

Bylaws of The University of North Carolina at Greensboro Panhellenic Association

Mission Statement

The College Panhellenic Council of the University of North Carolina at Greensboro promises to work as a team to accomplish all goals and defeat all challenges that lie before us. We commit ourselves to the betterment of our chapters and the Greek system through implementing scholarship programs, unified Greek events, noteworthy service projects, and increased membership. We will accomplish our goals by representing our chapters in a loyal, respectful and womanly manner. Our efforts shall not be hindered by the differences in our letters, but awarded by our common interest and support of the Greek community. We together, shall strive for excellence in our Greek commitment to our National Panhellenic Conference, our university, our chapters and ourselves.

Code of Ethics

We, the members of the University of North Carolina at Greensboro's College Panhellenic Council, come together with the common goal of enhancing lives through women's fraternities. As members of the Greek community, we pledge to act as one, rather than four individual fraternities. We shall strive to live up to our ideals as one Greek community by laying aside competition in striving for mutual respect, trust, and cooperation. We will promote and practice honest behavior and sisterhood within and among our chapters; understanding that both are crucial to ourselves and the Greek community as a whole. We will encourage, support, and participate in each others fundraisers, philanthropies, and ideals whenever possible. We believe that all undergraduate women should be offered and encouraged to become part of a Greek organization, just as we were. To accomplish these goals, we pledge to support and abide by the University of North Carolina at Greensboro's Rules of Recruitment as well as National Panhellenic Conference's Unanimous Agreements through our thoughts, words, and actions. Above all we will promote unity because we are all Greek first.

ARTICLE I. NAME

The name of this organization shall be the University of North Carolina at Greensboro College Panhellenic Council, hereafter referred to as UNCG Panhellenic.

ARTICLE II. OBJECT

The object of the College Panhellenic Council shall be to develop and maintain fraternity life and inter fraternity relations at a high level of accomplishment and in doing so:

1. Consider the goals and ideals of member groups as continually applicable to campus and personal life.
2. Promote superior scholarship as basic to intellectual achievement.
3. Cooperate with member fraternities and the university administration in concern for and maintenance of high social and moral standards.
4. Act in accordance with the National Panhellenic Conference UNANIMOUS AGREEMENTS and policies.
5. Act in accordance with such rules established by the College Panhellenic Council as do not violate the sovereignty, rights or privileges of member fraternities.

ARTICLE III. MEMBERSHIP

Section 1. Membership Classes

There shall be three classes of membership: Regular, Provisional and Associate.

- A. Regular membership.** The regular membership of the UNCG Panhellenic shall be composed of all chapter members in good standing of National Panhellenic Conference fraternities at UNCG.
- B. Provisional membership.** The provisional membership of the UNCG Panhellenic shall be composed of all chapter members in good standing of National Panhellenic Conference colonies and pledged chapters at UNCG.
- C. Associate membership.** The associate membership of the UNCG Panhellenic shall be composed of all members in good standing of non-National Panhellenic Conference member groups that have met the requirements for membership in the UNCG Panhellenic.
- a. Membership Criteria: Associate members of the Panhellenic shall:
 - i. Achieve a minimum of five members and maintain recognized student group status for a minimum of two semesters before petitioning the UNCG Panhellenic for Associate membership status.
 - ii. Associate membership applications will be received by the President at the beginning of the semester and a decision will be made no more than one month after receiving the applications
 - iii. Achieve an approval vote of three-fourths from the UNCG Panhellenic Regular voting members.
 - b. Privileges and Responsibilities: Associate members of the Panhellenic shall:
 - i. Have voice and/or vote in Panhellenic meetings, with no vote allowed on extension matters.
 - ii. Pay \$7.50 per member, new and initiated, in dues.
 - iii. Attend all meetings and speakers as required by the Panhellenic.
 - iv. Serve on committees and attend all roundtables except for Recruitment and Housing
 - v. Be subject to judiciary procedures.

The REGULAR fraternities of this Council and their dates of installment are as follows:

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|----------------------|-------------------|
| 1. Chi Omega | January 10, 1981 |
| 2. Alpha Delta Pi | March 28, 1981 |
| 3. Alpha Chi Omega | March 20, 1982 |
| 4. Sigma Sigma Sigma | February 11, 1989 |

ARTICLE IV. OFFICERS AND DUTIES

Section 1. Officers

The officers of the UNCG Panhellenic shall be as follows: President, First Vice-President of Recruitment, Second Vice-President of Administrative Affairs, Third Vice-President of Greek Affairs, Vice-President of Public Relations, Secretary/Treasurer, Vice President of Philanthropy, Vice President of Scholarship and Vice President of Housing.

1. The officers shall be from fraternities holding Regular membership in the UNCG Panhellenic. Women from fraternities holding Provisional and Associate membership shall not be eligible to hold office.
2. The officers shall sign a binding contract stating they will serve for a term of one calendar year, the term of office to begin at the beginning of the calendar year. Resignations must be approved by the Panhellenic Executive board.
3. Any officer failing to perform her duties as outlined shall resign and a successor will be designated by election within two weeks or as provided for in Article VI, Section 3.
4. Resignations must be approved by the Panhellenic Executive Board and Panhellenic Advisor.

5. If an officer is unable to complete her term her successor shall be designated by chapter election within two weeks or as provides in Article VI, Section 3.

ARTICLE V. MEETINGS

1. REGULAR. The UNCG Panhellenic shall hold at least one regular meeting biweekly.
 - a. Regular meetings of the Panhellenic shall be held at a time and place established at the beginning of each semester
 - b. QUORUM. Three-fourths of the member fraternities shall constitute quorum for the transaction of business.
 - c. Before any changes may be made to the day or time of the Panhellenic Meetings, it must be brought to a vote before all Panhellenic Delegates. This will ensure that all elected officers will be prepared to adjust their schedules to accommodate any changes that may be made to the day or time of the meetings.
 - d. Exceptions or additions to the biweekly meeting schedule shall be determined by the executive board, as needed.
2. SPECIAL. A special meeting of the UNCG Panhellenic may be called by the President when necessary and shall be called by her upon the written request of any Regular or Associate member fraternity at UNCG.
3. The delegate from each Regular and Associate member fraternity shall be responsible for notifying her chapter members of all regular and special meetings of the UNCG Panhellenic Council.

ARTICLE VI. THE Panhellenic COUNCIL

The administrative body of the UNCG Panhellenic Sororities shall be the UNCG Panhellenic Council.

It shall be the duty of the Panhellenic Executive Council to administer all businesses related to the overall welfare of the UNCG Panhellenic and to compile rules governing the Panhellenic, including membership recruitment, which do not violate the sovereignty, rights and privileges of member fraternities.

1. MEMBERSHIP.
 - a. The UNCG Panhellenic shall be composed of one delegate and one representative from each Regular and Provisional member groups at UNCG.
 - b. The UNCG Panhellenic shall be composed of one delegate from the Associate Members from each National Panhellenic Conference colony, recognized chapters or other fraternity who are Associate Members of the Council as the council may approve for membership.
2. SELECTION OF DELEGATES AND ADVISORS. Delegates of the Panhellenic Council shall be elected by the respective fraternity chapters to serve for a term of one year commencing no later than six weeks before the end of the school year. Whenever possible the alternate delegates (the representative) of one year shall be the delegate the succeeding year.
3. DELEGATE VACANCIES.
 - a. When a delegate vacancy occurs, it shall be the responsibility of the fraternity concerned to select a replacement within two weeks and to notify the Secretary of her name, address and telephone number. When a vacancy exists, the alternate delegate of the fraternity chapter shall fulfill the duty of the delegate in all cases.
 - b. When a vacancy exists on the Panhellenic Executive Council the fraternity chapter shall replace the delegate in order to fulfill the duties of that position in all cases, except that of the President. The First Vice-President of Recruitment shall fulfill the

duties of the President.

4. REMOVAL. If a situation arises resulting in the discussion of removal of an executive board member, the executive board will have the ultimate decision. If two thirds of the executive board vote to replace the officer, the officer would then be removed from their position and subsequently be replaced if need be.
5. OFFICERS. Members of the UNCG Panhellenic Council shall be elected by respective chapter to serve as the Panhellenic Executive Board, and shall have such powers and duties as are prescribed in the Bylaws of the UNCG Panhellenic Council.
6. QUORUM. Three-fourths of the member fraternities shall constitute a quorum for the transaction of business.
7. VOTING.
 - a. The voting body of the UNCG Panhellenic Council shall be the Panhellenic Delegates of each fraternity that holds regular membership.
 - b. If a delegate is absent, the representative shall cast the vote of her fraternity. If both delegate and representative are absent, a member of the fraternity may cast the vote providing her credentials have been presented in writing to the Council President prior to the meeting.
 - c. Three-fourths of the voting members of the Panhellenic shall be required to establish membership recruitment rules, to establish total chapter size, to set the date for membership recruitment and to add a chapter.
 - d. A majority vote for Delegates shall be required to carry all other questions.
7. VOICE. The alternate delegates (representatives) to the Panhellenic Council shall have voice, but no vote, except of cases listed in Voting, b.
8. ANTI DISCRIMINATION. The College Panhellenic Council of the University of North Carolina at Greensboro will not discriminate against members or potential members because of that individuals race, color, creed, religion, age, national origin, disability, military, veteran status, political affiliation, or sexual orientation.

ARTICLE VII. Panhellenic ADVISOR

1. The Administration of UNCG shall choose the Panhellenic Advisor.
2. S/he shall serve in an advisory capacity to the UNCG Panhellenic Council.
3. The Panhellenic Advisor shall communicate regularly with the Greensboro Alumnae Panhellenic and attend meetings when necessary and able.

ARTICLE VIII. STANDING COMMITTEES

The Panhellenic Executive Board shall appoint standing committees to carry out the work of the Panhellenic Council and Panhellenic General Body.

ARTICLE IX. UNANIMOUS AGREEMENTS AND POLICIES

1. All members of the UNCG Panhellenic shall act in accordance with fundamental Panhellenic policies established by the National Panhellenic Conference in the UNANIMOUS AGREEMENTS.
2. All UNCG Panhellenic policies and rules shall be in harmony with those currently established by National Panhellenic Conference.
3. The UNANIMOUS AGREEMENTS are stated as follows:

I. THE PANHELLENIC CREED

We, as Undergraduate members of women's fraternities, stand for good scholarship, for guarding of good health, for maintenance of fine standards, and for serving, to the best of our ability, our college community. Cooperation for furthering fraternity life, in harmony with its best possibilities, is the ideal that shall guide our fraternity activities.

We, as Fraternity Women, stand 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.

II. JURISDICTION OF PANHELLENIC ASSOCIATIONS

Panhellenic associations are based on democratic principles and organized to afford cooperation among the women's fraternities. Panhellenic members shall respect and obey the letter and spirit of all National Panhellenic Conference unanimous agreements. Panhellenic associations' constitutions and bylaws shall conform to all unanimous agreements.

1. College Panhellenic Associations

A. The administrative body of a College Panhellenic Association is a College Panhellenic Council.

B. A College Panhellenic Council shall be comprised of delegates selected by individual chapters from the NPC fraternities.

C. A College Panhellenic Council shall take no action that infringes on the sovereignty, rights, or privileges of the individual NPC fraternities. Infringements include but are not limited to the following:

- i. Requiring fraternity chapters to maintain a specific scholastic grade point average.
- ii. Requiring a scholastic grade point average as a condition for a chapter's participation in membership recruitment.
- iii. Requiring a scholastic grade point average as a condition for a woman's participation in the membership recruitment process.
- iv. Requiring a scholastic grade point average as a qualification for pledging or initiation.
- v. Requiring fraternity chapters to maintain a minimum number of members.
- vi. Surveying to collect data that reflects a chapter's internal information or requiring documents that are considered confidential material regarding the chapter's internal operations.
- vii. Lowering a chapter's quota as a penalty.
- viii. Requiring a chapter's Panhellenic delegate to be a specific chapter officer.
- ix. Enacting a College Panhellenic governing document provision or sanction that infringes on the sovereignty, rights or privileges of the individual NPC fraternities.
- x. Voting to contradict an NPC Unanimous Agreement.

D. Language that infringes on the sovereignty, rights or privileges of the individual NPC fraternities or that contradicts an NPC Unanimous Agreement must be removed immediately; no vote is necessary.

E. Except in routine matters, a College Panhellenic Council and officers of a College Panhellenic Council shall act only upon a vote of the delegate body after referral to the member fraternity chapters.

2. Alumnae Panhellenic Associations

A. The administrative body of an Alumnae Panhellenic Association is an Alumnae Panhellenic Council.

- B. Alumnae Panhellenic Councils shall be composed of delegates selected by their organized alumnae groups; an individual may represent her fraternity where there is no alumnae group.
- C. One vote shall be granted to each NPC member fraternity represented in the Alumnae Panhellenic Association.
- D. Alumnae Panhellenic Associations shall not expel a member group of any NPC fraternity from its membership in the Alumnae Panhellenic Association.
- E. A re-established alumnae group shall take its place in rotation in the Alumnae Panhellenic Association according to the date of its re-establishment.

III. THE PANHELLENIC COMPACT

1. A woman who is or who has ever been an initiated member of an existing NPC fraternity shall not be eligible for membership in another NPC fraternity.
2. To be eligible to pledge an NPC fraternity chapter on the campus where a woman is enrolled, she shall be regularly matriculated according to the definition of matriculation established by that institution.
3. No female student shall be asked to join an NPC fraternity during any school recess except during a formal membership recruitment period and the ensuing continuous open bidding held immediately prior to an academic term.
4. A signed membership recruitment acceptance or a continuous open bidding (COB) acceptance is binding. If a potential member receives a bid under the preference system, she is ineligible to be pledged to any other NPC fraternity on the same campus for one calendar year. If a potential member does not receive a bid under the preference system, she is eligible for COB.
5. If through the primary membership recruitment process, a potential member receives a bid and declines it, then she is ineligible to be pledged to another NPC fraternity on the same campus until the beginning of the next year's primary membership recruitment period.
6. At a later date but before the next primary membership recruitment period, if the potential member who declined her bid expresses interest in being pledged to the chapter with which she originally matched, she may do so only if the chapter extends another bid to her and has quota or total spaces to fill.
7. If a potential member does not receive a bid at the end of the primary membership recruitment period, She is eligible immediately to participate in continuous open bidding (COB).
8. If through the primary recruitment process a potential member accepts a bid and then has her pledge broken by an NPC fraternity or breaks her pledge, then she is ineligible to be pledged to another NPC fraternity on the same campus until the beginning of the next year's primary membership recruitment period.
9. A COB acceptance is a binding agreement. If a potential member accepts a bid, signs a COB acceptance and then has her pledge broken by an NPC fraternity or breaks her pledge, then she is ineligible to be pledged to another NPC fraternity on that campus until the beginning of the next year's primary membership recruitment period.
10. A woman who has accepted a bid either through primary or COB recruitment and who has had her pledge broken by an NPC fraternity or has broken her pledge, may be repledged by the same NPC fraternity chapter on the campus at any time before the beginning of the next year's primary membership recruitment period, even if the chapter is over total.

IV. STANDARDS OF ETHICAL CONDUCT

1. National Panhellenic Conference fraternities shall impress upon their undergraduate and alumnae members that they shall respect and obey the letter and the spirit of all NPC Unanimous Agreements.
2. In case of Panhellenic difficulties, all chapters involved shall do their utmost to restore harmony and to prevent publicity, both in the college and the community.
3. National Panhellenic Conference denounces the arbitrary priority rating of women's fraternities.

4. National Panhellenic Conference denounces the ranking or categorization of chapters determined by administrative personnel according to a chapter's compliance with university standards or guidelines.
5. National Panhellenic Conference fraternity members shall not suggest to any potential member that she refuse a bid from one group in order to wait for a bid from another group or suggest that a potential member list only one choice on her membership recruitment acceptance.
6. It is in accord with the dignity and good manners of fraternity women to:
 - A. Avoid disparaging remarks about any fraternity or college woman.
 - B. Create friendly relations between fraternity and non-fraternity women.
 - C. Avoid negative publicity on Panhellenic matters.
7. National Panhellenic Conference discourages the use of Greek-letter fraternity names and insignia in inappropriate or distasteful commercial advertising.
8. National Panhellenic Conference has no affiliation or connection with any high school sorority.
9. National Panhellenic Conference supports all efforts to eliminate hazing.

V. AGREEMENT ON EXTENSION

1. National Panhellenic Conference believes that it is unethical for an NPC fraternity to contact an institution and/or its students concerning the establishment of a chapter where the institution fails to meet the NPC requirements for a host institution, i.e., the institution must be a senior college or university that is authorized to confer a bachelor's degree and that has received a satisfactory rating by the pertinent recognized regional association of colleges and secondary schools or other recognized agency and/or entity that confers accreditation in the relevant jurisdiction.
2. The proper authority shall be defined as follows:
 - A. Where there are two or more NPC fraternities present on campus, then a vote of those NPC fraternities as evidenced in written minutes of the College Panhellenic Council (if organized) shall constitute the proper authority or if there is no College Panhellenic Council, then a separate vote of the NPC chapters present on campus shall constitute the proper authority.
 - B. On campuses where there is one or no NPC fraternity and where the administration is willing to recognize women's fraternities, a letter from a senior-level student affairs administrator shall constitute the proper authority.
 - C. The NPC Extension Committee is the proper authority on campuses where there is one or no NPC fraternity and the college administration does not grant recognition to women's fraternities but does not discipline students for joining.
3. Contact regarding extension by NPC fraternities, volunteers, staff, collegiate and alumnae members shall include the following:
 - A. NPC fraternities may contact the administration of any college or university that meets the criteria listed in Unanimous Agreement V, No. 1 and serves as the proper authority.
 - B. When a campus has two or more NPC fraternities and is open for extension, NPC fraternities can communicate with a student(s), an interest group or a local sorority only with prior permission of the proper authority.
 - C. NPC fraternities that are contacted by student(s), local sororities or interest groups from campuses with two or more NPC fraternities must refer the student(s), local sorority or interest group to the proper authority.
 - D. NPC fraternities should not be in contact with students of any college or university concerning membership where the administration disciplines students for joining women's fraternities.
 - E. When a local sorority or interest group is in discussions with an NPC fraternity regarding affiliation after approval by the proper authority, no other group shall be in communication with that local sorority or interest group.
4. Any colony of an NPC fraternity shall become a provisional member of the College Panhellenic Association and shall conform to the association's established rules, regulations and policies.
5. When an NPC fraternity has installed a chapter, that chapter shall become a regular member of the College Panhellenic Association.

VI. COLLEGE PANHELLENIC ASSOCIATION AGREEMENT

1. Establishment and Regulation of a College Panhellenic Association

- A. A College Panhellenic Association shall be established where two or more NPC fraternities have installed undergraduate chapters.
- B. The NPC fraternity chapter first installed on that campus shall take the initiative in organizing the College Panhellenic Association with the participation and involvement of other existing NPC fraternity chapters on that campus.
- C. When an NPC member fraternity has followed the NPC Agreement on Extension, and a chapter has been installed, that chapter shall become a regular member of the College Panhellenic Association.
- D. Each installed NPC fraternity chapter shall have one vote.
- E. A College Panhellenic Association shall not expel a chapter of any NPC fraternity from its membership, nor shall it have the authority to recommend such action.
- F. An NPC fraternity chapter shall not have the right to withdraw from its College Panhellenic Association.
- G. A re-established NPC fraternity chapter shall take its place in the College Panhellenic Association according to the date of its most recent installation.

2. Establishment and Regulation of Membership Recruitment

- A. Each College Panhellenic Council shall establish rules governing membership recruitment activities.
- B. Each NPC fraternity chapter has the right to COB to reach quota or its total allowable chapter size during the regular school year as defined by the school calendar. To accommodate the colonization of a chapter or to allow a chapter to build its membership, the College Panhellenic Council may vote to suspend COB for a period not to exceed three weeks.
- C. Each College Panhellenic Association shall prohibit the use of alcoholic beverages in membership recruitment and Bid Day activities.
- D. Each College Panhellenic Association shall prohibit the participation of men in membership recruitment and Bid Day activities.
- E. All members, including alumnae and new members, shall be bound by College Panhellenic Association rules governing membership recruitment.
- F. Regardless of recruitment style, a potential new member shall sign a binding agreement of membership.

3. Preferential Bidding

When a preferential bidding system is used, the College Panhellenic Association shall observe the following:

- A. When a woman receives a bid under the preferential system, the signing of the membership acceptance is binding to the extent she shall be considered ineligible for one calendar year to accept a bid from any other NPC fraternity on the same campus. However, she may be repledged by the same NPC fraternity chapter at any time within that calendar year.
- B. The person in charge of preferential bidding shall be required to safeguard all records and keep them for one year from the date of signing.

4. Continuous Open Bidding (COB)

- A. During COB, the proof of a woman's acceptance of membership shall be a dated COB acceptance signed by the woman and witnessed by a member of the NPC fraternity chapter.
- B. The person in charge of record-keeping shall be required to safeguard all COB records and keep them for one year from the date of signing.

VII. COLLEGE PANHELLENIC ASSOCIATION JUDICIAL PROCEDURE

1. Judicial Board

Each College Panhellenic Association shall establish a judicial board for the limited purpose of handling member group infractions of NPC Unanimous Agreements, College Panhellenic constitution and/or bylaws, membership recruitment rules/guidelines, Panhellenic code of ethics, and College Panhellenic standing rules.

- A. The composition and duties of the judicial board must be defined in the College Panhellenic constitution and/or bylaws.
- B. A College Panhellenic shall develop a workable judicial board based on the needs of the campus.
- C. The duties and responsibilities of the judicial board must be consistent with all NPC Unanimous Agreements.
- D. The NPC judicial forms shall be used to ensure proper documentation and adherence to the NPC Unanimous Agreements. The forms are:
 - i. College Panhellenic Violation Report
 - ii. College Panhellenic Notice of Infraction
 - iii. College Panhellenic Record of Judicial Board Hearing
 - iv. College Panhellenic Judicial Board Hearing Minutes
 - v. College Panhellenic Notice of Appeal
- E. Documentation of all judicial proceedings shall be retained by the College Panhellenic for a period of three years.

2. Judicial Process Overview

Fraternities are encouraged to resolve alleged infractions through informal discussion with the involved parties. Should the informal discussions be unsuccessful, the judicial process will be set in motion by the filing of a report of an alleged violation. Violations must be reported in the following manner on the College Panhellenic Violation Report available from the College Panhellenic:

- A. Timing
 - i. The College Panhellenic Violation Report shall be completed and presented to the president of the College Panhellenic Association in a timely manner, but not more than 30 calendar days from the date of the alleged infraction (including university/college breaks). If the College Panhellenic president is unavailable or the violation is against her fraternity, the report shall be presented to the College Panhellenic vice president or fraternity/sorority advisor.
 - ii. The College Panhellenic president and fraternity/sorority advisor shall review the College Panhellenic Violation Report to ensure it has been filled out completely, including proper signatures and indication of rule/policy violated. An incomplete report shall be returned to the reporting party for completion prior to proceeding.
- B. Proper Reporting Authority
 - i. Infractions excluding recruitment infractions must be reported and signed by the president of a member group on behalf of her chapter.
 - ii. Recruitment infractions may be reported and signed by either:
 - a. President of the member group on behalf of her chapter.
 - b. College Panhellenic officer in charge of recruitment or the recruitment counselor.
 - c. Potential new member.
 - d. Fraternity/sorority advisor.
- C. Notice
 - i. When a report of an infraction is properly received by the College Panhellenic, the accused fraternity shall be given formal notification in writing. The College Panhellenic President shall notify the member group using the College Panhellenic Notice of Infraction. The College Panhellenic Violation Report is retained by the College Panhellenic president or fraternity/sorority advisor and is

- available upon request from the accused fraternity. A copy of the College Panhellenic Violation Report shall be given to the NPC area advisor.
- ii. The College Panhellenic Notice of Infraction shall be delivered to the president of the accused fraternity within one week of the College Panhellenic president's receipt of the College Panhellenic Violation Report. If the president of the accused fraternity is unavailable, delivery may be made to another appropriate fraternity officer or advisor. The record of delivery shall be documented on the report. A copy of the College Panhellenic Notice of Infraction shall be given to the fraternity/sorority advisor and the NPC area advisor within the same time period.
 - iii. Upon receipt of the College Panhellenic Notice of Infraction, the accused fraternity shall contact the College Panhellenic president within one week to schedule mediation or choose to proceed directly to a judicial hearing.
 - a. If the College Panhellenic Notice of Infraction is delivered during a college/university break, the mediation/judicial hearing may be scheduled after classes resume or held during the break if all parties are available.
 - b. On those campuses where the small size of the College Panhellenic makes a judicial hearing ineffective because of conflicts of interest and mediation has proved ineffective, an appeal may be made directly to the NPC College Panhellenic's Judicial Appeals Committee.

D. Mediation

- i. The purpose of mediation is to find a solution satisfactory to both the complaining party and the accused fraternity, which is appropriate under NPC Unanimous Agreements, the College Panhellenic Association constitution, bylaws and rules.
- ii. The College Panhellenic president shall appoint a neutral party to serve as the mediator. The mediator shall not be an undergraduate student. The fraternity/sorority advisor may serve as a mediator if s/he has not filed the violation.
- iii. Mediation shall be closed to the public. All participants in the mediation shall keep strict confidentiality. The participants shall be representatives from each fraternity involved, including a chapter advisor or the complaining party if other than a fraternity. In cases of recruitment infractions, the College Panhellenic recruitment chairman shall attend only if she has information that explains the violation. After she presents her information, she shall be excused from the mediation.

E. Judicial Board Hearing

- i. If mediation is not successful, a judicial board hearing shall be held.
- ii. The College Panhellenic shall establish procedures to be followed during a judicial board hearing. The procedures shall be adopted in accordance with the College Panhellenic Association bylaws.
- iii. Judicial board hearings shall be closed to the public. The participants in the judicial board hearing shall be representatives from each fraternity involved, including a chapter advisor, or the complaining party if other than a fraternity, the College Panhellenic president, the fraternity/sorority advisor and in cases of recruitment infractions, the College Panhellenic recruitment chairman.

3. Penalties

Each College Panhellenic shall strive to achieve a fair and reasonable resolution for infractions. Penalties should be assessed to fit the nature and degree of the offense.

A. Inappropriate Penalties

- i. Monetary fines shall only be acceptable for measurable recruitment infractions (i.e., late invitation lists, late events, etc.). The amounts shall be predetermined by a vote of the College Panhellenic Council and stated in the membership recruitment rules.
- ii. Penalties shall not forbid formal or informal entertainment that is part of membership recruitment or the observance of an inter/national fraternity celebration.

- iii. Penalties shall not affect a fraternity chapter's quota or total.
- iv. Penalties shall not affect the time of new member acceptance and/or initiation.
- v. Penalties shall not forbid the right of an NPC fraternity to vote in College Panhellenic meetings.

B. Duration of Penalties

The duration of any penalty imposed shall not exceed one calendar year from the time the decision is final.

C. NPC Notification of Penalties

Within 24 hours of the successful completion of mediation or the judicial hearing, the College Panhellenic president shall send a copy of the College Panhellenic Record of Mediation or judicial board hearing (not including the minutes) to the NPC area advisor, the NPC delegate and the inter/national president.

4. Appeals

A. Judicial Board Decision. A decision of the College Panhellenic Association judicial board may be appealed by any involved party to the NPC College Panhellenic's Judicial Appeals chairman. An appeal shall be filed with the College Panhellenic president using the College Panhellenic Notice of Appeal within **one week** of the decision. A penalty shall begin only after all properly filed appeals have been decided; however, should a sanctioned fraternity choose to begin fulfilling all or part of the stipulations of the sanction pending the outcome of filed appeals, the fraternity shall have that option.

B. NPC College Panhellenic's Judicial Appeals Committee. If the NPC College Panhellenic's Judicial Appeals Committee is unable to resolve the appeal, the committee chairman shall be responsible for the further conduct of the case. She shall submit by certified mail, return receipt requested, **all data** regarding the appeal to the inter/national president(s) of the fraternity(s) involved.

C. Inter/National Presidents. If the inter/national presidents cannot resolve the case by discussions among themselves, the case may be referred by any inter/national president involved to the NPC Executive Committee.

D. NPC Executive Committee. If the NPC Executive Committee cannot resolve the case, it may be appealed either by the inter/national president or by the NPC Executive Committee to the National Panhellenic Conference.

E. National Panhellenic Conference. The decision of the National Panhellenic Conference shall be final.

VIII. AGREEMENT ON QUESTIONNAIRES

Questionnaires, oral and written, shall not be answered until such time as they have been reviewed by the NPC Research Committee and information released to encourage a coordinated response to protect individual and group freedom of association and the right to privacy.

IX. NPC DECLARATION OF FREEDOM

Knowledge is essential to the preservation of freedoms provided in the first 10 amendments of the Constitution of the United States, known as the Bill of Rights, and as provided by the Canadian Charter of Rights and Freedoms (Part 1, Constitution Act, 1982), known as the Guarantee of Rights and Freedoms.

Citizens of both the United States of America and Canada are guaranteed the rights of peaceful assembly and freedom of association. National Panhellenic Conference is dedicated to the preservation of freedom of citizens to choose their associates.

We, the members of the National Panhellenic Conference, agree that we have a responsibility to contribute to accurate and thorough knowledge of the freedoms guaranteed by the Constitution of the United States and the Canadian Charter of Rights and Freedoms, and of any forces, organizations and ideologies that are potentially destructive to these freedoms.

X. PROTECTING THE RIGHT OF NPC MEMBERS TO REMAIN WOMEN-ONLY ORGANIZATIONS

NPC member groups exist as women-only private social organizations. We believe that the right to enforce such membership restrictions is rooted in the freedom of association protected by the First Amendment of the U.S. Constitution. The U.S. Congress has recognized that right by providing in Title IX of the Education Amendments of 1972 that social fraternities are exempt from the prohibition against discrimination on the basis of sex in participation in educational programs or related activities (20 USC 1681) and in exempting “bona fide private membership clubs” from the general prohibition against sex discrimination in employment practice (26 USC 501(c)). To further protect the right to maintain our membership policies, the National Panhellenic Conference reaffirms its long-held beliefs and policies in the form of a Unanimous Agreement.

1. The women’s fraternities of the National Panhellenic Conference have the right to confine their membership to women and shall defend their right to exist as single-sex organizations.
2. **Auxiliaries.** Each College Panhellenic shall denounce the participation of undergraduate Panhellenic women in auxiliary groups to men’s fraternities.
3. **Men’s Recruitment.** Each College Panhellenic shall denounce the participation of undergraduate Panhellenic women in men’s formal recruitment.

ARTICLE X. VIOLATIONS

Violations of the National Panhellenic Conference UNANIMOUS AGREEMENTS, any regulations of this Constitution or its related Bylaws, of membership recruitment rules, of rules concerning matters other than membership recruitment, shall be adjudicated through the NPC Judicial Procedure as presented in the NPC Manual of Information.

ARTICLE XI. AMENDMENTS

1. This Constitution may be amended by a three-fourths vote of the voting members of the UNCG Panhellenic, provided notice of the proposed amendments has been given in writing at the preceding regular meeting.
2. Amendments to the Panhellenic Recruitment Rules, Constitution and Bylaws must be updated online within a week of a change being made and then sent out to all chapter advisors and delegates when they are updated.

BYLAWS

ARTICLE I. FINANCE

1. **FISCAL YEAR.** The fiscal year of the UNCG Panhellenic shall be the equivalent of a calendar year.
2. **CONTRACTS.** The signatures of the President along with the Secretary/Treasurer shall be required to bind the UNCG Panhellenic.
3. **CHECKS.** The President and/or the Secretary/Treasurer shall sign all checks issued on behalf of the Panhellenic Council.
4. **PAYMENTS & FINES.** All payments due to the Panhellenic shall be given to the Secretary/Treasurer, who shall record them. Checks for payment shall be made payable to the College Panhellenic Council.
 - a. A late fee of \$10.00 for late dues, forms and/or fines will be assessed for every meeting it is late. A \$25.00 returned check service fee will be assessed to the chapter or individual with whom the check bounced.
 - b. Any money, fines or any other monetary value decided by Panhellenic Executive

Council accumulated by an individual chapter member shall be paid by their chapter after being notified by the Panhellenic Executive Council. All late fees will apply.

- c. Any forms issued by Panhellenic Executive Council are due by the date the requesting officer specified or late fees will follow.
 - d. All active lists are to be updated in the respective chapter's ICS website within one week of membership change or addition. The penalty for not turning in these lists will be the Panhellenic will not recognize the chapter
 - e. All fines must be passed out before the end of the semester in which the fine pertains. Monetary fines shall only be incurred if the infraction caused the Panhellenic a financial loss. All other infractions will be dealt with by the Panhellenic Judicial Board.
5. MEMBERSHIP DUES.
- a. NPC College Panhellenic dues are paid yearly as invoiced by the NPC office.
 - b. Panhellenic membership dues shall be an assessment per member and new member.
 - i. The amount of such dues shall be determined by the Panhellenic and paid twice a year. Typed receipts will be issued the following meeting.
 - ii. The dues determined by the UNCG Panhellenic are the amount of \$20.00 (twenty dollars) per active chapter member.
 - iii. Panhellenic dues will be due from all Regular, Provisional, and Associate Members to the Secretary/Treasurer at the fifth meeting of the semester or two meetings after formal recruitment.
 - iv. All recruitment infractions will be determined by the President, Vice-President of Recruitment, Vice President of Administrative Affairs and Panhellenic Advisor.
 - 1. The fines shall not exceed \$100.

ARTICLE II. SELECTION OF OFFICERS

- 1. The election of the Executive Board shall be determined by a NOMINATION AND ELECTION process.
- 2. The College Panhellenic Council election process, the council shall call special meetings.
 - a. The fourth Monday before reading day shall be the nomination process. The Nominee must accept if she is present, if she is not present, the president will give the nominee a time period in which she will accept or deny her nomination.
 - b. The third Monday before reading day shall be the election process. Each nominee will read her own platform before the delegates and the current executive board. Platforms will be sorted by officer position and voting will take place for each office separately after all the nominees for that office has given their platform. The order of platforms given will start the President position, and continue down the chain of command.
 - c. The second Monday before reading day shall be the transition ceremony during the general body meeting.
 - d. The Monday before reading day shall be a closed meeting consisting only of outgoing and incoming officers for transition purposes.
- 3. Each chapter shall have a minimum of one member on the executive board.
- 4. The positions of President, Vice President of Recruitment, and Vice President of Administrative Affairs can only be held by a specific chapter for two consecutive terms.

5. The Panhellenic President position must be filled by someone who has previously held a Panhellenic Executive Board position.
6. Each applicant must read their own platform for the office(s) she is running for on the third Monday. If not present, the applicant must arrange for another individual to read their platform.
7. After the nominee has given their platform, delegates and officers will be given the chance to ask questions to the nominee. If questions are asked, those questions will have to be asked to all nominees. There shall be no additional questions to be asked once platforms have begun.
8. The voting process will entail:
 - a. After hearing the platforms from the applicants for the positions of President, Vice President of Recruitment, and Vice President of Administrative Affairs, the delegates will vote on these three positions all at once, before continuing with the process of hearing the platforms for the other positions.
 - b. After filling the above-mentioned three positions, the applicants for the rest of the executive board positions will read their platforms by order of position, with voting taking place between each individual position.
9. In order to be eligible for a Panhellenic office, an individual must have a 2.9 cumulative GPA and must maintain at least a 2.9 GPA for each semester she is in office. If an officer does not meet this requirement, she will be given the option to resign.
10. If she chooses to keep her position, she will be required to complete a minimum of three (3) study hours per week in the Panhellenic office. The VP of Scholarship shall monitor these study hours.
11. If the President relinquishes her office, the First Vice-President of Recruitment shall succeed her. The duties of the First Vice-President of Recruitment shall be added to the duties of the Second Vice-President of Administrative Affairs.
12. A Panhellenic Officer must be an active, initiated member of her chapter before taking office and must remain on active status in her chapter throughout her term of office. A woman may not be elected to a Panhellenic officer position in the same term as receiving her bid.
13. A Panhellenic Officer must be an active member of her chapter for one full semester before taking office and must remain on active status in her chapter throughout her term of office.
14. A Panhellenic Officer may not hold an elected executive office in her house.
15. Panhellenic Officers will be required to disaffiliate from their chapters and serve as Recruitment Counselors (Pi Chi) for the membership recruitment during their office including the President, Vice -President of Recruitment, and Vice-President of Administrative Affairs.
16. Panhellenic Officers must attend all regularly scheduled Panhellenic Council and Panhellenic Executive Board meetings.
17. Each Panhellenic Officer is responsible for submitting semester and yearly reports.
18. Each Panhellenic Officer, Delegate, and Representative is allowed one (1) unexcused absence per semester.
19. Delegates who achieve more than one unexcused absence will be charged a \$35 fine.
20. Any unexcused absences by Panhellenic Officers will be dealt with as described in Article VI, Section 3.

ARTICLE III. OFFICER DUTIES

1. The President Shall:

- a. Have overall responsibility for the operation of the Panhellenic Council.
 - b. Call and preside at all regular and special meetings of the Panhellenic Council and Executive Board.
 - c. Review and approve all Panhellenic checks and contracts involving the Panhellenic Council.
 - d. Report as required to the National Panhellenic Conference and the National Panhellenic Council.
 - e. Maintain a complete and up to date President's file which will include a copy of the current UNCG Panhellenic Constitution, Bylaws and Standing Rules; the current Panhellenic Budget, the current NPC Manual of Information and related materials, current correspondence and materials received from her NPC area advisor and other pertinent materials.
 - f. Ensure that paperwork for national awards is completed in a timely manner.
 - g. Submit recognition papers to the Office of Campus Activities and Programs.
 - h. Switch bank signatures on the checking account at Bank of America.
 - i. Compile semester and yearly reports.
 - j. Act as official representative for Panhellenic to UNCG and the community.
 - k. Plan appropriate retreats with Panhellenic Advisor.
 - l. Attend President's Council meetings.
 - m. Approve and maintain a budget for her office.
 - n. Hold a minimum of two office hours per week.
 - o. Perform all other duties assigned.
2. The First Vice-President of Recruitment shall:
- a. Plan, implement and evaluate all Recruitment activities for the NPC chapters in good standing with the Panhellenic.
 - b. Upon the approval of the Recruitment Rules by the Panhellenic, publish and distribute the rules to each NPC chapter in good standing and conduct as-needed chapter member education regarding recruitment rules.
 - c. Compile Recruitment Statistics and distribute new member lists on Bid Day.
 - d. Plan, implement and evaluate all presentations made to prospective members, their parents and any other interested parties.
 - e. Hold monthly recruitment roundtables throughout the year.
 - f. Recruit and train Recruitment Counselors with the Executive Board and the Panhellenic Advisor.
 - g. Conduct an evaluation of the Recruitment process no later than six weeks after the end of Formal Recruitment.
 - h. Perform the duties of the President when she is absent.
 - i. Approve and maintain a budget for her office.
 - j. Hold a minimum of two office hours per week.
 - k. Perform all other duties assigned.
3. The Second Vice-President of Administrative Affairs shall:
- a. Enforce and monitor all Risk Management guidelines.
 - b. Collect all planning forms from member fraternities.
 - c. Hold monthly roundtables with judicial board.
 - d. Maintaining revisions of Bylaws by semester and Recruitment Rules every spring.
 - e. Along with the Vice President for Risk Management for IFC, coordinate programs to enhance chapter knowledge of all risk management policies.
 - f. Responsible for the leadership of Judicial Board and facilitating Judicial Procedures,

refer to Judicial Procedures and Guidelines.

- g. Ensure all member organizations are aware of the Code of Ethics before formal Recruitment.
 - h. Maintain the Social Media Contract yearly for all organizations.
 - i. Approve and maintain a budget for her office.
 - j. Hold a minimum of two office hours per week.
 - k. Perform all other duties assigned.
4. The Vice-President of Greek Affairs shall:
 - a. Keep a master calendar of all educational, philanthropic, and community service projects for the NPC chapters
 - b. Coordinate social, educational, and community service programs with member organizations to promote Greek unity.
 - c. Plan and coordinate Panhellenic Week.
 - d. Plan and implement Executive Council officer transitions to be held the last Panhellenic meeting of the Fall semester.
 - e. Perform the duties of the President when she, the First Vice-President of Recruitment, and the Second Vice-President of Administrative Affairs are absent.
 - f. Plan, implement and execute the New Member Assembly.
 - g. Coordinate Recruitment Counselor education with the VP of Recruitment.
 - h. Hold a Risk Management Seminar with the VP- Administrative Affairs
 - i. Approve and maintain and budget for her office.
 - j. Hold a minimum of two office hours per week.
 - k. Perform all other duties assigned.
5. The Vice-President of Scholarship shall:
 - a. Plan, implement and evaluate at least one scholastic program or activity within Panhellenic per semester.
 - b. Shall be the President of the Rho Lambda Honor Society and complete all duties within her office.
 - c. Individually meet each semester with the Scholarship Director from each Panhellenic chapter in good standing.
 - d. Hold monthly meetings with scholarship committee.
 - e. Keep an updated file of semester grade reports from each NPC chapter in good standing with the Panhellenic members.
 - f. Approve and maintain a budget for her office.
 - g. Hold a minimum of two office hours per week.
 - h. Perform all other duties assigned.
6. The Vice-President of Philanthropy shall:
 - a. Maintain in contact with UNCG Panhellenic philanthropy, Circle of sisterhood.
 - b. Hold an all NPC philanthropy event per semester, supporting Circle of Sisterhood
 - c. Maintain regular communication with adopted philanthropy.
 - d. Conduct mandatory roundtables each semester with all philanthropy chairs.
 - e. Maintain a record of each NPC's total service hours and total money raised.
 - f. Create and maintain a calendar of each organization's philanthropy events
 - g. Promote and encourage support for philanthropy events of each chapter
 - h. Promote a positive attitude for Fraternity and Sorority life.
 - i. Approve and maintain a budget for her office.

- j. Hold a minimum of two office hours per week.
 - k. Perform all other duties assigned.
7. The Secretary/Treasurer shall:
- a. Be responsible for the general supervision of the finances of the Panhellenic Council.
 - b. Prepare an annual budget and following its approval by the Panhellenic Council, provide a copy to each member fraternity.
 - c. Receive all payments due to the Panhellenic Council, collect dues and give receipts.
 - d. Be responsible for the prompt payment of all bills of Panhellenic.
 - e. Balance and maintain checking account (BB & T)
 - f. Administer fines in accordance with NPC and UNCG Panhellenic regulations.
 - g. Keep current statistics concerning the number of initiated and non-initiated members for each member fraternity.
 - h. Create and maintain the NPC calendar and newsletter.
 - i. Maintain a savings account of \$2,000 minimum and checking account of \$500 minimum.
 - j. Distribute, collect, and conduct selection process (with the Executive Board) for Panhellenic Woman of the Month award.
 - k. Assist Executive Board in designing budgets for their positions in accordance with the current Panhellenic Budget.
 - l. Prepare an annual financial report, review the report at the last meeting of the semester, and provide a copy to each member fraternity.
 - m. Call the roll at Panhellenic meetings
 - n. Keep full minutes of the meetings of the Panhellenic Council and record of all action taken by the Executive Board. Minutes should be distributed to Delegates 36 hours after Panhellenic Council meetings.
 - o. Maintain a complete and up-to-date file, which will include the minutes of the meetings of the Panhellenic and current correspondence.
 - p. Be responsible for the official correspondence of Panhellenic Council unless provided otherwise.
 - q. Act as a parliamentarian and be knowledgeable of Robert's Rules of Order. An information session for new representative and delegates should be held yearly.
 - r. Attend Student Government Association meetings once a month.
 - s. Approve and maintain a budget for her office.
 - t. Hold a minimum of two office hours per week.
 - u. Perform all other duties assigned.
6. The Vice-President of Public Relations shall:
- a. Coordinate publicity for Panhellenic activities.
 - b. Appoint committee to help carry out the duties of this office.
 - c. Work with the First Vice-President of Recruitment in order to publish Recruitment materials.
 - d. The adopted color for UNCG Panhellenic Council is Coral.
 - e. Maintain and keep record of NPC logo.
 - f. Approve and maintain a budget for her office.
 - g. Hold a minimum of two office hours per week.
 - h. Perform all other duties assigned.
7. The Vice President of Housing shall:
- a. Serve as a liaison between the residents occupying the NPC members' assigned

- residence hall and the Panhellenic Advisor.
- b. Meet monthly with CRL for Greek Housing.
- c. Inform Panhellenic residents of important Housing and Residence Life information, including but not subjective to the following fines.
 - 1. Room Selection Forms by Deadline-\$100
 - 2. Composite Removal by Deadline-\$50 per day
 - 3. Failure to fill hall-Fee set by the University Contract
 - 4. Unexcused absence from Housing Managers meeting-\$35
- c. Serve as liaison and supporter of HRL programming, both on and off the Panhellenic floors.
- d. Hold monthly roundtables with Panhellenic Housing Managers.
- e. Communicate with the Panhellenic Advisor, CRL for Greek Housing and Panhellenic Housing Managers on a regular basis through e-mail, voicemail and one-on-one meetings
- f. Assumes other responsibilities as deemed necessary by the Director of Housing and Residence Life and the Assistant Director for Greek Life
- g. Schedules the Spring Garden Apartment for guests of the Panhellenic fraternities.
- h. Coordinate recognition efforts for residence hall staff serving the Panhellenic floors.
- i. Approve and maintain a budget for her office
- j. Hold a minimum of two office hours per week
- k. Perform all other duties assigned

ARTICLE IV. EXECUTIVE BOARD

The Executive Board composed of all officers, shall:

1. Appoint Standing and Special Committees and their Chairmen and in making these appointments, recognize representation from all member fraternities.
2. Administer routine business between meetings of the Panhellenic when advisable and such other business as has been approved for action by the Panhellenic.
3. Report all action by the Executive Board at the next regular meeting of the Panhellenic through the Secretary and record action in the minutes of the meeting.
4. The officers will be elected in the Fall semester from active fraternity members in good standing with the Panhellenic.
5. All incoming Panhellenic Officers must sit in on one Panhellenic meeting prior to installation.
6. Panhellenic Officers shall email reports to the Secretary by 12:00 a.m. following the Panhellenic Council meeting.
7. All Panhellenic Officers are to be knowledgeable of Robert's Rules of Order.

ARTICLE V. STANDING COMMITTEES

The Standing Committees of the UNCG Panhellenic shall be Recruitment, Presidents, Judicial, Public Relations, and Scholarship.

The Standing Committees shall serve for a term of one year. Such term of office is to begin no later than six weeks before the end of the school year. A committee chairman or member may be appointed to serve for further term of office. Immediately following the selection of officers for the ensuing year, the President-elect shall call a meeting of the Executive Board to appoint committee chairmen and members.

1. RECRUITMENT ROUNDTABLE COMMITTEE. The Panhellenic Roundtable discussions, under the supervision of the President, shall include the Recruitment chairs from each

fraternity, and an optional alumna. This committee shall hold three meetings per year or more if necessary by the Vice President of Recruitment.

2. **PRESIDENTS ROUNDTABLE COMMITTEE.** The Panhellenic roundtable discussions, under supervision of the President, shall include the Presidents from each fraternity. This committee shall hold as necessary.
3. **JUDICIAL BOARD.** The Judicial Board shall consist of one Associate Justice from each chapter, elected by the chapter, and the Vice President of Administrative Affairs.
 - a. **DUTIES:** It shall be the Judicial Board's duty to adjudicate violations of the NPC UNANIMOUS AGREEMENTS, Constitution, Bylaws, Standing Rules and membership recruitment regulations of the UNCG Panhellenic.
4. **PUBLIC RELATIONS COMMITTEE.** The Public Relations Committee, under the direction of the Vice President of Public Relations, will consist of Public Relations Chair from each fraternity.
 - a. **DUTIES:** The Public Relations Committee shall be responsible for all forms of publicity dealing with the UNCG Panhellenic. This committee shall work closely with the Executive Board and all committees to make certain that the media is kept informed of the positive event of the Panhellenic and its member fraternities.
5. **SCHOLARSHIP COMMITTEE.** The Scholarship Committee, under the direction of the Scholarship Director, shall consist of Scholarship chairs from each fraternity.
 - a. **DUTIES:** The Scholarship Committee shall be responsible for all matters pertaining to the promotion of superior scholarships as basic to intellectual achievement.

ARTICLE VI. ADMINISTRATION OF MEMBERSHIP RECRUITMENT

The National Panhellenic Conference outlines four recruitment styles that may be used by College Panhellenic Associations. All aspects of recruitment shall be evaluated and a style selected that fits the needs of the campus. The specifics of the administration of membership recruitment shall be determined by the style chosen. Refer to the Membership Recruitment Handbook for information on determining the recruitment style to be used.

Continuous Open Bidding (COB) is a process that allows chapters to fill vacant membership spaces to reach Quota and/or Total. If COB is appropriate for the membership recruitment style chosen, information about the process should be added to the bylaws.

The following items are appropriate for all styles.

1. A fall membership recruitment shall be held.
2. All membership events shall be held in the chapter room, house, lodge, suite, or campus facilities
3. Ever regularly enrolled new member, initiate or affiliate of a chapter shall be counted in the chapter total.
 - a. A list of pledged, initiated and affiliated members shall be filed with the President of the Panhellenic and with the Panhellenic Advisor on the due date for student group recognition.
 - b. Any depledging, termination or other change in membership shall be reported to the President of the Panhellenic and the Panhellenic Advisor no later than 24 hours after it has occurred.

ARTICLE VII. PLEDGING AND INITIATION

4. A woman must be a regularly matriculated student to be eligible for membership recruitment and pledging.
5. A Panhellenic member fraternity may not issue an invitation to membership of formally pledge a woman during any school recess.
6. A new member may be initiated whenever she has met the requirements of the fraternity

to which she is pledged.

ARTICLE VIII. HAZING

All forms of hazing, pledge day and/or pre-initiation activities that are defined as hazing shall be banned.

Hazing is defined as any action or situation with or without consent that recklessly, intentionally or unintentionally endangers the mental or physical health or safety of a student, or creates risk of injury, or causes discomfort, embarrassment, harassment or ridicule or that willfully destroys or removes public or private property.

Such activities and situations include, but are not limited to, creation of excessive fatigue; physical or psychological shocks; wearing apparel that is conspicuous and not normally in good taste; engaging in public stunts and jokes; participating in treasure or scavenger hunts; morally degrading or humiliating games and activities; late night sessions that interfere with scholastic activities or normal sleep patterns; and any other activities that are not consistent with fraternal law, ritual or the regulations and policies of the member fraternity or the educational institution. All member groups will affirm their policies on hazing and inform their membership of this NPC position on hazing through mailings and through their inter/national magazines.

ARTICLE IX. EXTENSION

1. When all NPC chapters at UNCG are close to or over total, the Panhellenic shall consider raising total or adding another chapter.
2. Such a chapter shall be organized through colonization by an NPC fraternity or through organization of a local fraternity, which may petition an NPC fraternity for a chapter.
3. Consideration should be given to NPC fraternities that have previously had a chapter on the campus and to those NPC fraternities which filed letters expressing an interest in the campus.
4. Only Regular members of the Panhellenic shall vote on extension matters.

ARTICLE X. ATTENDANCE

1. All fraternities who are Regular Members of the Panhellenic are responsible for sending one voting delegate and one representative to each meeting in addition to their members who serve on the Panhellenic Executive Board.
2. All fraternities who are Associate Members of the College Panhellenic Council are responsible for sending one delegate to each meeting.
3. The Delegate and Representative for both Regular and Associate Panhellenic Members are permitted two excused absences per semester. An excused absence constitutes notifying the Secretary/Treasurer or President 24 hours in advance and sending an alternate in her place. The alternate's name should be stated at the time of the absence. Both notification of her absence and sending an alternate are required for her absence to be excused.
4. An unexcused absence for Regular and Associate Members will be dealt with in this manner:
 - a. First unexcused absence: a letter shall be sent to the respective chapter president.
 - b. Second unexcused absence: a letter shall be sent to the respective chapter president and chapter advisor recommending the member be spoken with.
 - c. Third unexcused absence: a request will be made for that member to be replaced and letter sent to NPC Area Advisor, Local Chapter Advisor, and Chapter President.
5. If the Delegate or Representative has circumstances that warranted her missing the meeting without notifying someone and/or sending an alternate, she may appeal to the Panhellenic Executive Board.
 1. Panhellenic Executive Officers are permitted one excused absence from executive board

meetings and regular Panhellenic meetings per semester. Each officer that will miss an executive board or regular meeting is responsible for getting another Executive Member to give their report at the meeting and to act as their stand-in. The following fines will be imposed for more than one absence.

- a. First unexcused absence: \$5.00 fine with a letter sent to the respective chapter president.
- b. Second unexcused absence: \$10.00 fine with a letter sent to the respective chapter president and advisor recommending the member be spoken with.
- c. Third unexcused absence: \$15.00 fine, request that member be replaced and letter sent to NPC Area Advisor.

ARTICLE X MANDATORY EVENTS

1. All Panhellenic mandatory events for the following semester must be scheduled and a calendar must be distributed no later than two weeks prior to the end of the preceding semester.
2. All excuses for missing mandatory events must be turned in to the Vice President of Administrative Affairs by the chapter Delegate two weeks in advance.
3. Members who have an unexcused absence at a mandatory event will be given an assignment determined by Judicial Board and given ample time to complete it.

THE UNIVERSITY OF NORTH CAROLINA AT GREENSBORO Panhellenic COUNCIL JUDICIAL POLICY

We, the members of the University of North Carolina at Greensboro's College Panhellenic Council, come together with the common goal of enhancing lives through women's fraternities. As members of the Greek community, we pledge to act as one, rather than five individual fraternities. We shall strive to live up to our ideals as one Greek community by laying aside competition in striving for mutual respect, trust, and cooperation. We will promote and practice honest behavior and sisterhood within and among our chapters; understanding that both are crucial to ourselves and the Greek community as a whole. We will encourage, support, and participate in each other's fundraisers, philanthropies, and ideals whenever possible. We believe that all undergraduate women should be offered and encouraged to become part of a Greek organization, just as we were. To accomplish these goals, we pledge to support and abide by the University of North Carolina at Greensboro's Rules of Recruitment as well as National Panhellenic Conference's Unanimous Agreements through our thoughts, words, and actions. Above all we will promote unity because we are all Greek first.

ARTICLE I. JUDICIAL BOARD

1. The Judicial Board of Panhellenic shall have the final power to interpret all parts of the Panhellenic Constitution and Bylaws.
2. The Judicial Board of Panhellenic shall follow the Panhellenic Judicial Procedures, UNANIMOUS AGREEMENTS, and any and all other NPC bylaws and agreements.
3. Membership on the Board is comprised of the Vice-President of Administrative Affairs, and one representative from each chapter. The Vice-President of Administrative Affairs serves as the Chief Justice, and the representatives as Associate Justices.
 - a. Representatives will serve for at least one semester. It is recommended that they serve for two consecutive semesters, Spring to Fall.
4. When a report is filed to the Judicial Board, a letter containing where the infraction

occurred, and the date and time of the alleged infraction must be included. A report must be signed by the name of the witness, but this information will be known only to the Chief Justice and Panhellenic Advisor.

5. All violations of the Panhellenic Constitution and Bylaws will automatically be referred to the Judicial Board.
6. Judicial Board meetings must have at least three of the four representatives and the Chief Justice present to conduct business.

ARTICLE II. JUDICIAL HEARINGS

1. Hearings will take place on the last Monday of each month immediately following Panhellenic. If Panhellenic is not held that day, the hearing will be pushed back to the following Monday.
2. In order to conduct a hearing, the Chief Justice and two out of the four Associate Justices must be present.
 - a. A member of the Board may abstain from the hearing if she feels she cannot make a fair decision based on personal or other relations with the accused. If the Chief Justice abstains, the Panhellenic Advisor will mediate in her absence.
3. During a hearing, only the following may be present: The Chief Justice and Associate Justices, the Panhellenic Advisor, and the accused and/or chapter presidents of the accused.
4. If summoned to a hearing, the Chief Justice must notify the accused fraternity via the chapter's Panhellenic Delegate no later than one week prior to the hearing. The notice shall include all alleged violations and the date and time of the hearing. The chapter has seventy-two hours to respond to the notification.
 - a. In the event of an emergency meeting is necessary, the Chief Justice shall notify, by phone, the involved parties. A follow-up letter will be sent out within three days of the phone call.
5. If the defendant(s) and the chapter president cannot appear at the hearing, they must notify the Chief Justice no later than the Friday before an upcoming hearing. They must submit their excuses and be ready to reschedule promptly.
6. If the accused fails to appear at the hearing without prior notification, the Board will render a decision based on the available information.
7. The Chief Justice will vote only in the case of a tie.
8. If a defendant is unsatisfied with the decision of the Judicial Board, she may file an appeal using the College Panhellenic Notice of Appeal Form within 48 hours of the decision.

ARTICLE III. HEARING PROCEDURES

1. The Chief Justice will introduce members of the Judicial Board and explain the charges presented.
2. The charged party will be presented with the evidence collected during the investigation.
3. The Judicial Board members will have the right to pose questions at the accused.
4. The Judicial Board will also have the right to ask questions to any and all witnesses that may impact the case, whether supporting or rebutting the charges.
5. The defendant may make closing remarks before the hearing adjourns.
6. The Chief Justice will close the hearing and excuse all parties not a current voting member of the Judicial Board, with the exception of the Panhellenic Advisor.
7. The Board will then move onto deliberations, which will continue until a decision has been reached.
8. The chapter(s) will be sent written notification of the results within one week of the hearing.

ARTICLE IV. CONFIDENTIALITY

Information exposed or discussed during or as a result of these proceedings will be held in complete confidentiality to those outside the hearing. Any and all disclosers of this information are then themselves chargeable under this policy

ARTICLE V. SANCTIONS

1. Chapter members who miss mandatory Panhellenic events will be dealt with on an individual basis.
2. A fraternity found responsible for violating the Panhellenic Constitution or Bylaws, one or more of the following sanctions may be implemented.
 - a. Reprimand: A warning indicating inappropriate action(s). If more than one reprimand is given out during a semester, the Judicial Board will impose greater sanctions.
 - b. Education Seminars: This sanction requires the fraternity to attend, sponsor and/or present an educational program open to the public. The program must be approved by the Panhellenic Advisor.
 - c. Service Hours: An organization may be required to complete a specified number of community/university service hours. The type of service must be approved by the Chief Justice.
 - d. Campus Activities Restriction: This sanction prohibits participation in some, possibly all University and Greek events.
 - e. Other Penalties: The Judicial Board may impose other restrictions, requirements or sanctions in addition or conjunction with those listed, but these penalties must be approved by a three-fourths vote and Panhellenic Advisor.
3. There are 3 levels to the Judicial Board process. These levels are as follows:
 - a. 1st level: sanctions to be decided by the Judicial Board
 - b. 2nd level: to be fulfilled if 1st sanctions are not completed at all or not completed within the time restrictions given. To be decided by the Judicial Board.
 - c. 3rd level: Judicial Board Hearing. To be fulfilled if 2nd sanctions are not completed within the time restrictions or not completed at all and will follow Section II, Judicial Hearings. Chapter Advisors will be notified at this time.
4. A fraternity found responsible may be required to call their organization's regional advisor and inform them about the incident.
 - a. This call must be made in the presence of the Panhellenic Advisor, or the Chief Justice.
 - b. The decision whether or not this call is necessary will be dependent upon a 4/5 vote by the Judicial Board.
5. Failure to abide by the sanctions imposed by the Judicial Board will result in a new hearing and the imposition of further sanctions.

ARTICLE VI. APPEAL PROCESS

1. Request for an appeal: An organization found responsible by the Judicial Board has the right to appeal to the Panhellenic Executive Board, composed of voting officers representing each chapter.
2. An appeal must be submitted in writing within one week of receiving notification of the Judicial Board decision. The appeal must be submitted to all the following:
 - a. Chief Justice

- b. Panhellenic President
 - c. Panhellenic Advisor
- 3. Appeals must be based on one or more of the following criteria:
 - a. Severity of sanctions
 - b. Ability to introduce new evidence
 - c. Improper hearing procedures
- 4. The Judicial Board must agree to hear the appeal by a three-fourths vote.
- 5. If the Judicial Board agrees to hear the appeal, they may overturn the previous decision by a three-fourths vote, as well as decide on a new sanction.