



Membership Recruitment Acceptance Binding Agreement (MRABA) and Appeals Process

The membership recruitment acceptance binding agreement (MRABA) is the contract a potential new member (PNM) signs to receive a bid from an NPC sorority. College Panhellenics are expected to educate PNMs thoroughly on the recruitment process including education about the MRABA.

The process for signing the MRABA may look different on each campus (such as use of a paper or electronic format of the MRABA). Regardless, College Panhellenics must use the MRABA and the MRABA script (found in the NPC Manual of Information).

A PNM must understand the MRABA she is signing as just that – a binding agreement. By signing the MRABA, a PNM acknowledges that she understands and agrees to each of the conditions listed in the document. A PNM should be provided opportunities for clarification and have any remaining questions answered before she signs the binding agreement. The MRABA and the accompanying script are written and arranged for readability and clarity in understanding.

Below are some key clarifications about recruitment and the MRABA. College Panhellenics should educate the Panhellenic community (e.g., chapter leaders, recruitment counselors) and PNMs on these items, and address any inaccurate information that is being shared in the community.

1. **A PNM has the option to withdraw from recruitment at any time.**

A PNM should never feel that she must complete the recruitment process, or feel forced to join a sorority at any point in the recruitment process. This includes not completing the MRABA if she is not ready to make a commitment to a sorority at that time.

2. **A PNM has the option to limit her choices when completing the MRABA.**

On the MRABA, a PNM is agreeing that she will accept a bid from any sorority she ranks. She must not be pressured to rank all of her remaining options if she knows she would not accept a bid from that sorority.

- Maximizing options does allow the PNM to be placed as a quota addition.
- Maximizing options does not guarantee a bid to the PNMs first preference.
- Maximizing options does not make the PNM more likely to receive a bid to her first preference.
- Limiting options does not increase nor decrease the PNMs chance to be placed into her first preference.
- Limiting options does not make the PNM less likely to receive a bid to her first preference.
- Maximizing options does not influence the PNM's placement on a chapter's list, as chapters do not have access to know the preference order selected by a PNM.
- Limiting options does not "mess up" the computer system.

If a PNM is certain she does not want to be a member of a chapter, she should not list the chapter on her MRABA. In signing the binding agreement, the PNM is in essence pre-accepting a bid from any sorority that she lists.

3. **If a PNM does not receive a bid from any sorority(ies) she has ranked, she is eligible to join any sorority through continuous open bidding (COB).**

Any woman who does not receive a bid is eligible to join a sorority through snap bidding* and COB. This includes PNMs who chose to intentionally single preference, and do not receive a bid. Those who choose to intentionally single preference, cannot be quota additions, but may be snap bids and are immediately eligible to join a sorority through COB if there is an opportunity.

*PNMs must participate in the first round of recruitment in order to be eligible for snap bidding. This includes PNMs who may have withdrawn from the process entirely after the first round of events.



4. If a PNM receives a bid from a sorority she ranked, but she chooses not to accept that bid, she is ineligible to join any other sorority on this campus until the start of the next primary recruitment process.

PNMs should only write the sororities of which they are willing to accept a bid. If a PNM chooses to write a sorority that they do not intend on becoming a member (in contradiction to what they had agreed to in the MRABA), and they decline the bid, they are still bound to the MRABA thus making them ineligible to join any other sorority on that campus until the next primary recruitment period.

The Appeal Process

If through the primary membership recruitment process, a PNM receives a bid and declines it, then she is ineligible to be pledged to another NPC sorority on the same campus until the beginning of the next primary membership recruitment period. In limited circumstances, a PNM may have the option to appeal this ineligibility.

Exceptions to an individual's ineligibility to be pledged may be granted by the NPC Board of Directors in the following cases:

- Documented illegal conduct by the chapter offering the bid, or
- Documented violation of National Panhellenic Conference membership recruitment policies.
- Documented clerical or administrative errors made by campus or Panhellenic personnel during the Panhellenic membership recruitment process.

A PNM may request an MRABA appeal form from her fraternity/sorority advisor who should contact the NPC area advisor or NPC office. The form contains instructions on how to complete it and provide the supporting documentation that must be received by the NPC office for the appeal packet to be considered complete. All items must be received no later than 30 calendar days from the date of the alleged infraction or grievance (including college/university breaks). **If the MRABA appeal does not meet one of the three exception criteria, if any piece is missing and/or the submission of all materials exceeds 30 calendar days, the appeal will not be processed.**

Upon receipt of all materials in the given timeframe, the NPC office will open an investigation and if the criteria for an appeal as listed above is met the information will be sent to the NPC Board of Directors for review.

The NPC office notifies the student of the decision by the NPC Board of Directors. A copy is sent to the NPC Board of Directors, area advisor, fraternity/sorority advisor and other parties involved.

If an appeal is granted, it means the PNM is released from the binding agreement to that organization. It does not mean the PNM will be placed into a new organization. It means she will not be bound to wait until the next primary membership recruitment process to join another NPC sorority on the campus. Decisions of the NPC Board of Directors are final.