Syracuse University College Panhellenic
Potential New Member (PNM)
Code of Ethics and Conduct

*"We, as Undergraduate Members of women's fraternities, stand…for maintenance of fine **standards…**for service through the development of character inspired by the close contact and deep **friendship** of individual fraternity and Panhellenic life. The opportunity for wide and wise human service, through **mutual respect and helpfulness,** is the tenet by which we strive to live."*

This is accomplished by abiding by the following agreements:

- A PNM shall attend recruitment orientation and all membership recruitment events for which she receives invitations.
- Respect for the membership recruitment process is always expected. This includes respect toward chapter members, recruitment counselors, Panhellenic officers, faculty, staff, and other PNMs. PNMs should refrain from sexist, homophobic, racist, or otherwise abhorrent conversations.
- PNMs are expected to approach each chapter without relying on rankings, stereotypes, reputations, or outside commentary.
- PNMs understand their rights under the PNM Bill of Rights and know how to report discrimination to the College Panhellenic.
- Membership recruitment is a substance-free process. PNMs may not use or be in the presence of drugs and alcohol during the membership recruitment period. Violating this rule will result in immediate removal from the membership recruitment process.
- PNMs may not use or be under the influence of alcohol, cannabis, illegal drugs, or other prohibited substances beginning at 4:30 p.m. on January 14, 2027, and continuing through 10:50 p.m. on January 23, 2027. This restriction does not prohibit the lawful use of prescription or over-the-counter medications when used as directed.

- PNMs should be fully aware of the financial obligations of membership before accepting a bid. It is to a PNM's advantage to ask questions about finances during recruitment events.
    - Asking questions during recruitment about dues, fees, payment plans, or other financial commitments will also help PNMs make a well-informed decision.
    - PNMs are encouraged to review each chapter's Financial Transparency Form, available in the Resources section of the Syracuse Panhellenic website, to better understand the financial obligations of membership.
- PNMs agree to treat the chapter recruitment parties as confidential. PNMs will not record, photograph, or share any content from recruitment events, whether in person or virtual. A breach of this agreement could result in disciplinary action.
    - Cell phones must remain turned off and out of sight throughout all recruitment events. If a PNM fails to comply with this expectation, chapter members should notify the PNM's Rho Gamma or Vice President of Recruitment. Violations may result in referral for review and consequences in accordance with the PNM Code of Ethics and Conduct and applicable Recruitment Rules.
- PNMs understand that if they sign a Membership Recruitment Acceptance Binding Agreement (MRABA) after the preference round, they are bound to that document and the chapter that extends them a bid. This means the PNM is ineligible for an invitation to membership from another NPC organization until the next primary recruitment following the spring semester on that campus.

Failure to abide by the PNM Code of Ethics and Conduct may result in referral to the PNM Conduct Review Board (CRB) and may affect a PNM's eligibility to continue participating in the Panhellenic recruitment process.

Expectations for Conduct

Recruitment is intended to foster meaningful connections and provide every participant with a fair, welcoming, and values-based experience. Any behavior that is inappropriate, disruptive, disrespectful, or inconsistent with the values of the Syracuse University Panhellenic community may be referred to the CRB for review and may result in outcomes up to and including removal from the recruitment process.

In addition to the Code of Ethics and Conduct, all PNMs are expected to:

- Contribute to a positive recruitment experience by treating all participants with kindness, inclusion, and respect.
- Give every chapter a genuine opportunity to share its values and sisterhood without comparison, bias, or prejudgment, and encourage others to do the same.
- PNMs should form impressions based on their own recruitment interactions rather than chapter rankings, stereotypes, reputations, anonymous forums, or outside commentary.
- Recognize that recruitment is an opportunity for personal reflection, meaningful connections, and values-based decision-making rather than competition between chapters or PNMs.
- Do not post, comment on, share, or participate in discussions that disparage, rank, stereotype, or negatively compare Panhellenic chapters, members, Rho Gammas, or PNMs.
    - This includes chapter-related discussions on Yik Yak, GreekRank, Reddit, or similar forums involving rankings, 'tiers,' reputations, rumors, recruitment outcomes, or membership selection."
- Make thoughtful, independent decisions based on their own experiences and values, free from undue influence, including pressure from friends, family, chapter members, other PNMs, social media, anonymous forums, or outside reputations.
- Comply with all Syracuse University policies, Greek Life policies, Panhellenic Primary Recruitment Rules, and directions provided by the by the Vice President of Recruitment and authorized University/Greek Life staff.

Examples of Inappropriate or Disrespectful Conduct

The following are examples of behaviors that may be referred to the CRB for review. Depending on the nature and severity of the conduct, outcomes may include Not Responsible, Verbal Warning, Written Warning, or Removal from the Panhellenic recruitment process. The examples below are illustrative and do not limit the CRB's ability to review other conduct that may violate this Code, the Recruitment Rules, or applicable University policy. **Examples include, but are not limited to:**

- Speaking negatively about a Panhellenic chapter, chapter member, Rho Gamma, fellow PNM, Panhellenic officer/representative or unaffiliated student or the Panhellenic community.
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- Displaying hostile, threatening, intentionally disruptive, or repeatedly disrespectful behavior toward any participant during recruitment activities.
- Making offensive, discriminatory, harassing, demeaning, mocking, stereotyping, retaliatory, or hateful comments about a chapter, individual, or the recruitment process, whether verbal, written, electronic, or through social media.
- Ranking, stereotyping, disparaging, or negatively comparing chapters, including using status-based labels such as "top house," "bottom house," or "tiers."
    - This includes posting, commenting on, sharing, or participating in chapter-related rankings or comparisons on Yik Yak, GreekRank, Reddit, or similar online forums.
- Spreading rumors, engaging in gossip, or sharing or repeating unverified information about chapters, members, PNMs, recruitment outcomes, or membership selection, including through group chats, social media, or anonymous online platforms.
- Claiming or bragging about personal influence or connections within a chapter; promising, implying, or suggesting a likely invitation or bid; or speculating about invitation lists, membership-selection decisions, or Bid Day outcomes.
- Contacting individual chapters or chapter members to express chapter preferences, seek recruitment information, influence recruitment decisions, or attempt to gain an advantage in the recruitment process. Incidental or pre-existing contact with classmates, roommates, coworkers, teammates, friends, or others is permitted provided recruitment, chapter preferences, or membership-selection matters are not discussed.
- Accepting or providing gifts, favors, payments, meals, rides, merchandise, flowers, letters, notes, or other items of material value to or from chapter members, new members, alumnae, or anyone acting on behalf of a Panhellenic chapter in connection with recruitment. This does not include food, transportation, supplies, or materials officially provided or approved by Panhellenic as part of the recruitment process.
- Recording, photographing, screenshotting, screen recording, audio recording, forwarding, reposting, uploading, sharing, or otherwise distributing non-public recruitment materials, chapter presentations, videos, or other recruitment-protected content without authorization.

- Failing to comply with recruitment schedules, attendance and check-in requirements, membership-selection deadlines, Strict Silence and other contact guidelines, Rho Gamma or Vice President of Recruitment instructions, technology restrictions, prohibitions on recordings or screenshots, or other applicable Recruitment Rules.
- Using, possessing, or being under the influence of alcohol, cannabis, illegal drugs, or other prohibited substances during a prohibited recruitment period or recruitment-related activity, as outlined in this Code of Ethics and Conduct and applicable Primary Recruitment Rules.
- Retaliating against a PNM, Rho Gamma, chapter member, Panhellenic representative, or other individual for reporting a concern, providing information, seeking assistance, or participating in the PNM Conduct Review process.
- Knowingly providing false or materially misleading information in a Recruitment Incident Proceeding (RIP) Report, during a CRB proceeding, or in connection with another recruitment-related review.
- Violating Syracuse University policies, Greek Life policies, the Panhellenic Primary Recruitment Rules, or other applicable Panhellenic policies during the recruitment process.

Conduct Review Process

If a PNM is reported for an alleged violation of the PNM Code of Ethics and Conduct, the Panhellenic Recruitment Rules, or other applicable recruitment policy, the PNM will be contacted by the Vice President of Recruitment, within 1–3 hours of receipt of the Recruitment Incident Proceeding (RIP) Report.

The PNM must respond within 12 hours of receiving the notification to schedule a meeting with the PNM Conduct Review Board (CRB). Failure to respond within the required timeframe may result in removal from the Panhellenic recruitment process.

The PNM Conduct Review Board (CRB) consists of:

Panhellenic Vice President of Recruitment
Panhellenic Vice President of Standards
Panhellenic Advisor

Any CRB member who has a conflict of interest, including a close personal relationship, chapter-related conflict, prior involvement in the matter, or other circumstance that could reasonably affect impartiality, will recuse

themselves from the review. An appropriate alternate will be designated by the Panhellenic Advisor to allow the process to proceed.

The PNM will be informed of the concern(s) being reviewed and will have an opportunity to provide context, respond to the allegation(s), and share any relevant information she would like the CRB to consider.

Conduct Review Outcome and Notification Process

Following its review, the CRB may issue one of the following outcomes:

- Not Responsible
- Verbal Warning
- Written Warning
- Removal from the Panhellenic recruitment process

Following the CRB meeting, the PNM will be notified of the outcome (via email) within 1-3 hours of the meeting's conclusion. The outcome will be communicated by the Panhellenic Vice President of Standards, the Vice President of Recruitment, or the Panhellenic Advisor and will include:

- A summary of the concerns reviewed.
- The decision of the CRB (e.g., verbal or written warning, or removal from the recruitment process).

All CRB proceedings and outcomes will be documented by the Panhellenic Vice President of Standards and maintained by the Panhellenic Advisor in accordance with Greek Life and University policies and procedures. When appropriate, notification will also be provided to the Executive Director of Student Engagement.

All decisions of the PNM Conduct Review Board (CRB) are final and are not subject to appeal or reconsideration. The written outcome communicated to the PNM constitutes the final determination regarding the matter.

Digital Acknowledgment

*As part of the Panhellenic Recruitment registration process, all PNMs are required to electronically acknowledge that they have read and understand, and agree to abide by, the **2026-2027 PNM Code of Ethics and Conduct**. Completion of this acknowledgment is required before a recruitment registration may be submitted.*