

Myths and Facts Regarding Contact with PNMs

Definition of Recruitment

Recruitment is defined as **ONE OR MORE** sorority members meeting together with potential new members to promote the interest of a **particular** sorority according to the National Panhellenic Unanimous Agreements. National recommendations **ACTUALLY** support talking to PNM's, but there are guidelines.

DO:

- BE FRIENDLY!
- TALK to them
- VISIT with your sister or friends from high school (with some discretion and only as necessary - she'll understand).
- ENCOURAGE women to go through recruitment
- BE POSITIVE about the Panhellenic community

**** A GOOD PRECAUTION IS TO ONLY SPEAK TO PNMs WITH A PANHELLENIC SISTER WITH YOU!**

DON'T:

- TALK ABOUT RECRUITMENT!
- BUY PNMs food, presents or other gifts
- INVITE PNMs to your chapter house
- TELL PNMs that they have a bid, etc
- SAY THINGS LIKE "SEE YOU LATER" or "HOPE TO SEE YOU TOMORROW" - A SIMPLE "Good luck with the rest of recruitment" will be good.

GOOD RULE OF THUMB! USE COMMON SENSE ABOUT WHAT IS APPROPRIATE AND WHAT IS NOT!

Ultimate rule: Be friendly. Be nice. But if you think it may lead the PNM to think she is guaranteed a bid or get a false impression as to your chapter's interest in her, then do not put yourself in the situation.

Remember that **NOT TALKING TO THEM** or shunning them can be perceived incorrectly by the PNM. This could cause her to have a negative perception of you, your organization or the sorority community. We don't want to provide a false impression due to an incorrect compliance with the policies.

If your sibling signs up for recruitment, of course you can talk to her! There is a perception that once she signs up you wouldn't be able to act as you normally would. This would be unfair and inappropriate. This "rule" is completely false. This is a great example of how some people view folklore around recruitment as "rules". Hopefully this sheet has helped you make sense of it all.

Think about the impact that your actions could have on the PNM and your chapter. Chapters who promise bids to PNMs will be dealt with.



Limited Contact Policy

Limited Contact begins on sorority move-in day and continues until the end of 3rd Invite. This encourages normal day to day contact between active chapter members and potential new members but requires that the definition of recruitment not be violated, and that specific chapters and Recruitment events not be discussed.

Potential new members may not enter chapter houses except during scheduled Formal Recruitment events. Active chapter members are not to visit potential new members at their apartments or dorms, etc.

Silence Period Policy

Strict silence is designated as the period of time from the end of the potential new member's last party of Third Invitational until she reports to the sorority for which she accepts a bid. During this period, there will be no conversation or contact with potential new members by active chapter members, new members, or alumnae, according to the National Panhellenic Conference guidelines.

IT IS IN YOUR BEST INTEREST TO COMPLETELY AVOID CONTACT WITH PNMS. DO WHATEVER IT TAKES TO ASSIST YOU IN NOT INTERACTING WITH PNMS! If you perceive it as necessary, inform PNMs at the third event of preference that you will not be able to talk to them if you see them out.

Reasoning Behind these Policies

Panhellenic wants every PNM to go through the Recruitment process with an open mind to find the chapter that she feels most comfortable in. By talking to PNMs about Recruitment and other chapters, you are harming her rather than helping her decision about which chapter is best for her.