FORMAL RECRUITMENT GUIDELINES

OF

THE INTER-SORORITY COUNCIL

AT

THE UNIVERSITY OF VIRGINIA

October 2026

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. ISC Executive Board members reserve full discretion in deciding whether or not an instance is in violation, and whether the violation is severe enough for a verbal warning or formal violation report. **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 additional seating is permitted to better accommodate PNMs and chapter members.
- 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 or composites during rounds.

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 adhere to all of the same rules and requirements with regard to house decorations and photographs as Round Robins.
- 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 or composites during rounds.

Attire

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

House Tours (35 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's).
- 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.
- Decorations cannot include photos with alcohol.

- A sticky note or paper covering alcohol or fraternity letters/houses in images or posters is not adequate if it is blatantly obvious that the photo contains a violation underneath. Best practice with such photos is removal in order to prevent confusion upon house inspections.

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. PNMs may not leave the sorority house with these items. The chapter is responsible for collecting them upon the departure of PNMs
- 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.

<u>Allowed for all rounds</u>

- Candles
- Flowers
- Lights inside
- Pictures
- Tapestries
- Additional furniture
    - Includes carpets
- Sticky notes over all Pi Chis

<u>Not allowed for all rounds</u>

- 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)
    - Sticky note or small coverings are only permitted in instances in which it is not obvious what is being covered, at the discretion of the ISC Executive Board. T
- Outdoor decorations except for large chapter letters
- Streamers

Miscellaneous:

Virtual Recruitment Rounds

- In the event of a PNM or sorority member: 1) contracting COVID-19, 2) contracting another illness, 3) having a disability, or 4) any other issue by the discretion of the ISC, virtual recruitment may be provided. These virtual rounds would occur at the same time as in-person rounds.

House Checks

- Recruitment chairs should appoint one woman living in the chapter house to communicate with the recruitment executive team.
- The 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 tour of the house before each round
- Chapters must respond to the Recruitment Team message and promptly let in the team for house checks or this will result in a Time Violation and a fine
- If a room within the House is not checked during the morning House Check period it cannot be used in recruitment

In Between Rounds

- Chapter women should never be leaving the house in between rounds, unless they have the specific job of non-recruiting (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, no loose glitter, etc. on bid day.
- No throwing objects that obscure vision.
- All University spaces used on Bid Day must be fully cleaned and restored to the condition before chapter arrival before the chapter leaves.

Recruitment Violation Penalties

Please note that the penalty system for recruitment violations is different for the 2025 formal recruitment cycle, in line with the new rules of the National Panhellenic Council:

> "In accordance with NPC Unanimous Agreement VII. College Panhellenic Association Peer Accountability Process, it shall be the Peer Accountability Board's duty to hold a formal accountability resolution meeting to adjudicate all alleged infractions of the NPC Unanimous Agreements and policies, the bylaws, code of ethics, standing rules and membership recruitment rules of the University of Virginia Inter Sorority Council that are not settled through an informal accountability resolution meeting. The members of the

Peer Accountability Board shall maintain confidentiality throughout and upon completion of the process."

Listed below are **examples** of violations subject to sanction by the Peer Accountability Officer (PAO) (the VP Judiciary fills this position). Please refer to Recruitment Regulations for more detail on recruitment rules and policies, and the Peer Accountability process. Fines, educational requirements, and community service are all potential corrective actions, all at the discretion of the PAO and Board based on severity of offense, or if the offense is recurring.

Noise/House Violations

The noise violation policy is defined in Recruitment Regulations. A warning via message or phone call will be offered for the 1st offense for the entirety of the recruitment period.

First offense: Warning
Additional offenses: $100 per occurrence.

Timing Violations

All PNMs must be past the boundary line after the round has ended. A warning via message or phone call will be offered for the 1st offense of the recruitment period. Each following offense is subject to sanction by the PAO, and **will** increase potential fines and corrective actions.

1st offense: written warning
2nd offense: $25
3rd offense: $50
4th offense: $100
5th offense: $150
Additional offenses will be $50 added to the total.

All sororities participating in ISC-approved virtual rush rounds must strictly adhere to the designated start and end times assigned by the ISC. Virtual rush events must commence and conclude precisely within the scheduled time frame. A sorority that fails to begin or conclude a virtual rush round within the assigned time frame shall be considered in violation of ISC recruitment regulations and fined accordingly.

Administrative Violations

Failure to have sufficient bin space by Round Robins Day 2: $50 per day
Turning in invitation and/or bid lists late: $100, and $100 every 15 minutes thereafter until correct submission
Not turning in a flex minus list: $100
Not listing a PNM on chapter bid list who was invited to preference round without prior permission: $100 per PNM
Turning in recruitment fines after the 2-week deadline: $50 per day late
Bid Day Clean Up: Chapters have 24 hours from bid distribution to clean up the chapter

facility and property, including prohibited and permitted items or they face a $100 fine per day.

Conversation with PNM Violations

Questioning PNMs about grades: $75 per occurrence

Questioning PNMs about legacy status: $75 per occurrence

Discussion of alcohol with PNMs: $100 per occurence

Questioning PNMs about their daily recruitment schedules (ie asking what other houses they have visited, if they are happy with the houses they are visiting, etc.): $100 per occurrence

Degradation of another sorority: $500 per occurrence

Bid Promising: $200 per occurrence

Inappropriate conversations: Inappropriate conversations will be evaluated on a case-by-case basis at the discretion of the Vice President of Judiciary.
The first offense will result in a $100 fine. 2nd and subsequent offenses, it is recommended that the chapter dismisses the active member from recruitment as well as an additional fine of $100.

PNM inappropriate conversations: Inappropriate conversations will be evaluated on a case-by-case basis at the discretion of the Vice President of Judiciary. PNMs reported having these conversations with sorority members are subject to a warning from the Vice President of Judiciary and then upon a second infraction the PNM can be dismissed from the recruitment process.

Discrimination:

$200 per occurrence of discrimination upon conversation with parties involved by the Vice President of Community & Belonging and Vice President of Judiciary. In the case of 2nd and subsequent offenses, it is recommended that chapters dismiss the member(s) involved from recruitment.

PNM Discrimination:

If a PNM is reported to be engaging in discriminatory behavior upon investigation, following subsequent conversations between members and the Vice President of Judiciary and Vice President of Community & Belonging, will result in the potential for dismissal from recruitment.

PNM Discussion of Chapters:

If a PNM is reported to be engaging in degradation or negative talk regarding chapters, or discussion of chapters or preferences with other PNMs, upon investigation, and

subsequent conversations between members and the Vice President of Judiciary, will result in the potential for dismissal from recruitment.

PNM Misconduct

If a PNM is reported to be engaging in disrespectful conduct, including but not limited to not responding to an active member or giving very limited answers ("stonewalling"), upon investigation, and subsequent conversations between the PNM, ISC President and the Vice President of Judiciary, will result in the potential for dismissal from recruitment. This process will be explained and demonstrated to PNMs prior to recruitment.

PNM Confidential Reporting form:

PNMs will be able to submit interactions or events that made them uncomfortable during recruitment through a confidential reporting form. Reports will be subject to a conversation between the chapter, the Vice President of Judiciary, and the Vice President of Community & Belonging.

Chapter Confidential Reporting Form:

Chapters will be able to submit interactions or events that made them uncomfortable during recruitment through a confidential reporting form. Reports will be subject to a conversation between the chapter, the Vice President of Judiciary, and the Vice President of Community & Belonging.

Frills

A warning via message or phone call will be offered for the 1st offense of the recruitment period. Each following offense is subject to sanction by the PAO, and fines and corrective actions will be proportional to the number of PNMs in the parties with frills.

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

Alcohol Sanctions May Include

No one involved in formal recruitment shall consume or be under the influence of alcohol or drugs during rounds. Fines will be $250 per person per incident

Contact Policy Violations from From MRABA to Bid Day (Strict Silence)

$200 per occurrence and referral for mediation depending on severity of the offense.

Pi Chi Violations

Chapter's failure to submit the requested number of Pi Chi applications will result in a $100 fine for each missing or incomplete/unsatisfactory application. The PAO may also choose to include further sanctions based on the chapter's history with failing to adhere to the standard.

Consequences for Pi Chi violations of rules range depending on degree of severity from a $25-$250 fine to removal from position, with recommendation to chapters to prohibit participation in respective 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. ****

FORMAL RECRUITMENT REGULATIONS

OF

THE INTER-SORORITY COUNCIL

AT

THE UNIVERSITY OF VIRGINIA

MARCH 2025

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 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 chapter from which she accepts or declines a bid. ***During this time there is to be absolutely no conversation or contact between chapter members and potential new members. This includes all references to verbal, written, typed or printed.***
N. Restricted Contact: The National Panhellenic Conference (NPC) policy emphasizes the positive promotion of the sorority experience through conversations and outreach between collegiate/alumnae members and potential new members (PNMs). College and Alumnae Panhellenics cannot restrict NPC member organization chapters in these communication efforts except during specific periods: during recruitment when College Panhellenic officers and recruitment counselors are disassociated (if applicable) and during strict silence (between the end of preference events and bid distribution). Outside of these restricted times, sorority members are encouraged to have everyday interactions, engage on social media (including accepting friend requests and answering questions), and share their personal experiences positively. However, it is prohibited at all times to promote one chapter over another, bid promise, talk poorly of other chapters, engage in pressuring conversations, single out PNMs uncomfortably, make disparaging remarks, or invite PNMs to unofficial recruiting events, and the use of men and alcohol in recruitment-related activities remains restricted. The focus should always be on promoting the overall sorority experience and encouraging women to register for recruitment.
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 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. All women deserve the right to have an equal opportunity of membership upon entering Formal Recruitment and this policy ensures 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 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. Any action by a sorority member, which is in violation of the spirit of these rules, will be equally considered a judicial offense by the chapter, reviewable and punishable by the ISC Peer Accountability Board.
E. Chapters are required to participate in any 'go greek' events or programs that the ISC deems necessary for the success of formal recruitment.

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 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 RA may be present at her sorority house during Formal Recruitment events. Should that woman be an integral member of Formal Recruitment events, they should find a substitute to perform the duties assigned to them.

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 against potential sanction.

ARTICLE III- RECRUITMENT REGULATIONS FOR SORORITIES

Abuse of any of the following rules will be decided on a case-by-case basis by the Peer Accountability Board.

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 Directors, and ISC Director of Community & Belonging are restricted from participating in Formal Recruitment functions with their respective chapters as specified in the ISC Constitution.

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 or new 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 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 any online communications.

Sec. 6 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. 7 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. 8 Sororities may serve drinks during the Preference round, but no food may be served during these rounds.

Sec. 9 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 limit designated at the beginning of recruitment by the VPJ. A noise violation shall be determined if egregious noise is heard beyond the designated noise boundary, as indicated by the raising of an official flag during recruitment. Egregious noise is defined as a neighborhood disturbance, including but not limited to the banging of windows and any screaming exceeding the level of a raised voice. Failure to adhere to this policy will result in a Noise Violation.

Sec. 10 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. 11 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. 12 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. 13 There will be no distribution of party favors during the preferential event or any other round.

Sec. 15 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 IV – RECRUITMENT COUNSELORS/PANHELLENIC COUNSELORS (PI-CHIS)

Sec. 1 Pi-Chis may not participate with their respective chapters' Formal Recruitment.

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 Each chapter shall be responsible for submitting ten Pi-Chi applications. In order to be counted, each application must adhere to the standard of completeness as outlined in the application. If there is a failure to submit ten complete Pi-Chi applications by the deadline, the chapter will be fined with a Pi Chi Violation and fined as outlined in the Recruitment Guidelines.

Sec. 5 Pi-Chis shall not reveal their sorority affiliation, at any time, beginning on "Meet your Pi-Chi Day" in December 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. If Pi Chi's are found to be promoting their chapter in the prior ways discussed after disaffiliating, there will be a meeting with the Vice President of Judiciary, Vice President of Recruitment Chapter Management, and the Pi Chi Co-Directors. All Pi-Chis are *strongly* encouraged to make their social media pages private during this time.

Sec. 7 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, with the exception of extenuating circumstances to be approved by the Pi Chi Co-Directors.

Sec. 8 Pi-Chis must exercise absolute confidentiality regarding any potential new members.

Sec. 9 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. 10 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. 11 Pi-Chis are prohibited from attending or making appearances at Formal Recruitment voting sessions.

Sec. 12 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. 13 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 V - PROCEDURE FOR DEALING WITH ALLEGED VIOLATIONS

Sec. 1 All alleged recruitment infractions and violations will be handled according to the ISC Peer Accountability Process and the relevant NPC Unanimous Agreements.

Sec. 2 The proper reporting authority for any infractions under the Recruitment Regulations includes: Designated Chapter Official, Recruitment Counselors, a Member of the ISC Executive Board, 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 or any other designated reporter in her chapter, who can then take appropriate action. Following consultation with Chapter President or designated reporter, 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, or the ISC Vice President of Judiciary. 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 Peer Accountability 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, and educational programming.

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

Sec. 6 In the event of an infraction, the ISC Peer Accountability Process 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 VI – 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.