

***Panhellenic Council Bylaws***

*Amended March 2nd, 2015*

**Article 1. Finance**

1. FISCAL YEAR: The fiscal Year of the DCPA shall be from October 1 to September 30.
2. CONTRACTS: The signature of the President and the Panhellenic Advisor shall be sufficient and necessary to bind the DCPA.
3. CHECKS: All checks issued on behalf of the DCPA shall be drawn from the account by the Treasurer, who shall record them.
4. PAYMENTS: All payments due to the DCPA shall be made to the Treasurer. Checks shall be made payable to the DCPA.
5. MEMBERSHIP DUES:
  - A. NPC College Panhellenic dues are paid yearly as invoiced by the NPC Office.
  - B. Membership dues shall be assessed at the beginning of each term through the Business Managers Office (college billing) and Membership dues shall be assessed by the Panhellenic Council Treasurer at the beginning of each year.
  - C. A fine of \$15.00 shall be incurred for the first two meetings a particular chapter organization fails to attend. If that chapter is not represented for three meetings, it will be fined \$100.00. For any additional meetings missed by that chapter during that term, a fine of \$50.00 will be incurred. This sequence shall start over at the beginning of each term. If fines are not implemented, sanctions may be imposed.
  - D. If an organization is unrepresented at three meetings per term, then sanctions are imposed including a restriction on Panhellenic Co-Sponsorship Funding.
6. BUDGET: The council's budget does not provide for elaborate social functions for the sole benefit of council officers.
7. ALCOHOL: Council funds may not be used for the purchase of alcohol.
8. CO-SPONSORSHIP POLICY:
  - A. CRITERIA: The DCPC will consider cosponsoring events that meet the following criteria:
    - 1.The event must be open to, at a minimum, sisters of more than one chapter organization.
    2. Funding will not cover the cost of alcohol or illicit substances.
    - 3.The event should have an educational or philanthropic aspect. We may give LIMITED funding to cosponsor events that are purely entertainment (i.e. acapella or other performing groups) as long as it benefits the sisterhood in some significant way. We also will fund events that promote inter-sorority community.
    4. Ultimately all decisions are to be at the discretion of the Panhellenic Council executives.

B. PRIORITIES: The DCPC will prioritize co-sponsorship requests that meet the above criteria in the following manner:

1. Events put on by the Panhellenic Council chapter organizations
2. Events put on by women-focused groups on campus or events that are specifically beneficial or of interest to women
3. Events put on by the broader Greek community or to benefit the broader Greek community

C. TIMING OF REQUESTS: Co-sponsorship requests should be submitted at least one week prior to the day of the event.

D. GUARANTEE: In an effort to promote inter-sorority relations, and to reduce over programming, any event being put on by more than one Panhellenic chapter organization in conjunction (that also meets the above criteria), will be guaranteed co-sponsorship in some form from the Panhellenic Council (including not only funding but also publicity).

E. VOTE: A 2/3 vote of the Panhellenic Council executive board will be required to approve a co-sponsorship request.

9. SAVINGS: At the end of each fiscal year, the Panhellenic Council will set aside \$50 to be put into savings. The money accrued in this account may only be used in times of extreme need, determined by a unanimous vote of executive council officers.

10. SCHOLARSHIPS: The Panhellenic Council is currently working toward establishing a Panhellenic Scholarship Fund with an endowment through the Development Office. Until that fund is officially and substantially established, scholarship will be assigned to houses based on need, demonstrated by a scholarship reporting form.

**A: Working for dues policies are not allowed in any Panhellenic Sorority.** All scholarship in every Panhellenic sorority should be awarded on the basis of need, with no additional obligations placed upon the sisters receiving aid.

## **Article 2. Selection of Officers**

### **1. ELECTION PROCEDURE:**

A. The Nomination Committee will consist of the outgoing Panhellenic Executive Board and a Panhellenic delegate from any house not represented on the Executive Board.

B. The candidates for Panhellenic office must submit an application, to the Nomination Committee, by the date specified and have an interview with the Nomination Committee. The Nomination Committee shall review each candidate and present a slate at the Annual Panhellenic Council Elections.

C. Each chapter organization has one vote for the election of all officers. The Chapter President (or comparable executive) and a Panhellenic delegate must be present in order for

your organization to have a vote.

D. The order of officers elected shall be as follows: President, Vice President - Organization, Vice President - Recruitment, Vice President - Finance, Vice President - Public Relations, Vice President - Research and Policy, Vice President - Community and Outreach.

E. The Panhellenic President will distribute ballots to each chapter's Panhellenic Delegate or allow for the election to be conducted by show of hands. After deciding the election format, the slate and a brief statement of each candidate's qualifications and prior relevant experience, is read by the Nominating Committee Chair.

F. Nominations are accepted from the floor. Any Panhellenic delegate may nominate a candidate from the floor provided that the candidate turned in an application. If an individual has declined a request from the nominating committee to slate her for a particular office, she is ineligible to be nominated from the floor for that position.

G. If any nominations come from the floor, a representative from the nominating committee will repeat the qualifications of and reasons for the slated candidate. The person nominating from the floor then speaks to her nominee's qualifications. People present are able to ask only short clarifying questions about the candidate; discussion among representatives from different houses will not be allowed. Candidates nominated on the floor do not speak in their own behalf. As nominations come from the floor, the names of candidates nominated are written on the ballots for the correct office by each chapter's Panhellenic Delegate.

H. Once nominations are closed, each Panhellenic Delegate present to vote shall mark her ballot. The Nominating Committee shall collect the ballots, count the votes, and give the results to Panhellenic President.

I. The Panhellenic President reports the election results as given to her by the Nominating Committee. Election shall be by a majority vote of the Panhellenic Council. In the case of a tie, the outgoing Panhellenic President will cast a vote to break the tie.

2. The President, Vice President-Organization, Treasurer, and one Vice President - Recruitment are required to be in residence all three terms of their offices. The second Vice President - Recruitment is required to be in residence Fall and Winter terms of her time in office.

3. The following Officers are elected for the Summer term and must be elected sometime during

the preceding Spring term: President, Vice President - Organization, Vice President - Finance, Vice President - Public Relations, Vice President - Research and Policy, Vice President - Community and Outreach.

4. An individual chapter is discouraged from holding the office of President for two consecutive years. An individual chapter is discouraged from holding both offices of VP-Recruitment.

5. A chapter may not hold more than two elected offices in one year. It is strongly encouraged that every house is represented on the board, if possible.

6. When an officer is on leave term, the position will be filled by application and appointment by the Panhellenic Council executive board or by co-running.

### **Article 3. Officer Duties**

1. **PRESIDENT:** The President has overall responsibility for the operation of the Panhellenic Council, calls and presides at all regular, executive and special meetings of the Council and regularly meets with the house presidents and Panhellenic advisor. She also serves on the Greek Leadership Council and is responsible for attending those meetings and representing the interests of the Panhellenic Community. The President also approves financial transactions, assists and overlooks other officers' duties, fills out National Panhellenic Conference reports and may serve as a public relations spokesperson for news publications. With an outward focus, the President is the liaison for communications between the Administration, GLC, and the IFC to include and represent the panhellenic voice on all Greek matters.

2. **VICE PRESIDENT-ORGANIZATION:** The VPO unifies the panhellenic board and manages the finer details of day-to-day operations. She presides over all internal executive meetings and compiles the pre-meeting agenda. She makes sure that all of the executives are doing the duties that they set out to do each week and delegates duties to other executives if needed. At the end of each term, the VPO is responsible for gathering feedback and termly reports from executives and updating best practices for incoming executives. She works with with the GLOS coordinator to ensure that the college is assisting sorority initiatives and is aware of Panhellenic termly goals. Additionally, should the President resign or be removed from office, the VPO shall assume her place unless she is unwilling or unable. The VPO takes an inward focus, combining some secretarial duties (such as booking rooms and taking notes during executive council meetings) with the focus on checking with various Panhellenic executives to ensure cohesion.

3. **Two VICE PRESIDENT- RECRUITMENT:** The vice presidents of recruitment are

responsible for running a successful undergraduate formal recruitment process. This includes setting recruitment dates and schedules, selecting and training recruitment counselors, and training recruitment chairs. In addition, it is necessary to implement mandatory rush information sessions for Potential New Members to provide potential new members with a basic understanding of how rush works. The VP-R is also responsible for making herself available during recruitment to make sure everything runs smoothly. The VP-R works in conjunction with the Panhellenic Advisor to set quota, release figures and match bids. The VPs of Recruitment also work with the VP-Policy, the VPs-Community and Outreach, and Recruitment Chairs of each house throughout the term to continue the work on increasing inclusivity within the recruitment process.

**4. VICE PRESIDENT - FINANCE:** The VP of Finance must supervise all aspects of finance for the Panhellenic Council. She is responsible for charging dues, receiving payments, and ensuring the financial stability of the bank account. She should pay bills promptly, provide financial reports to executives, and make sure that all receipts and bank statements are kept in a binder. She guides budgetary and discretionary spending decisions and prepares annual UFC report. She is responsible for reimbursing those who use their funds for Panhellenic events and keeping all receipts and bank statements. In addition, she is responsible for coordinating with the VP-O on booking rooms, continuing the discussion and facilitation of scholarship, and managing meetings with the Council of Treasurers from all Panhellenic houses.

**5. VICE PRESIDENT - PUBLIC RELATIONS:** Reaches out to campus via publications and media including the maintenance of the Panhellenic Council website. Publicizes Panhell's events. Prepares statements and communicates regularly with campus publications. Assists the Vice Presidents of Recruitment with preparing recruitment and pre-recruitment publications and advertisements. She is responsible for all communications outside of Panhell, social media accounts, and coordinating with the Vice President of Policy to edit, review, and help design all documents and/or policy changes.

**6. Two VICE PRESIDENT - POLICY & RESEARCH:** The main objective of the VP of Policy & Research is to continually uphold the Panhellenic motto: "When you love an institution, you should constantly question its value for the sake of its own viability." The VP of Policy is expected to research materials (i.e. hard alcohol, sexual assault, inclusivity and facial awareness theory) to help draft policies and/or statements to campus. She is responsible for determining the best course of direction along with the VP of Public Relations for releasing new statements from the Council or policy changes affecting the Panhellenic Community.

**7. Two VICE PRESIDENT - COMMUNITY & OUTREACH:** The Vice Presidents of Community and Outreach work to facilitate lasting relations and activities among the Panhellenic

and larger Dartmouth communities. They manage meetings with the Panhell Reps (once a week), plan certain, niche events through the term (i.e. sexual assault symposium), manage meetings with social chairs from all sororities (x3 a term), plan freshman outreach programming. The two work together in conjunction with the Panhell reps to focus on freshman outreach events and intra-sorority events. They are not a programming position, but instead a position that work to foster healthier and more sustainable relations within the Greek community.

8. **ALL OFFICERS** shall be responsible for maintaining a complete and accurate officer's notebook and well as filing detailed event reports to the Vice President - Organization in a timely fashion for all events planned each term.

#### **Article 4. The Executive Board**

The Executive Board shall:

1. Appoint Standing and Special Committees and their chairmen and in making these appointments recognize membership from all member organizations.
2. Administer routine business between meetings of the DCPC when advisable and such other business as has been approved for action by Panhellenic Council vote.
3. Report all action taken by the executive board at the next regular meeting of the DCPC through the recording Vice President - Operations and record the action in the minutes of that meeting.

#### **Article 5. Standing Committees**

Standing Committees shall be formed by the Panhellenic Council executive board officers to assist them in their events for the term. It is an expectation that each chapter's permanent representatives serve on one Standing Committee. Chapter Presidents need not, but may choose to serve on a committee. Potential Committees might focus on flag football, women's issues, colonization, or open house events.

#### **Article 6. Non-Discrimination**

The Panhellenic Council is committed to the principle of equal opportunity, especially during the recruitment period. Potential New Members (PNMs) may not be discriminated against on the basis of race, color, sexual activity, sexual partner(s), sexual orientation, non-cisgender identity,

religion, political affiliation, ability, age, genetic information, veteran status, ancestry, marital status, socioeconomic status, pregnancy or motherhood, or national or ethnic origin. If a PNM feels she has been discriminated against, it will be investigated by the Panhellenic Council as a major recruitment infraction. Any infractions of this policy may result in disciplinary actions for the house or specific member involved. (See Panhellenic Council Bylaws, Appendix A, Bylaw 12)

### **Article 7. Recruitment Rules**

The recruitment rules will be stated in **Appendix A of the By-Laws**. They are subject to review and revision after every Formal Recruitment. The rules may be modified at any time by the vote of the DCPC except during Formal Recruitment itself. Before Formal Recruitment begins, the sorority Recruitment Chairs, Sorority Presidents, and Recruitment Counselors must sign a contract saying they have read and understood the recruitment rules. The recruitment chairs and presidents are responsible for relaying this information to their chapter members and ensuring the rules are enforced within their membership. Violations and reported infractions are subject to the adjudication of the Panhellenic Executive Council.

*Chapters must educate their members about the Panhellenic Formal Recruitment process, including rules and regulation. This also includes the education of initiated members before taking on new members. This may include OPAL or Outreach Peer mentor facilitation.*

### **Article 8. Conduct toward New Members**

New members will have the full rights and responsibilities of current sorority members. There will be no pledge or probationary period for new members in any Panhellenic sorority. Any sorority found in violation of this article/policy will be addressed by the Panhellenic Executive Board and punishment will be decided on a case by case basis. The recommended punishment is some form of social probation / cancelling of social events.

### **Article 9. Hazing**

Hazing is strictly prohibited at Dartmouth College, by both College policy and New Hampshire law. Dartmouth College is first and foremost an educational institution. College hazing prevention policies and response procedures for hazing incidents are based on that educational mission.

All chapters shall educate their new members and initiated members about the New Hampshire and Dartmouth College hazing laws and shall be expected to follow the guidelines of these laws. This education shall take place as a part of an event programmed by the Panhellenic Council, in

collaboration with the GLOS office, within the first two weeks following the issuance of bids. Two representatives from the Panhellenic Council Executive Board must be present.

All forms of hazing, pledge day and/or pre-initiation activities that are defined as hazing shall be banned.

Dartmouth College's definition of hazing includes but is not limited to activities that would fall within the New Hampshire statutory definition of hazing (RSA 631:7). Under New Hampshire law and College policy, hazing is defined as:

"any act directed toward a student, or any coercion or intimidation of a student to act or to participate in an act, when

- (1) such act is likely or would be perceived by a reasonable person as likely to cause physical or psychological injury to any person; and
- (2) such act is a condition of initiation into, admission into, continued membership in or association with any organization."

Dartmouth's definition of hazing also includes the following activities if they occur as part of initiation or admission into an organization, group or team, or are required for continued membership in an organization, group or team:

- the consumption of alcohol, drugs, or other substances;
- removing, damaging or destroying property;
- behavior that disrupts College or community activities;
- violating any Standard of Conduct or College policy.

Given the socially coercive nature of initiation, admission and membership-related activities, this definition of hazing applies whether or not the participants or others perceive the behavior as voluntary. The implied or expressed consent of any person toward whom an act of hazing is directed is not a defense. Assertions that the conduct or activity was not part of an official organizational event or was not officially sanctioned or approved by the organization are also not a defense. This definition applies to behavior on or off College property or organization premises.

### **ACCOMPLICE RESPONSIBILITY**

No student, College employee, College volunteer, student organization, athletic team, or other College-recognized group or association should participate in, solicit, direct, aid, conduct or participate as a witness in hazing.

A student is responsible for behavior when he or she solicits, aids or attempts to aid another person in planning or committing the behavior.

### **GROUP ACCOUNTABILITY**

An organization or team can only haze through the actions of individual students. However, as outlined in the Group Accountability Statement, (<http://www.dartmouth.edu/~uja/account.html>), organizations have an obligation to uphold the Standards of Conduct and applicable policies, including the Hazing Policy. Organizations that engage in hazing can expect to be held accountable as an organization or team for that activity.

Additional sanctions may apply to an organization, group or team which fails or refuses to



identify individual members involved in hazing and/or retaliates against anyone who acts to stop or report hazing activity.

### **Article 11. Extension**

1. When all DCPA chapter organizations are close to or over total, or when the needs of Dartmouth College favor it, the DCPC shall recommend raising total or adding another chapter.
2. Such a chapter or organization may be organized through colonization by an NPC chapter organization or through the organization of an interest group, or local chapter, which may petition an NPC charter organization for a chapter.
3. Consideration should be given to NPC fraternities that have previously had chapters on the campus and to those NPC fraternities, which have filed letters expressing an interest in the campus.
4. DCPC members may vote on extension. A unanimous vote is required.

### **Article 12. Violations**

Any dispute arising out of the NPC UNANIMOUS AGREEMENTS, the Panhellenic Constitution and Bylaws, Standing Rules and membership recruitment rules and regulations shall be addressed by the Panhellenic Council Executive Board.

### **Article 13. Impeachment**

In the case that the quality of performance of an officer is considered to be inadequate, the impeachment process shall be:

1. Any member of the DCPC shall notify the President of the Vice President - Organization of the dissatisfaction by written complaint.
2. The executive board will meet, discuss and vote on the issue, without the person in question present. A 2/3 vote of executive board members is required.
3. Upon conclusion of the impeachment a new officer shall be instated. See Article II.4.

### **Article 14. Panhell Rep Guidelines**

1. Standing Committees shall be formed by the Panhellenic Council executive board officers to assist in planning events or creating policy recommendations. It is an expectation that each permanent representative serve on one Standing Committee. The Vice Presidents - Community and Outreach will oversee these Committees.
2. Missing general meetings without finding a suitable replacement is discourteous and will not be tolerated. The first two (2) infractions will incur a fine of \$15, followed by a \$100 fine, and

each subsequent absence will result in a \$100 fine. Fines will accumulate over consecutive Spring, Fall, Winter terms.

3. Each representative shall participate in discussions and duties as determined by the leader of the committee regularly.

4. Each chapter's representative will be expected to communicate necessary information to their house and executive board at least once after each meeting and as required throughout the course of the term.

5. Each house's representative shall forward pertinent information to the Panhellenic Executive Board.

6. Each chapter shall select one (1) Panhellenic Representative to hold office through consecutive Spring, Fall, and Winter terms. It is expected that the elected representative be in residence during these terms. The Panhellenic Council recommends that each house has only one Panhellenic Representative.

### **Article 15. Social Interactions**

1. Every Panhellenic sorority must have an event with every other Panhellenic sorority every term. These events can include events with multiple sororities (or other organizations) present, so long as the event was not planned by the Panhellenic Council and allows all members from the invited Panhellenic sororities to attend.

2. Every Panhellenic sorority will share its calendar of social events with the two Vice Presidents - Community and Outreach. These calendars are to remain confidential and should not be shared beyond the Panhellenic Executive Board and the Sorority Presidents .

### **Article 16. Amendments**

These bylaws may be amended by 2/3 vote of the voting members of the DCPC provided that notice of the proposed amendment has been given at the preceding meeting. An annual review process shall occur during the winter term or as needed.

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### ***Panhellenic Council By-laws***

Amended 3/02/2014

### **Appendix A: Recruitment Rules**

PURPOSE: Membership selection is based on the National Panhellenic concept of MUTUAL SELECTION. Each potential new member has an equal opportunity to meet the members of

each sorority. Each sorority has an equal opportunity to meet each potential member. Each sorority member is expected to abide by the rules and the spirit of Recruitment. Violations will be considered Recruitment infractions and will be dealt with as outlined in the NPC Manual as determined by the Sorority Presidents and Panhellenic VP-O, VP-Rs, and President.

*Regarding the Administration of Membership Selection*

1. Recruitment shall be held during the first half of the fall and winter terms. The dates will be decided by the VP-Rs in consultation with the Panhellenic Executive Council, and then approved by the Sorority Presidents.

2. The NPC Quota-Total system shall be followed. Total shall be reviewed every few years and may be changed by a vote of the Panhellenic Council. Every enrolled new member, initiate, or affiliate of a sorority shall be counted in the Chapter Total.

3. Release figures:

A. Release figures for each round of parties shall be determined by the Recruitment Committee Chair using the following formula: (quota) multiplied by (the number of parties in the round) divided by (previous return rate). This figure is based on the statistics of the past 3 recruitments and [is capped at maximum release of 20 percent.]

B. Each sorority must approve its release figures before the figures can take effect. An individual house may contest its figure with the Review Board or the DCPC and negotiate a modification before it has approved of the percentage.

C. Once agreed upon, the release figure is binding.

4. The preferential bidding system shall be used.

5. Except during the formal recruitment period (from when the term starts until bid day), Continuous Open Bidding shall be in effect during the college year for all eligible female students. Continuous Open Bids may be extended only by those houses who did not pledge quota, or pledged quota, but did not reach total. Snap bids are extended, only by those houses who did not pledge quota, or pledged quota, but did not reach total, immediately after the end of formal recruitment. Both Continuous Open Bids and Snap Bids are actions taken by the sorority chapter, not the PNM.

A. If a sorority fails to fill all of their lists completely (invite list, positive flex list, negative flex list, Pref-Night list), they are ineligible to extend snap bids in order to reach quota. Continuous Open Bids, however, are still acceptable.

B. Any woman after the fall term recruitment period of her sophomore year who has not

received a formal bid in the past year is eligible to receive a Continuous Open Bid.

C. The DCPC will set a date at the beginning of each term after which open bids can be given. Other than that, the Panhellenic Council will make no restrictions on times, place, or selection of new members via Continuous Open Bidding. They do recommend a more informal process than that encountered during formal recruitment.

D. Voting:

i. A quorum shall consist of 2/3 of the enrolled or active members in the sorority on campus in a given term.

ii. In the summer term only, voting must be unanimous. Otherwise, only a 2/3 vote is necessary.

E. If a situation is not clearly encompassed in the aforementioned, it will be considered on its own merits by members of the DCPC.

F. Notification: All DCPC members shall be notified of the intent to extend any Continuous Open Bids at the DCPC meeting immediately preceding the offering of such a bid. Failure to do so may result in action by the DCPC.

6. Chapter Total shall be voted on by the DCPC. Every enrolled pledge, initiate or affiliate of a sorority shall be counted in the Chapter Total. The Current Chapter Total figure is 120. This number shall be reviewed each year at the end of winter recruitment.

#### *Regarding the Panhellenic Recruitment Team*

7. All National Panhellenic Council Unanimous Agreements shall be upheld by the Panhellenic Executive Council, sororities, sorority members, Recruitment Counselors (Rho Chis) and Potential New Members (PNMs).

7.5 If a sorority is abstaining from the Formal Recruitment Process, they must abide by all applicable Recruitment Rules and Regulations (ex: no exchanging of gifts, recruitment budget, submission of receipts, bid-promising, songs/chants, etc).

8. All members of the Panhellenic Executive Council will disaffiliate during the process of Formal Recruitment. This includes any house event where PNMs will be present. The Panhellenic Recruitment Team shall consist of the VP-Rs, the President, and the VP-O (with guidance from the GLOS director as an ex-officio member).

#### *Regarding Potential New Members (PNMs)*

9. Any Dartmouth undergraduate who identifies as a woman and / or gender non-conforming

person may participate in Formal Recruitment, as long as the person does not self identify as a man.

10. A Potential New Member (PNM) must be an enrolled student at Dartmouth and have a GPA of 2.500 or above (the term prior) to be able to participate in Recruitment. Exchange students are allowed to participate in Formal Recruitment but are required to disclose their status in their Rush application. It is at the discretion of each organization to determine whether they would accept an exchange student as a New Member. Students on a leave term (ie: Hanover FSP) are required to get approval from the Panhellenic Executive Council before enrolling in Recruitment.

11. It is required that a PNM attends at least one Formal Recruitment Information Session, one GLOS Session and one DBI (Dartmouth Bystander Initiative) training prior to enrolling in Formal Recruitment in either the Fall or Winter term. If a PNM has NOT attended one of these information sessions, she may not enroll in Formal Recruitment.

12. There shall be two Formal Recruitment information sessions held by the Panhellenic Council in the term preceding the Formal Recruitment period, as well as during the terms in which a Formal Recruitment period takes place.

*Regarding Recruitment Counselors (Rho Chis)*

13. Each house is required to provide the number of applications for Recruitment Counselors (Rho Chis) as requested by Panhellenic Council. Eight (8) applications will be required from each house in the Fall. A total of about 40-45 Rho Chis will be selected for Fall Recruitment (a comparable number selected from each sorority). Five (5) applications will be required from each house in the winter. A total of about 15-20 Rho Chis will be selected for Winter Recruitment (a comparable number selected from each sorority). The Panhellenic Executive Council reserves the right to fine any sorority for each missing application.

14. Any recruitment counselor chosen from these applications is required to fulfill her duties, including, but not limited to: attending all required training, being present during all of Formal Recruitment, being available and accessible to PNMs in her group during the Formal Recruitment period, keeping strict confidentiality of all matters concerning her PNMs, completely concealing her affiliation (in social media and on campus), communicating promptly with Panhellenic Executive Council, refraining from contact with her sorority concerning PNMs, picking up Preference Nights cards, monitoring parties during Round 1 and Round 2, and making name-tags and name-booklets. Failure to comply with these requirements (and punishment thereof) will be addressed on a case-by-case basis by the Panhellenic Recruitment Team.

15. Rho Chis are responsible for communicating the following rules to PNMs who are splitting parties. PNMs splitting parties should leave their first house at 20 minutes after the hour and should arrive at her second house no later than 25 minutes after the hour. Otherwise, she will be considered late. Sorority Recruitment Chairs will announce that splitting Potential New Members should depart at 20 minutes after the hour.

16. Each Rho Chi is required to be on-duty at least 1 party during Round 1 of Formal Recruitment and at least 2 parties during Round 2 of Formal Recruitment. Rho Chis will be posted at the entrances or restrooms to ensure proper conduct of both PNMs and sisters and as a resource in the event of an emergency or violation report.

*Regarding Formal Recruitment Rules and Regulations*

17. During the 2015-2016 Recruitment season, Formal Recruitment will take place in the Fall of 2015 and the Spring of 2016. There will be no Winter 2016 Formal Recruitment cycle. Pre-Recruitment, therefore, should occur throughout the year - but particularly during Spring 2015 and Winter 2016. All following Recruitment cycles will only have Formal Recruitment during the Spring term of Freshman year. The Panhellenic Executive Council reserves the right to consider a smaller informal process during the Fall of sophomore year.

18. Sorority Pre-Recruitment activities will be negotiated amongst Sorority Recruitment Chairs and the VP-Rs. The activities will then be voted upon by the Panhellenic Executive Council and the Sorority Presidents. Past Pre-Recruitment activities have included collaborative events with all (or several) sororities in attendance (ex: sorority-blind events) and individual events (ex: panels, mixers, philanthropy, etc.).

19. The Formal Recruitment Period is designated as the time beginning seven days before the first Formal Recruitment party and concluding with the issuance of bids. No PNM shall visit a sorority house or rooms therein except for the designated Recruitment parties during this time. They are only permitted in the houses for Recruitment parties during the time slot they have been assigned. No sorority member may visit a PNM in her place of residence during the Formal Recruitment Period. Also, the houses must be closed to PNMs during the weeks of Formal Recruitment. At any time other than the weeks of Formal Recruitment, a PNM is welcome to visit a sister who lives in the house and vice versa.

20. Formal Recruitment parties shall begin and end at designated times set by the DCPC. Panhellenic Council. Round 1 parties will last 45 minutes; Round 2 parties will last 1 hour; Preference Night parties will last 45 minutes. All PNMs and sororities must abide by these times. If a PNM is absent from a party without prior notification of and/or approval by the Panhellenic

Executive Council she will be withdrawn from the system automatically.

21. No food or snacks are permitted at sororities during Round 1 and Round 2 of Formal Recruitment. Instead, snacks for PNMs will be provided by the Panhellenic Executive Council.

22. Room-to-room style must be in place for Round 1 of Recruitment (Round 2 optional). Multiple rooms throughout the sorority house must be used for conversations. It is not permitted to concentrate conversations in one or two rooms.

23. Decorations are not permitted for Rounds 1 and 2 of Formal Recruitment. Costumes/flair may only be worn during Round 1; sorority letters must be worn during Round 2.

24. Songs and chants are only permitted when PNMs are physically walking into or out of the sorority house. They cannot interfere with the time before, during, or after the scheduled party times. If the sorority members have to meet to practice the song/chant, it is not permitted.

25. Each sorority must give a short presentation on their dues, scholarship, and philanthropy during Round 1. Short presentations during Round 2 on sisterhood are optional.

26. Only electronic invites are permitted for Preference Night. Bid cards may not include any form of gift (ex: candy, cookies, keychain, etc.).

27. A name-exchange system will occur at the beginning of every conversation in order to create a zero-tolerance environment for forgetting the name of any PNM spoken to throughout the parties. Contact between sisters and PNMs that met during recruitment may only occur *after Formal Recruitment has ended*.

28. The Panhellenic Recruitment Team reserves the right to request “call-backs” for PNMs that are only invited back to 2 or fewer sororities during Round 2. Each sorority will be required to “call-back” a number of PNMs to Round 2 parties inversely proportional to the number of invited PNMs.

29. The Panhellenic Recruitment Team reserves the right to request “call-backs” for PNMs not invited back to 1 or fewer sororities during Preference Night. However, there will be no expected number of “callbacks” per sorority.

30. Normal social contact and conversation shall be allowed between PNMs, sorority members, and alumnae during the Formal Recruitment Period. However, *organized visitation or conversation concerning a particular sorority* is not considered “normal social contact”.

31. During the Formal Recruitment period, PNMs shall not be invited to any sorority's gatherings, closed parties, or open parties other than the scheduled Recruitment parties until the Formal Recruitment Period has ended. PNMs can attend open events that are approved a term prior by the Panhellenic Council. None of these events can include alcohol.

32. No favors or gifts may be given to PNMs by sororities or by individual members during the period of Formal Recruitment. No sorority member may buy anything for a PNM. No PNM may buy anything for a member.

33. Bid Promising or violations of the silence period are not permitted, and any form of which will result in an inquiry. The definition of a bid promise is a verbal or written statement made by a sorority member to a PNM leading the PNM to believe that she is guaranteed a bid from a particular sorority. Bid promising includes, but is not limited to: Telling a potential member that she is wanted as a member of a particular sorority; indicating that if a potential member chooses to return to a particular sorority's party that she will receive a bid; making any reference to the next day of recruitment.

A. Examples of inappropriate phrases that are not to be used:

- a) "You are in,"
- b) "See you on bid day,"
- c) "On our bid list,"
- d) "You are such / so an Alpha Alpha"
- e) "We want you"
- f) "Tomorrow we are having our slide show – you're going to love it!"
- g) "On Bid Day, we will be doing the following....."
- h) "I see you as a perfect fit for this house."
- i) "We already picked out your big."
- j) The Panhellenic Executive Council reserves the right to add to this list, as well as the right to examine individual cases and determine punishment thereof.

B. If a chapter is found guilty of bid promising, the appropriate punishment will be negotiated by the Panhellenic President, Panhellenic VP-Recruitments, Sorority Chapter President, and GLOS advisor. Appropriate repercussions in the past have included a social punishment (cancellation of an open event, private event, or two weekends of sorority social events, etc.) and the organization of an informative event for Freshmen women considering the Greek system (organization of an event sponsored by DCPC).

34. PNMs are required to attend and fully participate in every party and to completely adhere to



the schedule given to them by Panhellenic Executive Council regardless of any unapproved schedule changes. Failure to fully participate includes but is not limited to:

- Spending excessive time not interacting with sisters
- Leaving a party early or arriving late to a party unless given explicit permission by her Recruitment Counselor to do so
- Checking her phone at any point during the conversation
- Rolling eyes, acting disinterested, and avoiding eye contact
- Any behavior with the intent of purposeful rudeness or awkwardness
- Exhibiting behavior that the house and DCPC deems unacceptable

Failure to comply with any of the above statements will result in an inquiry. Panhellenic Council reserves the right to add to this list, as well as the right to examine individual cases and determine punishment thereof.

35. The use of alcoholic beverages by sorority members or PNMs is prohibited at Formal Recruitment events until 24 hours after the issuance of bids.

36. Sororities are prohibited from making disparaging remarks to PNMs regarding other sororities during Formal Recruitment.

37. All sororities are required to share their invite, positive flex, and negative flex lists *exactly as they appear in the computer system* with their members after the conclusion of each round. This can be done by reading the list aloud to all sisters (at deliberations or otherwise), emailing the list to sisters (not recommended), or posting the list in a private room of the house (available for sisters to reference at all times). Sisters should be completely aware of where PNMs lie on invite lists, they should never misrepresent such information to PNMs. Full transparency both within the house and when interacting with PNMs is expected.

#### *Regarding Recruitment Violations and Infractions*

38. Violations committed by a PNM will result in an inquiry by the Sorority Presidents and one member of the Panhellenic Executive Council (VP-R, President, or VP-O). They will require separate written accounts of the situation and a report from the Rho Chi monitoring the party. Additionally, they will ask the PNM in question for her account of the situation and consult her Rho Chi about her behavior. They will then evaluate the situation. If deemed an infraction, the Sorority Presidents and Panhellenic Executive Council will report the behavior to houses for mandatory use during deliberations or will release the Potential New Member before the start of the next round. Each infraction will be determined on a case by case basis. The Panhellenic Executive Council reserves the right to consider repercussions other than those mentioned above. (Rudeness Violation - see 34).

39. If a PNM is removed from the recruitment process due to a violation, she will not be permitted to participate in Formal Recruitment until she undergoes a facilitation regarding her behavior. Otherwise, the PNM will be eligible to participate in the next available Formal Recruitment term. .

40. Violations committed by a Rho Chi or a Sorority chapter or member will result in an inquiry by the Panhellenic Executive Council. They will require a verbal or written account of the violation and an inquiry at the accused sorority regarding the infraction. The Panhellenic Recruitment Team (VP-Rs, President, and VP-O) will then evaluate the situation. If deemed an infraction, punishment will be determined on a case by case basis, but may include a subpoena to the Panhellenic Council or an outside intervention deemed appropriate by GLOS. (Bid Promising - see 33)

*Regarding Sorority Recruitment Budgets*

41. No money may be spent for Round 1 or Round 2 of Recruitment. The uniform Formal Recruitment budget for all sororities is \$3.25 per PNM in attendance on Preference Night not to exceed \$500 in Fall Formal Recruitment or \$130 in Winter Formal Recruitment. During the 2015-2016 school year, the budget will remain \$3.25 per PNM not to exceed \$500 in Fall Formal Recruitment or \$500 in Spring Formal Recruitment. All future years of recruitment, the budget will be \$3.25 per PNM not to exceed \$500 during Formal Recruitment.

42. Sorority expenditures may exceed the uniform budget only when such expenses are directly incurred due to a lack of physical plant (FO&M room rental charges). Requests for these exemptions must be submitted to the Panhellenic Executive Council for review and approval prior to the commencement of the Formal Recruitment period.

43. Sororities must submit all receipts of Formal Recruitment expenditures to the Panhellenic Executive Council prior to receiving their list of bids to be issued on Bid Night. If a sorority exceeds the uniform recruitment budget they will be subject to sanctions imposed by the Panhellenic Executive Council.

***Panhellenic Council By-laws***

*Amended 2/28/2015*

**Appendix B : Sexual Assault Policy 1**

*If any member of a Panhellenic sorority feels uncomfortable with a person at an event held by a Panhellenic Sorority, this member may approach the organizer of the event and share concerns*

*about this person with the organizer. If the organizer chooses, the organizer can ask this person to leave. Every Panhellenic sorority has the right to control who is allowed to attend their events and has the right at any point, for any reason to kick someone out of their events.*

*It is highly encouraged that every sorority put up "Safe Space" posters or send out a reminder of this policy to all invited people at all events.*

### ***Panhellenic Council By-laws***

*Amended 5/18/2011*

### **Appendix C : Sexual Assault Policy 2**

#### **I. Preamble**

We, the eight Panhellenic sorority presidents of Dartmouth College, have created this policy in order to protect the health and welfare of our sisters and reinforce a positive community. Dartmouth's first priority is to provide equal education to all of its students, and any act that denies a student full participation in their educational pursuits undermines our College's mission. Fundamentally, we expect that members of the Dartmouth community demonstrate respect, sensitivity, courtesy, and goodwill in their interactions with each other. When a member of a Greek Letter Organization assaults an affiliated or unaffiliated individual of the Dartmouth community, we expect accountability on the part of his or her organization.

We expect systems of internal adjudication to be swiftly implemented, as a complement to any Dartmouth College administrative or police investigation into the incident. Such action on the part of the Greek Letter Organization will signal to the Panhellenic sororities that the organization is acting to provide a safe space for the community at large. This relies on the integrity of the house leadership to act sincerely and honestly, and investigate the incident in good faith. We in no way desire the execution of this policy to replace or affect sanctions imposed by Judicial Affairs; it is our intention that this will provide an additional, and necessary, incentive to members in the form of facing discipline from their own brothers and sisters. It is not our intention to embarrass or humiliate, but rather to contribute to the creation of a more welcoming environment for all students in the Dartmouth community.

#### **II. Procedure**

In considering possible assaults, the council will use the standard applied by the College, which includes, but is not limited to: conduct of an aggressive nature, including physical, emotional and verbal conduct, which reasonably would be expected to have the effect of threatening or intimidating the person or group at whom such conduct is directed; intentional physical contact with the body of another person without that person's consent; and all types of sexual abuse and sexual harassment. In addition, the council is concerned with the perpetuation of hostile environments, whether intentional or not.

Firstly, if an individual president becomes aware of an alleged assault affecting her membership, she will notify the other Panhellenic presidents. Once the report reaches the council, the president of the alleged victim's house or all of the Panhellenic Council – if the alleged victim is unaffiliated – will contact the president of the organization to which the alleged perpetrator belongs. There are two circumstances under which we will pursue a report: with the victim's permission or when we judge there to be an imminent public threat to the community, such as the confirmed use of date rape drugs or an undeniably pervasive atmosphere of violence.

After the initial report, the suspected perpetrator's organization has 24 hours to respond with their knowledge of the alleged events and their plans to initiate an internal investigation and, if appropriate, adjudication process. In order for the council to feel comfortable refraining from enacting a suspension, the house in question must demonstrate that they will investigate the allegation and pending any finalization of procedures, take measures to ensure the safety of their physical space, which may include measures to monitor social spaces and alcohol distribution, a concerted effort to locate and dispose of any illicit substances involved in the alleged incident, or action towards an alleged perpetrator. If the alleged perpetrator's organization either fails to respond in 24 hours or fails to communicate the immediate response and demonstrate these or other applicable measures, all Panhellenic sororities will suspend further formal programming with the house in question until the internal adjudication process has been finalized.

If a house becomes aware of an alleged assault by one of its members, the council requests that the president of the house in question inform the president of the Panhellenic Council about the process enacted to resolve it. An alleged incident indicates a potentially hostile climate in the house, and the Panhellenic presidents have a right to be aware of this fact in pursuing their duty to protect the welfare of their sisters. If it comes to our attention that the organization was aware of an assault and did not inform the Panhellenic Council, the presidents will enact the suspension immediately until their internal adjudication process is finalized.

### III. Privacy

In the case of a suspension, each president has the right to inform her sisterhood that an organization is not eligible for co-sponsoring events. The name of the organization, but not the names of individuals involved, will be disclosed to the sisterhood.

### IV. Decision to Suspend

Any suspension must be a unanimous decision among the Panhellenic presidents. Though we anticipate that cases of disagreement will arise, we recognize that it will always be an organization's individual prerogative to suspend events with another organization as its leadership sees fit.

### V. Organizational Privacy

It also must be noted that our emphasis is on the transparency and integrity of internal

processes. All organizations have the right and responsibility to protect the privacy of their members. We will not prescribe specific protocols or outcomes.

#### VI. Revision

We recognize that this policy is a necessary first step, and its efficacy will require regular evaluation.