Updated January 2024

Potential New Member (PNM) Code of Ethics and Agreement of Mutual Respect at the University of Minnesota College Panhellenic

"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 expected at all times. 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.
- 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.
- Membership recruitment is a substance-free process. Women 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 should be fully aware of the financial obligations of membership before accepting a bid. It is to the PNM's advantage to ask questions during recruitment events if there are questions about finances.
- PNMs agree to treat the chapter recruitment parties as confidential. PNMs will not record or share any content from recruitment events, whether in person or virtual. A breach of this agreement could result in disciplinary action.
- 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 on that campus.

Failure to abide by the abovementioned expectations will result in reviewing your status as a PNM. The first offense will result in a warning from Panhellenic recruitment staff. The second offense will result in being released from the Panhellenic recruitment process. If the Panhellenic recruitment staff determines the first offense to be severe enough, a PNM could be subject to an immediate release from the Panhellenic recruitment process.