the house before each round.

In Between Rounds

- Chapter women should never be leaving the house in between rounds.
- Only women who have the specific job of non-recruiting are allowed to leave the house between rounds (Ex: kitchen crew).

Bid Day

- Please keep in mind that we are renting spaces for free from the University. Therefore, we need to respect the space.
- No feathers, no goodie bags, no trash etc. on bid day.
- No throwing objects that obscure vision.

Recruitment Violation Penalties

Noise/House Violations

1st offense: written warning
2nd offense (or more): \$100 per occurrence

Timing Violations

1st offense: written warning
2nd offense: \$25
3rd offense: \$50
4th offense: \$100
5th offense: \$150

Administrative Violations

Turning in invitation and/or bid lists late: \$100 per 15 minutes late
Not turning in a flex minus list: \$100
Turning in recruitment fines after the 2-week deadline: \$50 per day late

Conversation with PNM Violations

Questioning PNMs about grades: \$75 per occurrence
Questioning PNMs about legacy status: \$75 per occurrence
Discussion of alcohol with PNMs: \$75 per occurrence
Questioning PNMs about their daily recruitment schedules: \$100 per occurrence
Degradation of another sorority: \$200 per occurrence
Bid Promising: \$200 per occurrence and/or referral for mediation and/or Judicial Board depending on the severity of the offense.

Frills

1st offense: written warning
2nd offense (or more): \$10 per PNM

Alcohol Sanctions May Include

Fines not to exceed \$250 per person per incident
Sanctions of social privileges, potentially by member class
Meeting with VPJ

Contact Policy Violations from Preference Round to Bid Day

\$200 per occurrence and referral for mediation and/or Judicial Board depending on severity of the offense.

De-Preffing

Removal of social privileges, potentially per member class and/or referral for mediation and/or Judicial Board depending on severity of the offense

Pi Chi Violations

Consequences range depending on degree of severity from a \$25-\$250 fine to removal from position, not able to participate in chapter's ongoing recruitment.

****Any violations that surpass the delineated violations or offenses are subject to mediation with the ISC Vice President of Judiciary and another member of the Inter-Sorority Council Recruitment team.**
