James Madison University
Panhellenic Association

Sorority Recruitment 2015
Policies and Procedures
Introduction
Article I: Positive Panhellenic Contact
Article II: Adherence to NPC Unanimous Agreements
Article III: Values-Based Recruitment
Article IV: Panhellenic Marketing
Article V: No Frills Recruitment
Article VI: Interaction
Article VII. Recruitment Counselors
Article VIII. Recruitment Event Paperwork
Article IX. Guidelines for Recruitment Rounds
Article X. Membership Recruitment Acceptance Binding Agreement
Article XI. Continuous Open Bidding
Article XII: Automatic Total Reset
Addendums
**Introduction**

All recruitment rules have been established by the members of the James Madison University Panhellenic Council to help sorority women and prospective new members better understand the recruitment process. It is the role of the Panhellenic Council to aid in organizing, executing, communicating, and establishing guidelines and schedules for informal and formal recruitment events. The Panhellenic Council shall also establish deadlines and registration fees for formal recruitment.

This document will detail the policies and procedures for membership recruitment at James Madison University.

All women’s fraternity and sorority members, alumnae representatives, inter/national headquarters staff or volunteers acting on the organization’s behalf are expected to abide by the highest standards of conduct and rules and regulations established by the National Panhellenic Conference (NPC) and James Madison University.

The Panhellenic Council will attend chapter meetings of all women’s fraternities and sororities to inform them of the recruitment rules. Each chapter is responsible for reviewing the rules with any members, alumnae, and other volunteers aiding with recruitment not present at these meetings. Additionally, each chapter must ensure the enforcement of these rules among their chapter members, alumnae, and volunteers before and during recruitment activities.

Each Chapter President, Recruitment Chairperson, and Recruitment Assistant must sign the Recruitment agreement stating they have read the rules, shared them with chapter members and alumnae, and will follow all policies.
Article I. Positive Panhellenic Contact

We, the women of James Madison University, will promote panhellenic-spirited contact with all potential new members throughout the year. In accordance with this pledge, each woman of the Panhellenic Association will not make any derogatory statements about any organization before, during, or after recruitment rounds. Strict silence will begin at the end of the last party of the Preference round until the beginning of Bid Celebration hours as designated by the Panhellenic Executive Board. Sorority members, including alumnae helping with recruitment and new members, are discouraged from living with potential new members during this period. Should this issue arise for a sorority member participating in formal recruitment, she must notify the Panhellenic Council. Strict silence is defined as no verbal, nonverbal, written, printed, text message and electronic communication or communicating through a third party. If potential new members live in a residence hall with a sorority member, only casual greetings and contact are permitted. If a woman withdraws from recruitment, strict silence no longer need be observed.

Article II. Adherence to the NPC Unanimous Agreements

All NPC member organizations represented at James Madison University believe in strictly adhering to NPC Unanimous Agreements and policies. These valued and non-negotiable policies will be followed by all groups during the recruitment process.

Article III. Statement of Values-Based Recruitment

The purpose of values-based recruitment is to focus on the core goal of the recruitment process. The goal is to have meaningful conversations with potential new members and recruit/pledge women who will have a positive impact on their chapter and the Panhellenic community.

We, the members of James Madison University Panhellenic Association, pledge to promote the following practices during membership recruitment:

1) Consider values-based conversations.
2) Choose recruitment activities and behaviors that reflect the core values of our organizations.
3) Engage in conversations that include topics related to our core values.
4) Make informed choices about potential new members.
5) Educate potential new members about making selections based on core values.

Article IV. Panhellenic Marketing

The James Madison University Panhellenic Executive Board will provide all efforts to advertise formal recruitment. No Panhellenic Association members participating in sorority formal recruitment may use any form of self-promotional materials (e.g. YouTube videos, posters, personal banners) to advertise participation in sorority formal recruitment.

Article V. “No Frills Recruitment”

Recruitment parties of James Madison University shall consist of maximum conversation time. The Panhellenic Executive Board shall evaluate skits, videos, and slideshows for appropriate length and content that will only be permitted during specified rounds. Any questions concerning actions or purchases that may break the No Frills policy must be directed to the Panhellenic Vice President Recruitment before taking place.

Section I. Chapter Spending Limitations

1. Chapters may spend $35.00 per chapter member for two recruitment-required shirts.
2. The funds allotted for purchase of recruitment-required shirts may not be used to purchase other items needed during recruitment.
3. Additional purchases must be made within a $400.00 budget. This amount includes all items purchased for the purpose of recruitment.
4. The monetary value of any donations is not included in this spending allotment of this budget.

5. All reused and donated items must be reported to the Panhellenic Council.

6. Chapters may complete an exemption form in order to purchase materials required for Ritual that would cause the chapter to spend over the $400.00 allotment for recruitment items.

7. With the exception of the two recruitment tee shirts, chapters cannot bulk order uniform outfits for the chapter.

8. Bi-monthly spending reports will be sent to the Vice President of Recruitment to be reviewed.

9. An account ledger will be kept and submitted to the Vice President of Recruitment with all receipts on the Sunday before recruitment commences.

Section II. Member Spending Limitations

1. Chapters can require members to purchase one themed tee shirt.

2. Chapters can require members to purchase one unity-lettered tee shirt.

3. With the exception of one themed-tee shirt and one unity lettered tee-shirt, chapters cannot require members or new members to purchase clothing from a specific store.

Section III. House Decorations

1. No wall-coverings (e.g. backdrops, wall-hangings, posters, welcome signs) specific to recruitment are permitted beginning the first day of the fall term.

2. When a sorority house is closed during the summer, alumnae and other organization members may not use the house for recruitment purposes.

3. Decorations in chapters members’ rooms or in chapter house hallways are not permitted unless permanent house fixtures.

4. Decorations are only permitted in chapter house basements, stairwells, and windows facing Greek Row.

5. No exterior decorations are permitted.

Article VI. Interaction

Section I. Interaction between Potential New Members and Chapter Members

1. There will be no invitation to membership, directly or indirectly, by any member or alumna of a James Madison University Panhellenic Association member organization before Bid Celebration begins.

2. No chapter member may visit a potential new member in her place of residence in Harrisonburg, VA from the beginning of recruitment registration until the conclusion of Bid Celebration.

3. No potential new member may visit a chapter member in her place of residence in Harrisonburg, VA from the beginning of recruitment registration until the conclusion of Bid Celebration.
4. Outside recruitment rounds as defined by the Panhellenic Council, no chapter member may have extended contact of any form with a potential new member from the beginning of FrOG week until the conclusion of Bid Celebration.

5. Communication between potential new members and chapter members outside of recruitment rounds is limited to casual greetings in passing. Outside of recruitment events, conversations pertaining to specific organization are not to take place between the beginning of FrOG week and the conclusion of Bid Celebration.

6. Letter writing, phone calls, text messages, instant messages, emails, or communication via social media is prohibited from the beginning of FrOG week to the conclusion of Bid Celebration.

7. No chapter member may purchase anything for a potential new member between the beginning of FrOG week and the conclusion of Bid Celebration.

8. No potential new member may purchase anything for a chapter member between the beginning of FrOG week and the conclusion of Bid Celebration.

Section II. Interaction between Chapter Members and Disaffiliated Chapter Members

1. No chapter member may initiate contact with a disaffiliated chapter member from the beginning of the Fall term to the conclusion of Bid Celebration as defined by the Panhellenic Executive Board.

2. No disaffiliated member may initiate contact with a chapter member from the beginning of the Fall term to the conclusion of Bid Celebration as defined by the Panhellenic Executive Board.

Section III. Interaction between Chapter Alumnae and Potential New Members

1. No alumna should communicate or interact with potential new members. Alumnae members are limited to assisting the chapter in tasks such as: preparing beverages, collecting used items, aiding in membership selection.

2. No potential new members should communicate or interact with alumnae. Alumnae members are limited to assisting the chapter in tasks such as: preparing beverages, collecting used items, aiding in membership selection.

Article VII. Recruitment Counselors

Recruitment Counselors or Recruitment Guides will be referred to as Rho Gammas on the James Madison University campus. Recruitment Counselors are bound by the established Panhellenic recruitment regulations. Any departure from the recruitment regulations will result in immediate dismissal from the Recruitment Counselor position unless to do so would prove detrimental to the recruitment process. The Recruitment Counselor's chapter may be held responsible for her actions and may be charged with an infraction.

Section I. Eligibility

1. In order to be eligible for a Recruitment Counselor position, a woman must have participated in her own chapter's formal recruitment at least once unless it is the chapter's first year participating in formal recruitment.

Section II. Proper Recruitment Counselor Conduct

1. Recruitment counselors are to disaffiliate from their chapter for a period not to exceed 30 days as outlined in the NPC Manual of Information.
2. Disaffiliation requires Recruitment Counselors to refrain from displaying any identifying insignia in both attire and belongings including, but not limited to, car decals, key chains, tote bags, flips flops, jewelry, etc.

3. Recruitment counselors need to temporarily deactivate their various social media accounts by the beginning of FrOG Week.

4. Recruitment Counselors are only to be known by their first name.

5. Recruitment Counselors must stay in Panhellenic Council provided accommodations for the duration of formal recruitment beginning on the first day of Round One and concluding on Bid Celebration Day.

6. Recruitment Counselors may not participate in any phase of chapter recruitment including spring training, planning, summer recruitment events, recommendations, workshops, and meetings immediately upon selection.

7. Recruitment Counselors will not communicate with members of any organization participating in sorority formal recruitment about potential new members or voting during formal recruitment.

8. Recruitment Counselors will not be permitted to enter any chapter houses during formal recruitment unless to use the restroom during a break.

9. Recruitment Counselors will inform potential new members of their designated “hours of availability.”

Article VIII. Recruitment Event Paperwork

Section I. Chapter Expectations

1. The recruitment contracts signed by the recruitment chairpersons, recruitment assistants, and chapter presidents shall be honored from the beginning of FrOG week through the conclusion of Bid Celebration.

2. Each chapter shall submit a list of current chapter members to the Panhellenic Vice President Recruitment or Panhellenic Advisor by the Sunday before recruitment commences.

3. The Recruitment Chairperson from each chapter is responsible for turning in her organization’s event invitation lists through the Interactive Collegiate Solutions System (ICS) at a time determined by the Panhellenic Recruitment Staff.

Article IX. Guidelines for Recruitment Rounds

Section I. Round One

1. The focus of this round is to allow all potential new members to meet each member organization.

2. Only simple drinks are permitted during this round (e.g. punch and lemonade) not including soda, alcohol, or bottled beverages.

3. No entertainment will occur during round one (e.g. slideshows, skits, dances, etc.)

Section II. Round Two

1. The focus of this round is philanthropy.
2. With the exception of alcohol, any beverage is permitted.

3. Philanthropy activities (e.g. crafts) and slide shows are permitted during this round.

4. Slide shows are permitted during this round with the following stipulations:
   a. Time limit is eight minutes.
   b. Format must be PowerPoint or similar medium.
   c. Music is permitted.
   d. Narration is permitted.
   e. Interactive slideshows (e.g. human slideshows and fashion shows) are not permitted during this round.
   f. The Panhellenic Executive Board must screen all slide shows for approval.

5. No additional entertainment is permitted during this round.

Section III. Round Three
1. The focus of this round is values-based sisterhood.

2. With the exception of alcohol, any beverage is permitted.

3. During this round, three different costumes are permitted.
   a. The maximum number of chapter members that can wear costumes is 15.

4. Skits are permitted during this round.
   a. Skits can be a maximum of seven minutes long.
   b. Content must include relevant chapter information and organizational values
   c. Skits must be performed at the beginning of the round and will be monitored by a Panhellenic Recruitment Staff member.
   d. The Panhellenic Recruitment Staff will evaluate all skits for duration and content.
   e. Any non-Panhellenic approved changes made to skits after the evaluation before round three begins will result in a minor infraction.

Section IV. Round Four
1. The focus of this round is the preference ceremony.

2. With the exception of alcohol, any beverage is permitted.

3. Entertainment not included in the preference ceremony is not permitted.

Section V. Bid Celebration
1. An alumna, advisor, or consultant shall be present for bid matching.

2. Bid Celebration will be defined as the time between when bids are extended and 7:00 am the following day. There will be no male contact or alcohol allowed for any Panhellenic woman during this time.

3. Chapters shall only engage in activities that are in accordance with: all governing documents of the James Madison University Panhellenic Association, Fraternity and Sorority Life Standards Policy, and James Madison University Policy.

Section VI. General Policies for the duration of Formal Recruitment
1. All recruitment events shall be held inside the chapter house or on attached backdoor patios.

2. The Panhellenic Council will provide standardized nametags for each potential new member.

3. The Panhellenic Recruitment Staff will be allowed inside the chapter house at any time except during the Preference Round. This is to ensure that all policies are being followed and
any questions that arise during a round can be answered.

4. All disaffiliated members (e.g. Recruitment Counselors and Panhellenic Recruitment Staff) must be removed from all forms of chapter media (e.g. FaceBook, Tumblr, Instagram, recruitment slideshows, recruitment videos, etc.) and house decorations (e.g. composites and other decorative photography) for the duration of formal recruitment.

5. No member may mention the name of a disaffiliated member or reference her in anyway (e.g. positions on campus).

6. Potential new members must provide their own transportation to and from all formal recruitment events.

7. Potential new members are only permitted in the chapter houses during event rounds and during breaks to go to the restroom.

8. There is a maximum of three members from each chapter permitted outside the chapter house before or after recruitment rounds until the end of scheduled recruitment activities for any day during formal recruitment.

9. During round introductions, only the three members selected to be outside the chapter house shall speak.

10. Chanting before the start of a round is permitted. The Panhellenic Recruitment Staff member stationed outside each chapter house will signal the beginning and end of chanting for that organization.

Article X. Membership Recruitment Acceptance Binding Agreement

The James Madison University Panhellenic Association will uphold and use the MRABA for each potential new member interested in joining a women’s fraternity or sorority, whether during formal or informal recruitment. We agree to all policies/steps pertaining to the MRABA.

Article XI. Continuous Open Bidding

Panhellenic supports and encourages the efforts of eligible member groups below quota or total to conduct Continuous Open Bidding for the long-term health of the sorority community. Any woman that has been released or withdrawn from formal recruitment prior to signing the MRABA is eligible to receive a snap bid or continuous open bid.

Section I. Definitions

1. Snap bidding is defined as the act of extending an invitation to membership before the conclusion of Bid Celebration.

2. Continuous Open Bidding is defined as the act of extending an invitation to membership after the end of the formal recruitment period.

Section II. COB Guidelines

1. Member groups participating in Continuous Open Bidding are encouraged to meet with the Panhellenic Advisor to verify numbers and learn of names on the interest list and other resources prior to the extension of bids. Any woman who receives a bid outside of the primary recruitment must sign the MRABA in the Fraternity and Sorority Life Office within 48 hours of receiving the bid.

2. Continuous open bids may only be offered during the fall or spring academic terms.
3. Each organization that chooses to host informal recruitment may do so as its own discretion.

4. Each chapter that participates in continuous open bidding must distribute their own invitations and bids in addition to informing those women who were not selected for new membership.

5. The Panhellenic Vice President of Recruitment, Panhellenic President, and Panhellenic Advisor are to be informed of all events.

6. The Panhellenic Advisor must see the names of any women that a chapter desires to extend bids to prior to that distribution in order to confirm eligibility.

7. Each chapter may extend bids until that chapter has fulfilled either chapter quota or chapter total.

**Article XII. Statement of Automatic Reset of Total**

Total is the allowable chapter size as determined by the College Panhellenic. To allow groups to achieve parity as quickly as possible at the conclusion of primary recruitment, The James Madison University Panhellenic Association shall automatically reset total 72 hours after Bid Celebration. Total will be determined by the average chapter size (ACS) rounded down to the nearest whole number. No vote is required.
Addendums:

A. Recruitment Infractions
B. Infraction Consequence Table
Recruitment Infractions

Section I. Reporting and Adjudicating Infractions

When a member group of the James Madison University Panhellenic Association, a Recruitment Counselor, a Panhellenic Executive Board member, a potential new member, or the Panhellenic Advisor believes that an infraction has occurred, an infraction report should be completed and given to the Vice President of Recruitment, Vice President Standards, Panhellenic President, or Panhellenic Advisor for verification.

Infractions must be:
1. Completed in written form
2. Signed by the Panhellenic President, Vice President of Recruitment or Panhellenic Advisor
3. Based on James Madison University Panhellenic Association Recruitment Rules or NPC Unanimous Agreements
4. Witnessed
5. Specific to time, place, and nature
6. Submitted to the Vice President Recruitment, Vice President Standards, Panhellenic President, or Panhellenic Advisor

The Vice President Recruitment, Vice President Recruitment-Elect, and Vice President Standards shall notify each chapter of the infraction(s) they received at the conclusion of each round except after the Preference Round. Should a chapter receive an infraction during the Preference Round, the chapter will be notified by infraction report no later than 72 hours after the conclusion of Bid Celebration.

Accordingly, the Panhellenic Council will follow the judicial procedures outlined in the most current edition of the NPC Manual of Information.

Section II. Minor Infractions and Penalties

Minor infractions are primarily the result of recruitment procedure violations and include but are not limited to:
1. Late event lists
2. Events that last longer than the allotted time
3. Recruitment counselor violations (e.g. Unapproved visits to their place of residence at JMU during formal recruitment)
4. Failure to observe interaction rules (e.g. having a short conversation with a PNM)
5. Violations of budgetary allotments
6. Violations of decoration guidelines
7. Violations of entertainment guidelines
8. Nonadherence to scheduled hours for recruitment events

Penalties for minor infractions include but are not limited to:
1. Fines
2. Infraction report sent to NPC Area Advisor
3. Constructive activity on campus which may include community service, academic enrichment seminars, recruitment workshops

Section III. Major Infractions and Penalties

Major infractions are primarily the result of recruitment ethics or NPC Unanimous Agreements violations. These violations include but are not limited to:
1. Extending invitation to membership to potential new members before the time designated by Panhellenic Council
2. Advising a potential new member to intentional single preference or refuse a bid from another organization participating in sorority formal recruitment
3. Making disparaging remarks about another women’s fraternity or sorority
4. Failure to observe interaction rules (e.g. adding PNMs on FaceBook, taking a PNM to lunch)
5. Severe Recruitment Counselor violations (e.g. discussing voting with members of any chapter)

Penalties for major infraction include but are not limited to:
   1. Fines
   2. Infraction report sent to chapter headquarters
   3. Constructive activity for the Panhellenic Association
### Infraction and Consequence Table

<table>
<thead>
<tr>
<th>Round</th>
<th>Infraction</th>
<th>1&lt;sup&gt;st&lt;/sup&gt; Offense</th>
<th>2&lt;sup&gt;nd&lt;/sup&gt; Offense</th>
</tr>
</thead>
<tbody>
<tr>
<td>Round I</td>
<td>Entertainment takes place during this round</td>
<td>Warning and entertainment must stop.</td>
<td>Entertainment must stop</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Assigned Panhellenic Council Member will be present during next round and non-discretely stop any entertainment from taking place.</td>
<td>Judicial Report is filed. Fine of $20.00 per minute of entertainment is recommended.</td>
</tr>
<tr>
<td>Round II</td>
<td>Unapproved entertainment takes place during this round</td>
<td>Warning and unapproved entertainment must stop.</td>
<td>Entertainment must stop</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Assigned Panhellenic Council Member will be present during next round and discretely stop any unapproved entertainment from taking place.</td>
<td>Judicial Report is filed. Fine of $20.00 per minute for all unapproved entertainment is recommended.</td>
</tr>
<tr>
<td></td>
<td>Slide Show exceeds given allotted time</td>
<td>Warning and slide show must be revised to fit allotted time.</td>
<td>Slide show can no longer be shown during the second round.</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Judicial report is filed. Fine of $20.00 per minute for all unapproved entertainment is recommended.</td>
<td>Judicial report is filed. Fine of $20.00 per minute for all unapproved photographs is recommended.</td>
</tr>
<tr>
<td></td>
<td>Slide Show includes photos that are deemed inappropriate or have photos of Rho Gammas, Panhellenic Recruitment Staff, men, alcohol or illegal substances</td>
<td>Warning photos of conflict are to be removed from slide show.</td>
<td>Slide show can no longer be shown during the second round.</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Judicial report is filed. Fine of $20.00 per minute for all unapproved photographs is recommended.</td>
<td>Judicial report is filed. Fine of $20.00 per minute for all unapproved photographs is recommended.</td>
</tr>
<tr>
<td></td>
<td>Slide show is “interactive”</td>
<td>Warning and slide show is to be revised to be not interactive.</td>
<td>Slide show is not permitted during the remainder of the second round.</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Judicial report is filed. Fine of $20.00 per minute for the interactive slideshow is recommended.</td>
<td>Judicial report is filed. Fine of $20.00 per minute for the interactive slideshow is recommended.</td>
</tr>
</tbody>
</table>
| Costumes are worn during this round | 1st Offense:  
Warning and costumes must be removed.  
2nd Offense:  
Costumes can no longer be worn during the remainder of recruitment.  
Judicial report is filed. |
|--------------------------------------|-------------------------------------------------|
| Skit exceeds given allotted time      | 1st Offense:  
Warning and skit must be revised to fit allotted time.  
2nd Offense:  
Skit is not permitted to be performed during the next event of the third round.  
Judicial report is filed. Skit must be revised in order to be performed in upcoming events during the third round.  
3rd Offense:  
Skit can no longer able to be performed during the third round.  
Second offense is documented. Fine of $20.00 per every thirty seconds the skit exceeds the give allotted time is recommended. |
| Performance of unapproved skit content | 1st Offense:  
Warning and skit must be changed back to what was originally approved.  
2nd Offense:  
Skit is no longer permitted to be performed during the third round.  
Judicial report is filed. |
| Costume regulations are broken.      | 1st Offense:  
Warning and costumes must be changed in order to meet regulations.  
2nd Offense:  
Costumes are no longer permitted during the remainder of recruitment.  
Judicial report is filed. |
| Inappropriate discussion (i.e. discussion pertaining to but not limited to parties, mixers, alcohol, fraternities, males) overheard and/or reported. | 1st Offense per Member:  
Warning. Member must meet with by the Recruitment Chairman or Recruitment Assistant of her chapter to be notified that such conversation can no longer take place.  
2nd Offense per Member:  
Judicial Report is filed. Member in question may be suspended from further recruitment events.  
** Chapters in which members are repeatedly reported for inappropriate discussion will be recommended for Social Probation. |
| Invitations to membership offered before official bids are given to | 1st offense:  
Judicial report will be filed |
| Potential New Members | Member in question may possibly be suspended from further recruitment events.  
Chapter must host a bid promising workshop with mandated 80% attendance. |
|-----------------------|--------------------------------------------------------------------------------------------------------------------------|
| Breach of Interaction Rules | Depending on severity of the breach:  
Warning in which the member in question will be referred to the VP of Rho Gammas, VP of Recruitment, and/or Panhellenic Advisor  
OR  
Judicial report will be filed and member in question may possibly be suspended from further recruitment events. |
| Cheering prior to the one minute countdown before rounds begin. | **1st Offense:**  
Chapter is reminded to wait to begin cheering until the one minute countdown.  

**2nd Offense:**  
Chapter is not allowed to come outside of house to cheer for the next round. Fine of $20.00 per every thirty seconds of unauthorized cheering recommended.  

Judicial report is filed.  

**3rd Offense:**  
Chapter is no longer allowed to cheer before the round. Fine of $40.00 per every thirty seconds of unauthorized cheering recommended.  

*Panhellenic Council reserves the right to deem what is a timing mistake and what is intentional.|
| Chapter exceeds allotted budget | Judicial Report is filed  
Chapter is fined $10 per every dollar spent over the limit.  
Chapter will be required to set up a plan for reporting the budgetary requirements for next year’s recruitment. |
| Decorations put up after Panhellenic decoration deadline. | Decorations are confiscated  
Chapter is fined $10.00 per every decorative item put in place after the deadline. |
| Exterior Decorations are present | Decorations are confiscated  
Chapter is fined $10.00 per every decorative item put in place after the deadline. |
| Candy or Finger Foods are provided | **1st Offense:**  
Serving of Candy/Food must stop. Judicial Report is filed.  

**2nd Offense:**  
Serving of Candy/Food must stop. |
<table>
<thead>
<tr>
<th>Violation</th>
<th>Consequence</th>
</tr>
</thead>
<tbody>
<tr>
<td>Judicial Report is filed.</td>
<td>Fine $10.00 per candy/finger food served is recommended.</td>
</tr>
<tr>
<td>Invitation Lists are late</td>
<td>Each Offense: Fine of $20.00 per every minute that the list is late recommended.</td>
</tr>
</tbody>
</table>

*Warnings are to be documented but do not result in a consequence; they are merely for reference incase further infractions occur.

**This document lists some common infractions and their consequences, but infractions and consequences are not limited to those listed in this document. Panhellenic Council reserves the right to at any time document an infraction that is or is not explicitly listed in this document.*