



Potential New Member Code of Ethics and Agreement of Mutual Respect

What is a PNM Code of Ethics?

College Panhellenic Associations should ensure potential new members (PNMs) understand the expectations of their actions and behavior during primary recruitment. College Panhellenics can create a PNM Code of Ethics to outline these expectations. PNMs should be educated on the PNM Code of Ethics, its tenets and the process used when someone violates these expectations.

At minimum, our Panhellenic communities should uphold the values outlined in the Panhellenic Creed:

*"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."*

It is our hope that those looking to become members of the Panhellenic community should seek to hold these tenets as well.

How should a College Panhellenic implement a PNM Code of Ethics?

- Develop and vote on a PNM Code of Ethics.
- Share and educate all PNMs on the PNM Code of Ethics.
 - Include it in all recruitment materials provided to PNMs.
 - Review and discuss it in recruitment orientation with PNMs.

What should be included in a PNM Code of Ethics?

- A PNM shall attend recruitment orientation and all membership recruitment events for which she receives invitations.
- Respect for the membership recruitment process is expected at all times. This includes respect towards chapter members, recruitment counselors, Panhellenic officers, faculty and staff and other potential new members. PNMs should refrain from sexist, homophobic, racist or otherwise abhorrent conversations.
- I understand my rights under the PNM Bill of Rights and if I experience discrimination I know how to report it to the College Panhellenic.



What is the process for holding a PNM accountable to the PNM Code of Ethics?

The first thing a College Panhellenic should do after being informed of an alleged violation of the PNM Code of Ethics is to **have a conversation with the PNM directly**. Any number of collegiate members could do this including members of the College Panhellenic Executive Board or the PNM's recruitment counselor and/or the fraternity/sorority advisor. The goal of this conversation should be to address the behavior that is in violation of the PNM Code of Ethics.

NOTE: If collegiate members are involved in this process, the College Panhellenic should ensure the collegiate members are trained in conflict management skills.

Depending on the circumstances, these conversations may have outcomes ranging from an oral/written warning to removal from the recruitment experience.

The most important piece is that the College Panhellenic must be transparent about PNM expectations and provide prior notice regarding the process for addressing potential failures to meet these expectations. **A College Panhellenic must not remove a PNM from the recruitment process if she has not been educated in advance that this is a possibility.** Additionally, should a woman violate the Code of Conduct and *not be removed* from the Panhellenic recruitment process by the College Panhellenic, this information should NOT be shared with chapters in order to not impact the PNM's recruitment experience.

If a PNM is removed for behavior, we recommend you notify the NPC office and share a brief synopsis so NPC may help support your College Panhellenic.