

**FLORIDA ATLANTIC UNIVERSITY
PANHELLENIC ASSOCIATION
RECRUITMENT RULES FALL 2026**

I. Adherence to NPC Unanimous Agreements and Policies Regarding Recruitment

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

II. Definitions

- A. **Primary Recruitment** is defined as the membership recruitment period in the fall semester that is coordinated by the FAU Panhellenic Association and begins with Orientation and ends on Bid Day.
- B. **Potential New Member (PNM)** is defined as any woman not affiliated with a FSL organization regardless of whether or not she is registered for recruitment
- C. A **sorority** or **chapter** is defined as an entire organization and includes the seven Panhellenic Association organizations at Florida Atlantic University.
- D. The **Recruitment Leadership Team** consists of the Panhellenic Executive board, Rho Gammas and Fraternity and Sorority life staff.
- E. **Recruitment Counselors** also known as Rho Gammas, are active members in good standing that are selected by the Panhellenic Executive Board to disassociate from their chapter to guide groups of PNMs through the recruitment process.
- F. The **Financial Transparency Program** is an NPC requirement whereby chapters provide their Financial Information to PNMs during Primary Recruitment.
- G. **Financial Information** refers to a chapter's specific Fall 2026 and Spring 2027 dues for New Members and Members, and how the total amount breaks down into various local and national fees.
- H. A **Round Decor Report** refers to a chapter's plans for how each round of Primary Recruitment will look, including décor, clothing, lay-out, multimedia, etc.

III. Promotion of the Sorority Experience

- A. 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).

IV. Potential New Member (PNM) Regulations

- A. Participation in Primary Recruitment and becoming a new member of a sorority is reserved for students who are enrolled full-time, in good academic standing, and a

student at the Boca Raton Campus of Florida Atlantic University and meet the requirements to be a member of a student organization as outlined in the Student Organization Handbook.

- a. PNMs may not participate in recruitment if they are dual enrolled. *Please refer to MOI pg. 17.*

- B. PNM registration opens **May 1st, 2026** on Campus Director.
- C. The deadline for a PNM to sign up for Primary Recruitment and pay the \$90 non-refundable recruitment fee is **Wednesday, August 26th, 2026 at 11:59pm.**
- D. PNMs will attend PNM Orientation and Meet the Sororities on **Thursday, August 27th, 2026.** The event is to educate PNMs on what recruitment is, what to expect, and tips for a successful recruitment cycle. In addition, Meet the Sororities will serve as an educational session on what being in a sorority is like and an opportunity to mingle with chapter members.
- E. PNMs can report any infractions to their Recruitment Counselor (Rho Gamma), PHA Vice President of Recruitment, PHA President and FSL Advisors.
- F. PNMs should consult with their Rho Gamma before withdrawing from Primary Recruitment. Failure to do so may yield complications in the recruitment process.
- G. PNMs must attend all Day One events to be invited to the following invitationals. If a PNM cannot do so, they must contact the Vice President of Recruitment and FSL Advisors, who will make alternative arrangements for them.
- H. PNMs must attend all events they are invited back to in order to remain eligible for the primary recruitment process. Failure to do so may jeopardize the PNMs ability to continue the primary recruitment process.
- I. A PNM cannot interact on or off-campus with an affiliated sorority member during the Primary Recruitment Period until a bid has been extended and they run home. This excludes a PNM that lives with a member during the Primary Recruitment Period.
 - a. This period will last from **11:59 PM on Thursday, August 27th, 2026** (the day of Orientation) until after bids have been distributed and accepted on **Sunday, September 6th, 2026.**
 - b. Exceptions are made for PNMs who have classes, group projects or work with affiliated sorority members.
- J. A PNM shall not give a promise (oral or written) to join a specific sorority before formal bids are extended.

V. **Recruitment Counselor (Rho Gamma) Regulations**

- A. Each chapter is strongly encouraged to submit Rho Gamma applications to the Vice President of Recruitment. All applicants must be in good standing with their chapter once disaffiliation and Primary Recruitment begins. Rho Gammas will be selected based on eligibility and qualifications. Rho Gammas are chosen members

from each chapter/organization with the assistance of the Panhellenic Council Officers.

- a. A minimum of 5% of the chapter Total from each chapter must submit Rho Gamma applications. If at any time a Rho Gamma drops the position prior to the **Disaffiliation date (July 28th, 2026)** the chapter delegate from the respective chapter must fill the vacated spot.
 - i. In the case that two Rho Gammas of the same affiliation drop the process, another member from that chapter must fill the vacated spot.
- B. Rho Gammas must attend all recruitment events unless excused by the PHA Vice President of Recruitment, including but not limited to:
 - a. Fall Orientation Events
 - b. Rho Gamma Trainings
 - c. PNM Orientation & Meet the Sororities
 - d. Meet the Greeks
 - e. Owl Involved
 - f. All Primary Recruitment Days
 - g. Bid day
 - h. PNM/Rho Gamma Sisterhood
- C. If unable to attend any events, it is the Rho Gamma's responsibility to get another Rho Gamma or Panhellenic Council Officer to cover their assigned duties.
- D. Rho Gammas will be educated to clarify the Primary Recruitment process and method Florida Atlantic University FSL life utilizes as well as the selection process to PNMs and anyone external to the Panhellenic Community.
- E. Rho Gammas are required to remain unbiased and support the ideal of Panhellenic Unity.
- F. Rho Gammas will serve as guides for the Potential New Members during the Primary Recruitment process. They will answer any questions that the PNMs may have in a timely manner (within a business day) and to the best of their ability.
They are expected to follow the guidelines given by the PHA Vice President of Recruitment.
- G. Rho Gammas may not enter Open House, Philanthropy or Preference events but should be available and nearby should the PNM or hosting chapter have questions, concerns or is in need of assistance.
 - a. At least one Rho Gamma must remain present outside of the event rooms for the duration of the event round.
- H. Rho Gammas and Panhellenic Council Officers must follow the Disaffiliation Schedule until the conclusion of Primary Recruitment, which is Bid Day (**Sunday September 6th, 2026**)

- a. The disaffiliation phase will not exceed 30 days. Therefore, general disaffiliation will start on **July 28th, 2026**
- I. Disaffiliation by a Rho Gamma or Council Officer is defined as “not associating with their individual chapter in public or in the presence of a PNM”. Unless they are with another Rho Gamma or affiliated sisters that represent two or more sororities. This includes, but is not limited to:
 - a. Shopping Malls
 - b. Restaurants
 - c. Social Gatherings
- J. Rho Gammas may not attend any in-person chapter functions, such as:
 - a. Chapter meetings
 - i. Executive/Officer Board Meetings
 - b. Socials
 - c. Recruitment events/ Work weekend
 - d. Philanthropy events
 - e. Any other organized, official/unofficial, chapter event.
- K. Rho Gamma’s who serve on their chapter’s executive/officer board may attend essential meetings virtually.
- L. Rho Gammas will disaffiliate themselves from their organization on all social media such as Chapter information chats, Facebook, Instagram, TikTok, Pinterest, Twitter, etc. They must also take down/hide any signs of affiliation such as clothing, accessories, stickers, jewelry, flags, etc.
- M. Rho Gammas will not discuss recruitment concerns or PNMs with chapter members or alumnae during their disaffiliation.
- N. Attendance at all Rho Gamma meetings and workshops is required for the Spring and Fall.
 - a. Special permission/excused absences may be granted by the PHA Vice President of Recruitment.
- O. Rho Gammas shall have a firm understanding of the UA’s, MOI, and the MRABA.

VI. **Chapter Regulations**

- A. All chapter members must know and adhere to the NPC Unanimous Agreements and Policies regarding recruitment.
- B. Panhellenic Council Officers and Rho Gammas will have no vote or say in the chapter’s decisions regarding bid extensions.
- C. The Office of FSL will provide chapter advisors with verified GPAs 48 hours after registration closes.

- D. Sorority members are expected to not speak exclusively about their own sorority to PNMs, if they are approached. They, instead, should be encouraging women to go through the recruitment process and join the FSL community.
 - a. Chapter members are encouraged to inspire PNMs to sign up for recruitment. If PNMs have additional questions regarding the recruitment process, chapter members should encourage them to reach out directly to the Rho Gammas.
 - b. All conversations with a PNM outside of face-to-face contact (e.g., social media, e-mail, text messages, etc.) must follow the same rules as in-person regulations.
 - i. Please refer to MOI Potential New Member Contact (1988) - BEST PRACTICE pg. 33
 - c. Language such as “go <insert organization name>” or “rush <insert organization name>” is prohibited. However, our community promotes language such as, “Join FSL,” “Define Your Leadership Legacy,” “Panhellenic Love,” and any other language related to joining a community or family.
 - i. Please refer to MOI Policies and Best Practices: Promotion of the Sorority Experience (2020-2023) – POLICY pg. 32
- E. Affiliated members can speak with, work alongside, add/follow on social media, and have other regular interactions with PNMs leading up to the Primary Recruitment Period (Open House to Bid Day).
 - i. All affiliated members are to stop all communications listed above by **11:59pm of August 27th, 2026.**
- F. Negative comments towards other sororities (“bashing” comments) are strictly prohibited. Please refer to MOI UA IV for further reading.
 - a. Any negative or harmful comments towards another sorority or collegiate woman will immediately be sent to the PHA VP of Recruitment and the Office of FSL for an informal conversation per the NPC Peer Accountability. The Executive Vice President holds the right to be present.
 - b. Any and all negative or harmful comments should be provided with evidence or a witness to ensure accountability and validity of comments.
- G. There will be no gifts extended outside of any of the events. Favors, gifts, letters, and notes may not be presented to PNMs outside of primary events prior to their acceptance of their invitation of membership. This includes transportation anywhere.
- H. **Financial transparency documents will be presented at PNM Orientation by both the PHA Executive Board and the Office of FS Life.**
 - a. The Vice President of Recruitment will send out the NPC template for the Recruitment Financial Transparency document on April 9th, and will be

due on **April 30th, 2026 at 5pm**. Chapter Advisors and Chapter Treasurers will be required to sign off on the final submission to the VP of Recruitment for verification purposes.

- b. The Panhellenic Council will provide all Potential New members with financial transparency sheets at Orientation.
- c. The Panhellenic Council will include financial transparency information on the following:
 - i. The Fall 2026 Recruitment Pamphlet
 - ii. The Recruitment Registration form - Campus Director
 - iii. Instagram and Website
- I. The presence, use, or serving of alcohol or illegal substances, including in pictures, videos, slideshows, etc., is strictly prohibited at any stage of Primary Recruitment.
 - a. Any use will be immediately sent to the Dean of Students.
- J. Chapter members are encouraged to wear letters, symbols of their respective organizations in social media postings on Instagram, TikTok, Snapchat, etc.
 - a. Any FSL or Panhellenic pictures, boomerangs, snaps, etc., shared during the recruitment period (Open House Round to Bid Day) on personal social media profiles must still follow the rules above.
- K. All advertisements pertaining to recruitment information, dates, and policy such as flyers, pamphlets, posters must be approved by the Panhellenic Council to promote Panhellenic Recruitment.
 - a. Panhellenic council will provide the marketing narrative for primary recruitment.
- L. At no time is a sorority member allowed to discuss a PNM's intention toward a specific chapter, nor is the sorority permitted to discuss the sorority's intention of them as a PNM. Examples include saying, "See you tomorrow," "you should put <insert organization name> first on your preference list," and anything that might suggest a specific outcome for the PNMs.
- M. No PNM should be added to chapter-specific recruitment group chats. PNMs may be added only to group chats managed by the Panhellenic Council Officers or Rho Gammas.
- N. Men shall not be present for any Primary Recruitment events. This does not include FAU staff.
 - a. Please refer to the MOI UA VI: College Panhellenic Recruitment, section 6, pg. 20 for men's involvement in recruitment.
- O. Please refer to the Student Union rules and regulations in regards to acceptable room decor.

- P. A Round Decor Report (template provided by Panhellenic) will have a limit of \$1,500 excluding Bid Day, clothing items, and name tags
- a. The Report should indicate if items are previously owned or being purchased, and an outline of the estimated costs for items to be purchased should be included. Layout of tables and chairs for each round must be included. Bid Day themes and t-shirt designs must be included. Photos are encouraged to be submitted with the report.
 - b. Donated and pre-owned items will not count towards the budget total.
 - c. Items used specifically for rituals do not need to be explicitly listed; they should be listed as “ritual item x.” Ritual items will not count towards the new items budget.
 - d. Using the provided template, the Round Decor Report must be submitted to the Panhellenic Vice President of Recruitment for approval no later than **5pm on June 1st, 2026.**
 - e. All receipts corresponding to each spreadsheet, reflecting finalized orders with accurate costs and attached receipts, must be submitted no later than **5pm on Sunday, August 23rd, 2026.**
 - f. All Primary Recruitment clothing for chapters and Bid Day theme must be submitted to the PHA Vice President of Recruitment for approval by **June 1st, 2026.** Approval will open on **March 23nd, 2026.**
- Q. Each chapter may create a public video prior to the start of Primary Recruitment
- a. Videos should not cost more than \$1,500 to create, including cost of supplies, materials, technical equipment, and production.
 - b. Proof of video cost(s) must be submitted to Panhellenic President and Vice President of Recruitment by **5pm on June 9th, 2026.**
 - c. Chapters should not display Recruitment Counselors or any members of the Recruitment Team in any marketing and promotional materials including social media posts.
 - d. Teaser Videos must be a minimum of 30 seconds long and a maximum of 45 seconds long.
 - i. Teaser videos due to PHA VP of Recruitment by **11:59pm June 1st, 2026**
 - ii. Teaser videos will be publicly posted by Panhellenic by 5pm on June 8th, 2026.
 - e. Recruitment videos should be between a minimum of 3 to 4 minutes in length
 - i. Full video due to PHA VP of Recruitment by **11:59pm on June 9th, 2026.**
 - ii. Videos will be publicly posted by Panhellenic in local chartering order at **5pm on June 23rd, 2026.**

- f. All recruitment videos posted by Panhellenic will be in collaboration with each specific chapter's instagram account.

VII. **Primary Recruitment Logistics**

- A. There will be three rounds in Primary Recruitment: Sisterhood & Scholarship Round, Philanthropy & Service Round, and Preference Round
- B. The Recruitment Rounds will be slated as the following:
 - 1. Sisterhood & Scholarship Round (**Friday, August 28th, 2026 - Saturday, August 29th, 2026**)
 - a) 20 minute rounds
 - b) Chapter outfits must remain the same for all events in the round, even if over multiple days.
 - c) Purpose of this round: Chapters should showcase their Sisterhood values, their events or activities that showcase their bond. Chapters should also go over Academics. It is recommended to do this in a brief presentation during the round.
 - 2. Philanthropy & Service Round (**Sunday, August 30th, 2026**)
 - a) 35 minute rounds
 - b) Chapter outfits must remain the same for all events in the round, even if over multiple days.
 - c) Purpose of this round: Chapters should showcase their Philanthropy, Community Service, and Leadership through their philanthropy events or activities, their community service, and their Leadership within their Chapter, our Panhellenic Council, and our FAU Campus Community. It is recommended to do this in a brief presentation during the round.
 - 3. Preference Round (**Saturday, September 5th, 2026**)
 - a) 60 minute rounds
 - b) Chapter outfits must remain the same for all events in the round, even if over multiple days.
 - c) Purpose of this round: Chapters should showcase their ritual experience as outlined by their Inter/National Headquarters or host a special event that speaks to the heart of their values. This event should help Potential New Members feel more connected to the organization and should help them see themselves joining our Panhellenic Community.

- C. The Primary Recruitment schedule shall be determined by the Vice President of Recruitment and Panhellenic Advisor in consultation with the FAU Student Union.
- D. Each event begins when the first Potential New Member enters an in-person/virtual chapter-hosted space and/or walks through the door.
- E. Primary Recruitment events may only be held in locations as coordinated by the College Panhellenic Association's Vice President of Recruitment, Panhellenic Advisor, and Student Union staff.
- F. Food will not be permitted to be served to PNMs during any and all rounds of Primary Recruitment, excluding Bid Day.
- G. All chapters must adhere to FAU policies & procedures, including but not limited to the Student Code of Conduct, Registered Student Organization policies, Fraternity and Sorority Life policies, and Student Union policies.

VIII. Bidding:

- A. All bids will be organized through Campus Director
- B. Panhellenic will notify PNMs on whether or not they received a bid from a chapter before **Bid Day starts on Sunday, September 6, 2026.**
- C. Recruitment Counselors will collect all packets which should include bid cards and t-shirts on the morning of Bid Day no later than 8:30 AM.
- D. The list of PNMs who did not match or withdrew from the recruitment process will be released to any chapter that fails to reach quota so that they may issue "snap bids" the morning of bid day.
 - 1. Snap bidding is available only to chapters that do not match quota during the primary recruitment bid-matching process. Snap bids may only be used to fill vacancies in quota and may not be used to fill spaces below Panhellenic Total.
 - 2. Potential new members are eligible for snap bidding in accordance with current National Panhellenic Conference policy.
 - 3. Chapters should prepare a ranked snap bid list in advance and have it ready regardless of whether they anticipate needing to use it. If a chapter is notified that it did not meet quota, the finalized ranked list must be submitted to the Panhellenic Vice President of Recruitment and Fraternity & Sorority Life Advisor within 30 minutes of notification. PNMs should be listed in the exact order in which the chapter wishes them to be contacted.
 - 4. All snap bid offers and communications with potential new members will be coordinated through the Panhellenic Council and/or Fraternity & Sorority Life. Chapters may not independently contact a potential new member regarding a snap bid unless specifically authorized.

5. Panhellenic and/or Fraternity & Sorority Life will contact PNMs in the ranked order provided by the chapter. Each PNM will receive an initial phone call. If the PNM does not answer, Panhellenic and/or Fraternity & Sorority Life may continue contacting additional PNMs on the chapter's ranked list while providing the original PNM a reasonable deadline to respond. A snap bid remains active until the PNM accepts, declines, or the communicated response deadline passes.
6. A PNM who accepts a snap bid will complete the applicable NPC Continuous Open Bidding Membership Recruitment Acceptance Binding Agreement (COB MRABA). Fraternity & Sorority Life will facilitate completion of the agreement following acceptance of the snap bid.
7. Panhellenic and/or Fraternity & Sorority Life will monitor the number of snap bids extended and accepted to ensure that a chapter does not exceed the number of available quota vacancies.
8. Snap bidding concludes at the beginning of bid distribution. Any membership invitations extended after that point will follow Continuous Open Bidding procedures.

IX. Membership Recruitment Acceptance Binding Agreement (MRABA)

- A. The 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.
- B. The MRABA will be signed through the PNM Companion Application with a staff member from Fraternity and Sorority Life or Student Engagement.

X. Strict Silence

- A. Strict silence is observed from the end of Preference Round events until bids have been distributed on Bid Day.

XI. Fineable Violations & Fines Assessed

- A. Utilizing Recruitment Bid promising language in any capacity during pre-recruitment and during recruitment: \$75 per occurrence.
- B. If a chapter has not submitted their lists, they will be contacted by the Director of FSL or Vice President of Recruitment.
 1. **Failure to respond within 10 minutes will result in an infraction which could result in a fine of \$75.**
- C. Destruction of property in the Student Union: All damages will be assessed by the Student Union and directly billed to the chapter.

XII. Alumnae Involvement:

- A. Chapter advisors, alumnae volunteers, and inactive members must follow the same rules for the duration of the Primary Recruitment Period as collegiate members, as well as the rules set forth:

1. Advisors, alumnae, and inactive members must follow their respective chapter bylaws and the MOI.
 2. Unless noted in the respective organizations' national bylaws, advisors, alumnae, and inactive members **should have no vote on PNMs.**
 3. All questions or concerns will be directed to the Office of Fraternity & Sorority Life, not collegiate members
 - a) With the exception of questions at the door such as PNM line order, PNM absences, etc.
- B. The Director of Fraternity & Sorority Life reserves the right to restrict access or remove persons from the building should they prove disruptive, disrespectful, or unwilling to cooperate with Florida Atlantic University Staff or students.

XIII. PNM Code of Ethics

- A. Potential New Member (PNM) Code of Ethics and Agreement of Mutual Respect at Florida Atlantic University College Panhellenic is based on our Panhellenic Creed: "We, as Undergraduate Members of women's fraternities, stand ... for maintenance of fine **standards**...for service through the development of character inspired by the close contact and **deep friendship** of individual fraternity and Panhellenic life. The opportunity for wide and wise human service, through **mutual respect and helpfulness**, is the tenet by which we strive to live."
- B. This Code of Ethics is accomplished by abiding by the following agreements:
1. A PNM shall attend recruitment orientation and all membership recruitment events for which she receives invitations.
 2. Respect for the membership recruitment process is expected at all times. This includes respect toward chapter members, recruitment counselors, Panhellenic officers, faculty, staff and other PNMs. PNMs should refrain from sexist, homophobic, racist or otherwise abhorrent conversations.
 3. I understand my rights under the PNM Bill of Rights, and if I experience discrimination, I know how to report it to the College Panhellenic or Florida Atlantic FSL Staff.
 4. Membership recruitment is a substance-free process. Women may not use or be in the presence of drugs and alcohol during the membership recruitment period. Violating this rule will result in immediate removal from the membership recruitment process.
 5. PNMs should be fully aware of the financial obligations of membership before accepting a bid. It is to the PNM's advantage to ask questions during recruitment events if they are questions about finances.
 6. PNMs agree to treat the chapter recruitment parties as confidential. PNMs will not record or share any content from recruitment events, whether in person or virtual. A breach of this agreement could result in disciplinary action.

7. PNMs understand that if they sign a Membership Recruitment Acceptance Binding Agreement (MRABA) after the preference round, they are bound to that document and the chapter that extends them a bid. This means the PNM is ineligible for an invitation for membership from another NPC organization until the next primary recruitment on that campus.
8. Failure to abide by the above mentioned expectations will result in reviewing your status as a PNM. The first offense will result in a warning from Panhellenic Recruitment staff. The second offense will result in being released from the Panhellenic recruitment process. If the Panhellenic recruitment staff determines the first offense to be severe enough, a PNM could be subject to an immediate release from the Panhellenic recruitment process.

***The Vice President of Recruitment and the Office of Fraternity Sorority Life reserve the right to amend any of the above regulations if necessary. The chapters will be notified of any change in the form of an email to the chapter presidents, delegates, recruitment leaders, and chapter advisors. All changes made must be voted on and approved by the chapters in a $\frac{2}{3}$ majority.**