

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

I. PNM Code of Conduct

All Potential New Members (PNMs) are expected to engage in respectful and courteous behavior throughout the recruitment process. Any form of inappropriate, disruptive, or disrespectful conduct, whether verbal, physical, or digital, will not be tolerated.

To uphold the values and good standing of a Potential New Member within the Panhellenic community, individuals should:

- Speak respectfully of all Panhellenic chapters, active members, fellow PNMs, and non-affiliated students, refraining from negative or disparaging remarks.
- Promote kindness and foster inclusive relationships among Syracuse students, regardless of sorority affiliation.
- Understand that Panhellenic Recruitment is not a competition, but an opportunity to empower women and build community through mutual respect and personal reflection.
- Avoid contributing to or spreading negative publicity about any Panhellenic organization or the broader fraternity and sorority community.
- Approach each chapter with openness, fairness, and without bias or pre-judgment, and refrain from encouraging others to pre-judge.
- Make thoughtful, independent decisions based on genuine interactions and personal values, without undue influence from others.
- Represent the Syracuse University Panhellenic community with positivity, integrity, and pride throughout the recruitment process.

II. Conduct Review Process

If a PNM is reported for inappropriate or disrespectful behavior, they will be contacted by the Panhellenic Vice President of Recruitment (via email) within 1-3 hours of receiving 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)**, to remain eligible to continue in the recruitment process.

The PNM will then be required to meet with the CRB, which consists of:

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

The PNM will provide context and respond to the allegation(s) during this meeting.

III. Conduct Review Outcome:

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

- **Not Responsible**
- **Verbal or written warning**
- **Removal from the recruitment process**

IV. Outcome Notification 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 Recruitment or the Panhellenic Advisor and will include:

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

All outcomes will be documented by the Panhellenic Vice President of Standards and maintained by the Panhellenic Advisor in accordance with university policies and procedures. Notification will be provided to the Syracuse University the Director of Student Involvement and Leadership Development and the Executive Director of Student Engagement at the appropriate stage of the process.

V. Examples of Inappropriate or Disrespectful Conduct

Behavior deemed inappropriate or disrespectful by the PNM CRB may result in removal from the formal membership recruitment Process. Examples include, but are not limited to:

1. Speaking negatively about a chapter, active chapter member, Rho Gamma, or another PNM.
2. Displaying rude, dismissive, or inappropriate behavior toward chapter members during recruitment events.
3. Sharing or forwarding chapter videos or recruitment materials to individuals not participating in the recruitment process.
4. Failing to follow recruitment rules, including attendance, round schedules, silence/contact guidelines, and technology restrictions (e.g., no video/audio recordings of events).

5. Discussing “ranking” chapters or referring to sororities using status-based labels (e.g., “top house,” “bottom house”).
 6. Making inappropriate, offensive, or discriminatory jokes or comments, sexist, homophobic, racist, or otherwise hateful conversations (verbal, written, or digital) about chapters, individuals, or the recruitment process.
 7. Bragging about personal connections in chapters or contributing to speculation or rumors about potential bid outcomes.
 8. Communicating with chapter members outside of designated recruitment settings, including via text, social media, or mutual friends.
 9. Accepting or providing gifts, food, letters, or other items from/to any chapter member or representative during the recruitment process.
 10. Using, possessing, or being under the influence of alcohol or drugs at any time before or during recruitment events, regardless of age.
 11. Violating university policies or Panhellenic recruitment guidelines.
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VI. Digital Acknowledgment

I acknowledge that I have read and agreed to the PNM Code of Ethics and Agreement of Mutual Respect, and the PNM Code of Conduct. I understand that violations may result in disciplinary action, including removal from the recruitment process.