Colorado State University
Panhellenic Association
Recruitment Code of Ethics 2026

We, as Panhellenic women of Colorado State University, agree on and commit to:

- Respectfully adhere to the recruitment rules of the Colorado State University Panhellenic Association.
- Abide by all local and federal laws and NPC (inter)national member group bylaws and Unanimous Agreements.
- Hold one another accountable to these standards, remembering that at all times we represent not only our individual chapters but also the Panhellenic community as a whole. As Panhellenic women of Colorado State University, these are the tenets by which we strive to live.

Colorado State University
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Recruitment Rules 2026

I. **Promotion of the Sorority Experience** 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).

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.

II. **Adherence to NPC Unanimous Agreements and Policies Regarding Recruitment**
All NPC member organizations represented at Colorado State University believe in strictly adhering to NPC Unanimous Agreements and policies. These values and non-negotiable policies will be followed by all groups during the recruitment process.

III. **Strict Silence:**
Strict silence is observed only between the end of preference events and bid distribution.

IV. **Membership Recruitment Acceptance Binding Agreement**
The Colorado State University Panhellenic will uphold and use the Membership Recruitment Acceptance Binding Agreement (MRABA) for each potential new member interested in joining a women's fraternity, whether during primary membership recruitment or continuous open bidding.

V. **Values-Based Recruitment**

The members of Colorado State University Panhellenic pledge to promote the following practices during membership recruitment:

a. Choose recruitment activities and behaviors that reflect the core values of National Panhellenic Conference organizations.
b. Engage in meaningful conversations that include topics related to core values.
c. Make informed choices about potential new members.
d. Educate potential new members about the chapter's values and connect to these values.
e. The NPC values-based recruitment policy shall be observed by all chapters. In support of no-frills recruitment, chapters agree the emphasis of recruitment events shall be the values of each organization and conversation with potential new members, rather than elaborate refreshments, entertainment, and decorations. "No Frills" means that chapter facilities look the same as they do any other day of the year. This includes, but is not limited to, no balloons, no elaborate wall or ceiling decorations, no elaborate table decorations, and no elaborate outdoor decorations. The only outdoor decoration permitted is a banner. Rounds of recruitment hosted in on-campus classrooms can use some decorative items owned by the chapter including wooden letters, posters, pop-up displays, pictures, etc.

The same banner must be used for each round of recruitment. **Decorations should not be purchased specifically for primary recruitment**. Chapters should utilize decorative items that are used throughout the year in the chapter facility (i.e., for formal dinners, guests, etc.). Finally, the chapter cannot require its members to purchase unreasonably specific clothing items or wear costume-like outfits. Dress may be similar, but no mass produced or identical clothing will be permitted. The only exception is during round one of primary recruitment, during which all chapter members will wear the all-Panhellenic shirts produced by the Panhellenic Recruitment Management Team.

This policy included the elimination of extraneous and costly performances. This includes, but is not limited to, recruitment skits and door stacks.

VI. **Primary Recruitment Logistics**

1. **Description of Rounds:** Primary recruitment shall include three rounds and be followed by bid distribution.
    a. *September 26, 2026: Round One– Values and Membership Expectations Day:* This round is intended to provide potential new members with an introduction to sorority life and the Panhellenic community at Colorado State University, including the values of the fraternity and sorority community and the values of individual Panhellenic chapters.
        i. This round will take place in person and consists of 30-minute events to emphasize shared values of scholarship, leadership, membership development, philanthropy and service, and friendship, as well as individual Panhellenic chapters' core values, open motto and/or creed. Conversations will also emphasize the chapter's expectations of membership, including financial obligations, scholarship expectations, housing obligations, attendance expectations, and time commitment. Each chapter must educate potential new members with a summary of their

financial and housing requirements during these conversations.

a. These in-person events will take place in on-campus classrooms
b. Serving food/beverage is not permitted

b. *September 27, 2026: Round 2 – House Tour and Philanthropy Day:* This round will take place in person and consists of 40-minute events. This round is intended to further familiarize potential new members with sorority life with a focus on philanthropic causes and chapter facilities. Panhellenic will provide videos of house tours to potential members. Chapters should provide a house tour video to Panhellenic no later than **Friday, August 29, 2025.**
    i. In-person events will take place in on-campus classrooms.
    j. Serving food/beverage is not permitted

c. *September 28, 2026: Round 3 - Preference Night:* This round is intended to provide an opportunity for potential new members and sorority members to discuss life-long membership and sisterhood. Conversations for the 45-minute event period will emphasize chapter values and lifelong membership opportunities in person at designated locations. Decorative items required by the chapter's recommended preference ceremony are permitted. Utilizing ritual equipment is permitted, however, extravagant decorations that go "above and beyond" and portray preference night as a "show" or "party" are not permitted.
    i. Events will take place in chapter facilities
    ii. Serving food/beverage is permitted

d. *September 29, 2026: Bid Day* - Bid Day includes activities and programs associated with the distribution of membership invitations to potential new members. Each chapter should have activities planned for their new member class. Each chapter should provide the appropriate meals for new members on Bid Day.

The primary schedule, including the number of events per round, will be determined through mutual consensus of the Panhellenic Recruitment Management Team and chapter recruitment officers. However, removal of an event during a round is permitted in the instance that it does not require a chapter to double-recruit members during the remaining events of the round. Furthermore, adding an event will be permitted in the instance that it significantly improves the potential new member experience for that round. Decisions to remove or add an event will be made by the Panhellenic Recruitment Management Team in conjunction with the assigned Release Figure Methodology (RFM) specialist.

2. **Chapter Primary Membership Recruitment Information and Expenses:** All chapter recruitment officers must submit the following requests for information by the assigned deadline:
    a. *Recruitment Round and Expense Breakdown*. All chapters must submit a full and detailed description of each round, including conversation focus, activities/interactions, entertainment, clothing, food/drink being served, and all added decorations that are not present year-round. The deadline for submitting the first draft of the Recruitment Round

Breakdown will be **April 22, 2026** and will be communicated by the Panhellenic Vice President of Recruitment at least one month prior. The deadline for submitting the final draft of the Recruitment Round Breakdown will be **August 21, 2026** and will be communicated by the Panhellenic Vice President of Recruitment at least one month prior. All chapters must submit a breakdown of estimated expenses related to each round of recruitment, not including Bid Day. Each chapter's recruitment budget is limited to $2,000. The breakdown of estimated expenses must include all items anticipated to be purchased exclusively for primary recruitment. In addition, anticipated alumnae contributions, as well as donated goods and services are to be included in this amount. The deadline for submitting an Anticipated Expense Breakdown is **August 21, 2026** and will be communicated by the Panhellenic Vice President of Recruitment at least one month prior. The deadline for submitting a Finalized Expense Breakdown will be **October 11, 2026** following Bid Day and will be communicated by the Panhellenic Vice President of Recruitment at least two weeks prior. The Panhellenic Recruitment Management Team reserves the right to clarify what constitutes "elaborate" decorations.

b. Each chapter must pay a recruitment fee for Recruitment Team training, apparel, and meals during primary recruitment totaling $850. Each chapter will be charged an identical amount to all other NPC chapters on this campus. This expense is not included in the chapter's recruitment budget limit. Chapters will be invoiced for this expense following primary recruitment separately from Panhellenic Association Dues.
c. Failure to pay the recruitment fee invoice by given deadlines will result in the following fines:
    i. One Day late: $50.00
    ii. Two Days late: $100.00
    iii. Three Days late: $150.00
    iv. After three days, an additional fee of $100.00 will be assessed for every day the fee is late.

VII. **Additional Primary Recruitment Rules**

a. For any event held in person, current public health guidelines apply and are expected to be followed. The Panhellenic Council will utilize these guidelines when planning in person recruitment events as well.
b. OFSL chapter membership rosters must be updated with the appropriate OFSL staff by **September 11, 2026** (as outlined in the Elevation Accreditation Program)**.** Chapter membership totals should be accurate, reviewed in consultation with the chapter president, recruitment officer, assistant recruitment officer (if applicable), and alumnae advisor.
c. Registration opens June 1, 2025 and closes Thursday, September 24, 2026 at 6 pm.
d. Chapter requests for special treatment of or consideration for legacies will not be granted.
e. Any student participating in primary recruitment who is a third or fourth year student or an international student will be included in a secondary pool throughout the recruitment process. At the conclusion of the process, a secondary quota will be utilized in bid matching.
f. All chapters must provide their own membership invitation cards (bids) and envelopes to the Recruitment Management Team at the time outlined in the primary recruitment master schedule.
g. Invitations and lists must be turned in on time as specified in the primary recruitment master schedule.

h. Chapters must be ready for facility compliance checks on time, as specified in the official primary recruitment schedule. "Ready" is defined as the classroom or chapter facility looking exactly the same as it will for the relevant round. Failure to be ready on time may result in the following assessments:

i. (1-15 minutes late): $25.00
ii. (16-30 minutes late): $50.00
iii. (31-45 minutes late): $75.00
iv. (46-60 minutes late): $100.00
v. After 60 minutes, an additional fee of $100.00 will be assessed for every 15 minutes the chapter is not ready

Chapters are responsible for informing their initiated members, new members, and alumni members of the Panhellenic Association Recruitment Code of Ethics and Recruitment Rules, which are binding for all concerned. Each chapter will be held responsible for the actions of its members and alumni.

VIII. Continuous Open Bidding (COB)

Continuous Open Bidding can be conducted during the academic year, specifically during the primary and non-primary recruitment terms when:

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.

Primary recruitment term: COB can begin once total is set and announced. Non-primary term: COB may begin once total is set within 24 hours of the first day of the non-primary term.

PNMs must meet the academic standards of the organization where they are being offered a bid for membership. Panhellenic can support the COB of all chapters with marketing and promotion.