University of South Florida COLLEGE PANHELLENIC ASSOCIATION

RECRUITMENT RULES

The University of South Florida (USF) Panhellenic Association (PHA) Recruitment Rules are intended to help guide sorority members and potential new members throughout the membership selection process and times of Recruitment. These rules incorporate many of the procedures recommended and/or required by the National Panhellenic Conference (NPC) to which all chapters must adhere.

USF Panhellenic does not discriminate on the basis of race, color, ability, religion, sexual orientation or national origin in any of their policies.

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THE USF PHA STRONGLY ADVISES EACH SORORITY PRESIDENT AND RECRUITMENT CHAIR TO THOROUGHLY READ AND BECOME FAMILIAR WITH THE 2026 RECRUITMENT RULES, NPC MANUAL OF INFORMATION (MOI), THE RULES LISTED BELOW, THE UNANIMOUS AGREEMENTS (UAs), THE NPC RESOLUTIONS AND PANHELLENIC CODE OF ETHICS. PLEASE SHARE ALL OF THIS INFORMATION WITH YOUR CHAPTER MEMBERS PRIOR TO THE START OF RECRUITMENT.

Section 1: Adherence to NPC Unanimous Agreements and Policies Regarding Recruitment

1. All NPC member organizations at the University of South Florida adhere to NPC Unanimous Agreements and policies. All organizations will follow these valued and non-negotiable policies during the recruitment process.

Section 2: Membership Recruitment Acceptance Binding Agreement (MRABA)

1. The College Panhellenic Association will uphold and use the membership recruitment acceptance binding agreement (MRABA) for each potential new member (PNM) interested in joining a sorority, whether during primary recruitment or continuous open bidding. We agree to all policies and steps of the MRABA.

Section 3: Strict Silence

1. Strict silence is observed only between the end of preference events and bid distribution.

Section 4: Promotion of the Sorority Experience

1. College and Alumnae Panhellenic rules must not infringe on the rights of NPC member organization chapters in how they communicate, contact and promote the overall sorority experience and membership opportunities to potential new members. All sorority promotions should be positive and in the spirit of Panhellenic unity through all forms of communication (e.g., print, digital, in-person). This means upholding Positive Panhellenic Contact in all its forms as referenced by NPC.
2. Promoting the sorority experience does not mean creating an unfair advantage for a particular chapter. It means being friendly and responding to questions PNMs might ask of Panhellenic members. It means promoting sorority membership in general, not a particular organization. It also means current and alumnae members do not have to hide their sorority affiliation or be forced to delete social media accounts or be penalized for talking about their membership.
3. Associated women should not participate in any activities related to bars and booze with or without any PNM beginning at the start of school and ending at 9:00PM on Bid Day:
    a. This includes chapters posting men on chapter social media accounts
    b. August 24th - September 7th @9:00pm

4. Members will NOT engage with potential new members to lead on or promise an invitation to the next round or bid from the members chapter.
5. Members may not inquire about a potential new member's event schedule at any time during Primary Recruitment.

Section 5: Values-Based Recruitment

1. All NPC member organizations represented at University of South Florida will engage in the following practices that align with the Values-Based Recruitment Policy during membership recruitment:
    a. Focus on conversations between chapter members and PNMs about organizational values and member organizations.
    b. Establish guidelines for membership recruitment budgets and cap membership recruitment expenses, including the value of all donated goods and services.
    c. Keep decorations to a minimum and confined to the interior space used for recruitment rounds.
    d. Eliminate the required purchasing of recruitment event attire for chapter members.
    e. Eliminate gifts, favors, letters and notes for PNMs.
    f. Eliminate all forms of bid promising, oral or written, to join a certain sorority before bids are distributed by Panhellenic.
    g. Eliminate extraneous and costly performances. This includes but is not limited to, recruitment skits and door stacks.
    h. Chapter members are not to discuss alcohol, bars, any illegal activity or substances at any time during any Recruitment events. Members are recommended to refrain from non value-based topics.

Section 6: Primary Recruitment Logistics

1. PNMs will receive Financial Transparency papers upon registration.
    a. If a PNM has specific questions regarding dues and finances, the chapters should answer any questions they have to the best of their ability.
2. All Rounds will have 15 minute breaks in-between each event.
3. Chapters will have 2 hours from the receipt of carry figures to complete invitation lists
4. Chapter members must abide by all policies of the building(s) in which Recruitment takes place.
5. Chapter members are not permitted to leave their assigned room in between events. Exceptions to this include:
    a. If it is an emergency.
    b. The chapter's events have concluded for the day.
        i. Chapters leaving after events have concluded for the day may only leave during a round in order to not interfere with other chapters' recruitment.
    c. The purpose of getting to an appropriate destination (control rooms, leaving the venue due to illness, etc.) or for recruitment related issues.
6. If chapter members leave their assigned room within the list of exceptions, the VPR must be notified.
7. Chapter members are permitted to leave their assigned room during an event and between events up to five members at a time.
    a. Recruitment guides will be outside the chapter rooms monitoring this.
    b. Chapter members must not discuss recruitment while absent from assigned room
8. Chapter members must be in their assigned room 30 minutes prior to PNMs arriving at the MSC.
9. Chapters must not exceed event time by starting early or ending late.
10. If chapter members run into a PNM in the hallway in between recruitment events, they must abide by Positive Panhellenic Contact.
11. Items cannot be delivered to the room prior to the designated reservation time for Recruitment. There is no storage place in any Primary Recruitment spaces outside of designated reservation times.
        i. No chapter is allowed to reserve their room to prepare for Recruitment or practice in their assigned Recruitment room unless all ten chapters are able to have the same opportunity.
12. No chapter member is allowed to enter another chapter's room without permission.
13. Potential New Members are not allowed to leave an event with any items (logo items, name cards, etc.)
14. Chapter members must not touch any PNMs unless required for ritual purposes or initiated by the PNM.

Round 1: Spirit Day
Length of events: 20 minutes
Maximum Possible Events: 9

Round 2: Philanthropy Day
Length of events: 35 minutes
Maximum Possible Events: 8

Round 3: Sisterhood Day
Length of events: 45 minutes
Maximum Possible Events: 5

Round 4: Preference Day
Length of rounds: 60 minutes
Maximum Possible Rounds: 2

Round 5: Bid Day

1. All Chapter activities must end by 11:59 p.m. on Bid Day.
2. Chapters can send PNMs assigned to specific Rho Gammas outside rather than letting them in their house.

6A. Outfit Guidelines:

1. Spirit day
    a. Uniform T-shirt organized and distributed by the Panhellenic Association, appropriate casual bottoms, sandals, or flats.
        i. Heels and wedges cannot be worn on this day.
        ii. Given shirts cannot be altered in any way and should be worn as designed.
2. Philanthropy, Sisterhood, and Preference
    i. Outfits are up to the discretion of the Chapter Recruitment Chair and must be approved by the Panhellenic President, VPR, and VPCI
        ii. Outfits must be appropriate and professional
3. Chapter outfit guidelines are expected to be tasteful choices (i.e. no revealed midriff, no extreme backless shirts/dresses, no key hole cutouts, plunging necklines)
        i. If a member is found out of dress code, it is recommended that they change into an alternative outfit.
4. Chapters may not require their members to undergo any body or beauty modifications (i.e. botox, tanning, etc.) or wear restricting garments (i.e. spanx).

6B. Decoration Guidelines:

1. Preference Day
    a. Decorations must reflect each chapter's individual values and Preference Ceremony.
        i. No more than half of the Recruitment space can be covered, and only painter's

tape is allowed when hanging decorations on the wall.

ii. All decorations must reflect each chapter's individual philanthropic partner, sisterhood, or values, and should contain "No Frills".

iii. Pipe and drape is only permitted on this day

2. There are to be no decorations on the outside of the house or rented property from the start of recruitment until Bid Day.

6C. Recruitment Videos:

Video Policy:

a. All videos may not contain frills
   i. You are able to use a professional videographer.
   ii. Individual testimonies should be genuine and share what the chapter means to them and their experiences.
b. Videos should be focused on chapter values and show a holistic view of the organization.
c. Videos must be round related (e.g. Philanthropy day video is about chapter philanthropy)
d. All videos must be appropriate and in line with the recruitment rules.
e. All videos should be no more than 4 minutes long

f. The Panhellenic Executive Board may ask a chapter to remove a video or pieces of a video if it violates any criteria voted on by the Panhellenic Council including disaffiliated members.
g. All videos should represent both your chapter and Panhellenic values
h. All videos should be representative of the majority of your chapter
i. Videos must comply with all Federal, State, and local laws, as well as the University of South Florida's own alcohol and drug policy

Section 7: Disaffiliation

1. The Recruitment Team and the Panhellenic Executive Board will **fully** disaffiliate from their chapter beginning August 1, 2026 until after Panhellenic Bid Day activities. The following is expected of them during this disassociation period:
2. disaffiliated members may not wear letters on any personal item
3. During scheduled event days of Primary Recruitment, any form of communication between a disaffiliated member and any affiliated member is prohibited.
   a. Exceptions include:
      i. If they hold a position within their chapter.
   b. Communication should be done via professional emails, staying on the topic as outlined in duties of their position.
4. Personal emergencies.
5. disaffiliated members must privatize all social media accounts.
   a. Social media account bios or account pictures may not contain the affiliation of the disaffiliated member.
6. disaffiliated members will refrain from use of alcohol and any illegal substance during Spirit Week

and the days of Primary Recruitment.

7. disaffiliated members are expected to represent Panhellenic in a positive manner and should refrain from any activity that would not represent the Panhellenic community well, which includes but not limited to, posting about bars, going to bars, underage drinking, and use of illegal drugs.
    a. Exceptions to this include but are not limited to:
        i. Employment by a club or bar

9. Disaffiliated members must abide by the no BBB rule set by Panhellenic
    a. Any disaffiliated member found breaking no BBB shall be subject to review and removal.

10. Beginning with the first day of Spirit Week until after Panhellenic Bid Day activities, the following is expected of organizations and chapter members during this disassociation period:
    b. No Recruitment Guide, Logistics Team, or Panhellenic Executive Board Member may appear on event pictures, slideshows, chapter websites, chapter social media accounts, chapter member accounts, scrapbooks, videos, and any other display items during Primary Recruitment. Chapters are to archive and/or hide previous Recruitment and Bid Day videos and photos to prevent disaffiliated member's affiliation from being revealed to Potential New Members.
    c. Chapter members must privatize all photos of any Recruitment Guide, Logistics Team, and Panhellenic Executive Board Members on their personal social media accounts, including, but not limited to Facebook, Instagram, Twitter, etc. Monitoring of this rule is the responsibility of the Chapter Recruitment Chair.
        i. If the singular photo can be privatized (or archived), chapter members may keep social media accounts public
    d. Chapter members may not disclose the affiliation of any Recruitment Guide, Logistics Team Members, or Panhellenic Executive Board Member during any period of member disassociation.

11. If sufficient applications are received each chapter can have no more than 9% of their chapter total at the time of recruitment team interviews on the recruitment team.

Section 8: Recruitment Finances

1. The 2026 Primary Recruitment Budget for each chapter is $2500:
    a. Every item used for and during Primary Recruitment 2025 must be deducted from the 2026 budget.
    b. Donated and/or reused goods and services must be appraised and included in the budget.
    c. Food provided for chapter members does not need to be included or deducted for the budget.
    d. Any amount a chapter spends over the budget during the 2026 Primary Recruitment Process, will be deducted from the chapter's starting amount of the 2026 Primary Recruitment Budget.
        i. This includes any unpaid fines accumulated throughout 2026 Primary Recruitment

Section 9: Continuous Open Bidding (COB)

1. Continuous Open Bidding can be conducted during the academic year, specifically during the primary and non-primary recruitment terms when:
    a. A chapter has not matched quota during primary recruitment. The chapter can COB until quota is achieved.
    b. A chapter is below the established total at any point in the term.
2. Primary recruitment term: COB can begin once total is set, and all bids through the primary recruitment process have been distributed. Non-primary term: COB may begin once total is set within 24 hours of the first day of the non-primary term.
3. Panhellenic can support the COB of all chapters with marketing and promotion.

Section 10: Alumnae Involvement

1. The role of alumnae is to help prepare for events, and serve as a runner during Primary Recruitment Events. Alumnae must all wear a nametag and an outfit that is different and clearly distinguishes them from the active chapter members.
2. Chapters are responsible for educating their attending alumnae on the current membership recruitment guidelines.
    a. Alumnae are allowed to observe any infraction related meetings, but are not allowed to provide input.

Section 11: Fineable Violations & Fines Assessed

Violation	Due Date	Amount	Assessed

1. Failure to remove disassociated members from chapter social media accounts	August 1st, 2026 12:00pm	Chapters will be first sent a warning of any members that they have yet to remove. Failure to remove these members within 24 hours after the warning is given will result in a $50 fine per member and an additional $10 per each additional day it is late	By VPPR
2. Breaking disaffiliation rules	August 1st - September 7th Bid day	$100 per occurrence per member to chapter of disaffiliated women	If physical proof is provided beyond a reasonable doubt that disaffiliation was broken
2. Failure to submit invitation lists on time	2 hours after carry figures are given	$25 per occurrence, with $1 per minute the chapter is over the time limit	By CampusDirector Submission times
3. Failure to submit rosters for review to Panhellenic Advisor on time	Chapters must submit rosters for review: -7 days before the start of Spirit Week for Primary Fall Recruitment -7 days before the start of the Spring Semester for COB	$50 per occurrence, with $10 added on per additional day it is late	By Panhellenic Advisor
4. A chapter/chapter member bid promises a PNM, breaks	Can occur at any point throughout the year	$100 per occurrence	If physical proof is provided beyond a reasonable doubt that it occurred

strict silence or breaks promotion of the sorority experience rules			(e.g. texts, DMs, etc.). All other indirect evidence (e.g. PNM testimony, Rho Gamma testimony) will be reviewed on a case-by-case basis
5. Breaking dress code	Chapters must adhere to the dress code above	If 5% of the chapter recruiter total is found to be out of dress code, the chapter shall be fined $50 flat fee. If greater than 5% of the chapter recruiter total is found to be out of dress code, the chapter shall be fined an additional $20 per member.	By VPR
6. Exceeding event times	Chapters must adhere to the timing of the Round Schedules	After first warning from Panhellenic: infraction	By Rho Gammas
7. Breaking no BBB	BBB is in place from the start of school to 9:00pm on Bid Day. Dates will be specified by the VPR	$50 per member for each occurrence	If physical proof is provided beyond a reasonable doubt that BBB was broken
8. Disaffiliated member breaking no BBB	BBB is in place from the start of school to 11:59pm on Bid Day. Dates will be specified by the VPR	Fine of $100 per occurrence per member to the chapter of the disaffiliated woman	If physical proof is provided beyond a reasonable doubt that BBB was broken

9. Failure to submit recruitment materials by the deadline	1. March 30th, 2026: First draft of the detailed Recruitment Report with all the decorations and items used each day of recruitment. 2. April 30th, 2026: Detailed Recruitment Report of decorations and items to be used during each day of recruitment, in the format sent out by the Vice President of Recruitment. 3. June 14, 2026: The first draft of all videos and pre-recorded testimonies used during Primary Recruitment (i.e Philanthropy Day video, Sisterhood Day Videos). 4. July 12, 2026: Items to be displayed during Primary Recruitment (i.e. banners, picture boards, final versions of Philanthropy Day videos, financial transparency papers, etc.). 5. August 16, 2026: Updated chapter rosters must be emailed to the Vice	$50 per occurrence, with $10 added on per additional day it is late	By VPR

	President of Recruitment and CSI Panhellenic Advisor. This is mandatory for the All-Panhellenic Meeting and the UNITE event. Once rosters are submitted AND approved, PHA and CSI will provide access to CampusDirector for chapter member(s) and Advisor(s). 6. September 20, 2026: Final Recruitment budgets and photocopies of receipts.		

An infraction may still be filed for breaking/not following any of the recruitment rules that is not mentioned directly in the table above. For those infractions, PHA Exec will work with the accused chapter to discuss reasonable sanctions, if necessary, as outlined in the Panhellenic Mediation Process in the MOI

Glossary:

Associated member: Any member who is an initiated or new member of a Panhellenic organization.

COB: Continuous Open Bidding is an opportunity for those chapters who do not reach quota and/or total during Primary Recruitment or at the start of the Spring semester to extend bids to quota and/or total.

Door Stacks: The organized placement of chapter members in the doorway (where chapter members

are not standing), requiring PNMs to stand outside of the room to watch. Door stacks include chapters members finishing the last verse of the song before closing the door.

No Frills: an initiative to emphasize the conversation between members and potential new members through the basic function of recruitment

Frills: an extra feature, embellishment, or any distractions that does not represent a chapter's values, philanthropy or serve to build connections with the PNMs

Center for Student Involvement (CSI): Located on the second floor of the Marshall Student Center's Student Life Tower, suite 2300 and 2306.

Potential New Member (PNM): a potential new member, or pnm, is any undergraduate student currently enrolled at USF.

Promising bids: Telling and/or insinuating in any way to a potential new member that they will receive an invitation to become a member of a specific sorority. *Example: "I cannot wait to call you my sister, see you tomorrow!" or "I think you should wear _____ to bid day!"*

Strict Silence: the period of time after the close of membership recruitment events and prior to the distribution of bids when there is no communication between potential members and sorority members.

Positive Panhellenic Contact: In reference to *Resolved to Educate-Promotion of the Sorority Experience 2023*.