

UNIVERSITY OF CENTRAL FLORIDA

PANHELLENIC ASSOCIATION RECRUITMENT GUIDELINES

Introduction

The University of Central Florida College (hereinafter UCF) Panhellenic Association (hereinafter CPH) Recruitment Guidelines are intended to help guide sorority women and Potential New Members throughout the membership selection process and Primary Recruitment. The guidelines incorporate many of the procedures recommended and/or required by the National Panhellenic Conference (hereinafter NPC), to which all chapters belonging to the CPH must adhere. It is the role of the CPH to aid in organizing, executing, communicating, and establishing guidelines and schedule Primary Recruitment events. The purpose of membership recruitment processes is as follows:

- A. To ensure that all sororities have equal opportunity to recruit and participate in recruitment processes.
- B. To provide Potential New Members (hereinafter PNMs) every opportunity to become better acquainted with as many sororities as possible, in order that they make wise, unbiased decisions, concerning membership.
- C. For PNMs and chapters to get to know one another well enough for the two to make an important lifetime choice. The recruitment process should portray the values and benefits of sorority life in an honest and mutually beneficial way.

Different rules may apply for Continuous Open Bidding and should be clarified with the Panhellenic advisor(s).

Section 1: General

1. Above all, the CPH abides by the Constitution of the UCF CPH.
2. All NPC member organizations represented at the UCF believe in strictly adhering to NPC Unanimous Agreements and policies. All organizations will follow these valued and non-negotiable policies during the recruitment process.
 - a. All rules and guidelines found within the Constitution must be abided by during all recruitment activities.
 - b. Failure to do so will result in further judicial actions as mandated by the most updated version of the NPC Manual of Information.
3. The Panhellenic Executive Board stands as the elected governing board during recruitment, alongside the guidance of the Panhellenic advisor(s). Any ambiguities in any rules, guidelines, or sanctions (i.e., rules which use the word excessive, flagrant, uniform, etc.) are subject to the discretion of the Panhellenic Executive Board with the assistance of the Panhellenic advisor(s).
 - a. The collection of all eleven officers may also be called “Executive Board” within this document and in communication.
4. All chapter members (including actives, alumnae, new members, and new initiates), all PNMs, and all of the Executive Board are responsible for knowing and abiding by the CPH Recruitment Guidelines.

- a. Each chapter will be held responsible for the actions of its members, its alumnae, its Recruitment Team members, and its orientation team members.
5. The UCF will strictly adhere to NPC Unanimous Agreement and Recruitment Guidelines as stated in the NPC Manual of Information, 27th Edition, Updated July 2022.
6. Chapters will be expected to follow NPC guidelines for release figures as determined by NPC/RFM specialists.
7. Primary Recruitment activities as defined by the CPH will begin on the first Sunday of Spirit Week at 11:59 p.m. and end at noon the day after Bid Day.
8. Chapter members must be dry beginning at 11:59 p.m. on the day before the start of Spirit Week until 12:00 p.m. the day after Bid Day.
9. With the exception of house checks, PNMs and Recruitment Guides (hereinafter Rho Gammas) shall not enter any sorority house before a party has begun or after a party has ended, unless the chapter's recruitment team is in accordance with it.
10. PNMs will be lined up in alphabetical order by last name. In addition, the CPH will be prepared with attendance sheets that correlate to the line-up order.

Section 2: Statement of Values-Based Recruitment

The purpose of values-based recruitment is to focus on meaningful conversations with PNMs and recruiting/pledging women who will have a positive impact on chapters and the Panhellenic community. Nonessential features should be removed from the process, and the focus of membership recruitment should be on the values, benefits, and obligations of membership for each organization. All NPC member organizations represented at the UCF will promote the following practices during membership recruitment:

1. Focus on conversations between chapter members and PNMs about organizational values and member organizations.
2. Choose recruitment activities and behaviors that reflect the core values of our organizations.
3. Make informed choices, based on shared values, about PNMs.
4. Educate PNMs about the values, benefits, and obligations of sorority membership.
5. Eliminate gifts, favors, letters, and notes for PNMs.

Section 3: Potential New Member (PNM)

1. A PNM must be a regularly matriculated, full-time undergraduate student at the UCF.
2. A PNM shall not be, or ever have been, an initiated member of a NPC group.
 - a. If in doubt, please contact the CPH advisor and/or Vice President of External Recruitment.
3. A PNM shall not have been a new member to an NPC group within one calendar year at the same school where she is a PNM.
 - a. If a PNM has signed a Continuous Open Bidding (hereinafter COB) acceptance, she is eligible to participate in the next Primary Recruitment.
 - b. If a PNM has signed a Membership Recruitment Acceptance Binding Agreement (hereinafter MRABA) she is ineligible to participate in Primary Recruitment for one calendar year.

- i. A woman who has her pledge broken by an NPC chapter or who has broken her pledge to an NPC chapter may be repledged by the same NPC chapter at any time within one calendar year.
 - ii. A woman who intentionally single preferences (hereinafter ISPs) or who doesn't receive a bid, but who signed a MRABA, is still eligible to COB or receive a snap bid.
- 4. From the beginning of Primary Recruitment activities through the accepting of Primary Recruitment bids, no PNM shall visit a sorority house except for designated Primary Recruitment events.
- 5. From the beginning of Primary Recruitment activities through the accepting of Primary Recruitment bids, no PNM or Panhellenic woman shall directly or indirectly contact each other outside of structured Recruitment events.
 - a. Including, but not limited to: phone calls, emails, text messages, and any form of social media.
 - b. Communication between sorority members and chapter alumnae within three (3) years of undergraduate membership is limited and restricted to brief normal greetings from the dissociation date as stated by the CPH until noon on Bid Day.
- 6. PNMs must attend orientation, all meetings with Rho Gammas, all UCF Day parties, and the maximum number of invitational parties throughout Primary Recruitment week.
 - a. Failure to attend will result in the removal of the PNM from further Primary Recruitment activities.
 - b. In the event of illness or other emergency, the PNM shall notify her Rho Gamma before being removed from further Primary Recruitment activities.
- 7. No PNM may buy anything for a sorority member or sorority chapter during the Recruitment process.
- 8. Membership Recruitment Acceptance Binding Agreement (MRABA)**
 - a. A PNM must fill out the MRABA immediately following her last Primary Recruitment event.
 - b. Once an MRABA has been signed, no changes may be made.
 - c. By signing the MRABA:
 - i. The PNM is willing to accept an invitation to membership from any women's fraternity that the PNM lists on the agreement.
 - ii. The PNM may only list chapter(s) whose preference she attended.
 - iii. The PNM cannot change the order of her preferences or add or delete a preference once the Agreement has been submitted to the CPH.
 - iv. Once the PNM signs the Agreement, she is bound by the NPC calendar year rule.
 - 1. This rule states that if she receives an invitation to membership from any group she has listed and she chooses not to accept it, she is ineligible to be pledged to any other inter/national fraternity on this campus for one calendar year.
 - v. If the PNM does not receive an invitation to membership from a group she has listed, she is eligible for Snap Bidding and COB. *(See Section 3.3.ii)*
- 9. During Primary Recruitment, if the PNM feels she must withdraw, she must complete the official withdrawal form by contacting her Rho Gamma or a member of the Executive Board.

Section 4: General Rules and Chapter Obligations

- 1. At no time may a chapter host an event of any sort for PNMs (i.e. high school seniors) outside of the Primary Recruitment or Continuous Open Bidding processes.

- a. Exceptions must be approved by the Panhellenic Vice President of Internal Recruitment.
2. Active sorority members and alumnae are not allowed to visit Greek houses that are being used by a chapter other than their own for the entirety of Primary Recruitment activities.
 - a. This includes but is not limited to parking at another chapter house, sleeping at a chapter house other than your own, or spending any amount of time on the premises of another chapter house.
 - b. There will be a \$100.00 fine per chapter member or alumnae present.
 - c. PNMs are discouraged from residing at chapter houses being used for recruiting activities.
3. No chapter member (active, new, alumnae) may visit a PNM at her place of residence during Primary Recruitment activities.
4. **Gift Giving.** During Primary Recruitment, no chapter member may accept a gift from PNMs.
 - a. Any items given to PNMs during any recruitment party must be given in equal quantities.
 - i. PNMs will only be allowed to leave a party with the items they have entered with, with the exception of water bottles.
5. **Bid Promising.** There will be no promising of bids or verbal bids either directly or indirectly by any active member, new member, new initiate, or alumnae of a chapter to a PNM.
 - a. **Verbal bids.** Verbal bids are defined as a sorority member stating or implying that she or her particular chapter is interested in recruiting a particular woman. Examples include “See you tomorrow” or “I could see you fitting in here.”
6. **Dirty Recruiting.** Chapters are not permitted to “Dirty Recruit.”
 - a. “Dirty Recruiting” refers to any activity not complying with NPC or the CPH rules and guidelines. The following examples include but are not limited to: hot boxing, slander, giving preferential treatment to a specific prospective member, etc. “Dirty Recruiting” will be adjudicated on a case-by-case basis.
 - i. Dirty recruiting will be regulated from the first day of Summer B until noon on Bid Day.
 - ii. **Hot boxing.** “Hot boxing” is defined as three (3) chapter members recruiting one (1) PNM and/or a PNM being recruited alone in a room.
 - iii. **Slander.** “Slander” is defined as talking negatively about another chapter or your own.
 - iv. The illegal use of alcohol, drugs, and fake IDs is strictly prohibited.
 1. Recruiters should never intentionally place a PNM in any type of uncomfortable situation or make a PNM feel uncomfortable. This will be determined on a situational basis.
7. Panhellenic women may only distribute media promoting “Go Greek” or CPH Recruitment sentiments from the last day of finals during the spring semester preceding Primary Recruitment until Bid Day at noon.
 - a. All Publications prior to Recruitment will be done by the CPH.
8. All Primary Recruitment parties must be held in the chapter houses.
 - a. If a house is not available, a place must be agreed upon by both the chapter and the CPH.
 - b. Chapters without houses should refer to the Section 10 of the Recruitment Guidelines.
9. During Primary Recruitment, chapters are responsible for having all PNMs out of the houses at the time the party's over. Chapter members should ensure that PNMs are exiting at a reasonable pace to ensure the women have enough time to make their next party.
10. **Strict silence.** Strict silence will begin immediately after the last event of the final round of Primary Recruitment and last until all bids have been distributed. No sorority member—including alumnae and new members—may communicate or live with PNMs during this period.

- a. Strict silence is defined as, but not limited to, all verbal, nonverbal, written, printed, text message, electronic communications, social media, or any communications through a third party, between the PNMs and chapter members/new members/alumnae. If PNMs live in a residence hall with sorority members, only casual greetings and contact are permitted.
11. No outdoor decorations are allowed during Primary Recruitment.
 - a. Exceptions include permanent improvements to the chapter property (e.g., landscaping) and one banner which must remain the same banner for all of Recruitment week until Bid Day.
12. Initiated collegiate members, new members, alumnae, national fraternity representatives and house directors may assist the chapter with membership recruitment preparations.
 - a. Only active collegiate members may recruit PNMs. No alumnae or house directors may recruit a PNM.
 - i. Conversation between alumnae/house directors of chapter members and a PNM is limited to simple greetings. House Directors and alumnae should practice positive Panhellenic contact with PNMs. (*see page CPMR-122 of 27th Edition of the Manual of Information*)
13. Chapters are responsible for concealing all pictures and/or any other identifying items of members representing the CPH during Primary Recruitment.
 - a. Executive Board
 - b. Recruitment Team
 - c. Rho Gammas

14. Recruitment Guides (Rho Gammas)

- a. Chapters may not question Rho Gammas about PNMs.
- b. Chapters must provide Rho Gammas with at least a comfortable room, snacks, and water during all parties of Primary Recruitment.
 - i. Restrooms need to be accessible at all times, even during preference ceremonies.

15. Chapter Lists

- a. Chapter lists are due exactly four hours after the last party of that specific chapter. (*e.g., your organization's last party is at eight, your list is due at twelve*)
- b. Chapter lists must be submitted online by the designated time after each round of Primary Recruitment. A fine of \$50.00 will be assessed for every 30 minutes the lists are not submitted.
 - i. Exceptions will be made at the discretion of the Panhellenic advisor(s).

16. Recruitment Contracts

- a. All videos and slideshows used during Primary Recruitment must be submitted to the Panhellenic Vice President of Internal Recruitment by the designated time for review.
- b. Chapters will turn in contracts electronically via email at a specific time as agreed upon by the Panhellenic Vice President of Internal Recruitment and subsequent chapter recruitment officers. The contracts will be reviewed in time-stamped order for approval and revisions.
- c. Revisions to contracts will be turned in at a later date and time set by the Panhellenic Vice President of Internal Recruitment.
- d. All specificities determined in the contracts must be abided by during Recruitment week.
- e. The Panhellenic Vice President of Internal Recruitment reserves the right to make any changes to a chapters' contract, with the consent of the chapter recruitment officers, up until August 1st.

17. Chapter Website and Online Communities

- a. All recruitment information on individual sorority websites must include Panhellenic contact information in reference to recruitment rather than sorority recruitment chair information or individual chapter information, starting at the beginning of the Summer A term.
 - i. Exceptions will only be made for information for alumnae to contact the chapter regarding recommendation letters, starting at the beginning of the Summer B term.
 - ii. Chapters in violation of this rule will be fined \$50.00 per week.

18. Financial

- a. The recruitment budget will not exceed \$6,500.00 total, not including the cost of the outdoor tent and chair rental for PNMs, UCF Day shirts, Rho Gamma refreshments, PNM water bottles, chair and table rentals, and Bid Day costs. This budget does include the cost of the Sisterhood Day chapter video.
 - b. A budget audit must be completed and turned in within 2 weeks of Bid Day to the Panhellenic Vice President of Administration. There will be a \$50.00 fine for the first week it is late and an additional \$10.00 for every week thereafter.
 - c. All chapters must submit documentation and receipts for all recruitment related expenses to the Panhellenic Vice President of Internal Recruitment by the Friday following Bid Day at 5:00 p.m.
 - d. Donated items need to be appraised and included in the budget based on their value.
 - e. For every \$100.00 exceeded over the stated budget, \$150.00 will be fined to the chapter.
 - f. All decorations for recruitment for each day must be checked and approved by the Vice President of Internal Recruitment.
19. National headquarter representatives may attend other chapter recruitment activities if the request is submitted to the CPH on or before the date set by the Panhellenic Vice President of Internal Recruitment.
20. Chapters are responsible for informing their active members, new members, and alumnae of the Recruitment Guidelines—which are binding—no matter their actual involvement with the recruitment process. Each chapter is held responsible for the actions of its members. Penalties for the violation of any Recruitment Guidelines may and will apply to any chapter or any member.

Section 5: Recruitment Guides (Rho Gammas)

1. For any chapter participating in Primary Recruitment, a minimum 6% chapter members that meet eligibility requirements must apply to be Rho Gammas or Recruitment Team. Failure to meet the 6% minimum will result in a fine and may be subject to the Panhellenic judicial process.
 - a. Eligibility requirements include:
 - i. Have a cumulative GPA at or above 2.75.
 - ii. Be a currently enrolled full time student at their time of application till their completion of the program, if selected.
 - iii. Have recruited in a previous semester internally for their own chapter during the Primary Recruitment process.
 - iv. Have a letter of good standing from their respective chapter.
2. Rho Gammas will act in an appropriate (i.e., respectful, polite, and mature) and ethical manner at all times. They will always act as a role model. They represent the Greek community and CPH at all times. They will treat all sorority members, advisors, alumnae, Panhellenic members, and Office of Fraternity and Sorority

Life (hereinafter OFSL) staff members with the utmost respect to make recruitment a positive experience for all involved.

3. Strict confidentiality

- a. Rho Gammas will not communicate with chapter members before or during Primary Recruitment about any PNMs. This includes any in-person or digital communication of any kind about a PNM.
- b. No information regarding a PNM will be relayed to any chapter member, non-Greek, or alumna.
 - i. If necessary, consultation with other Rho Gammas, the Executive Board, and/or the Panhellenic advisor(s) is encouraged.
- c. Rho Gammas may not seek or accept contact with any Panhellenic organization during Spirit Week or Recruitment Week.
- d. Chapters may not seek or accept contact with any Rho Gamma during Spirit Week or Recruitment Week with the exception of video preview during Spirit Week.

4. Disassociation

- a. Beginning at selection, Rho Gammas must remain impartial to their own affiliation when discussing the recruitment process with PNMs.
- b. Rho Gammas may not participate in any phase of chapter recruitment.
 - i. This includes but is not limited to: Recruitment training, recruitment planning, summer recruitment events, helping with recommendations, actual parties, attending any “membership” sessions or discussions.
 - ii. Rho Gammas are allowed to stay in their chapter houses or personal residences during only Spirit Week. The CPH will provide adequate housing for Rho Gammas during recruitment week. However, Rho Gammas will be permitted to re-enter their house on Bid Day at noon.
 - iii. Rho Gammas are not allowed to watch any recruiting parties.

5. Community Service

- a. Rho Gammas must complete the required number of community service hours to remain in good standing.
- b. The Vice President of Community Involvement reserves the right to set the minimum requirements for community service hours to be completed during one’s time as a Rho Gamma.
 - i. Notice of these hours and their deadline(s) must be provided at the time the application is released in order to be considered valid.

6. Violations

- a. Rho Gammas who do not uphold their responsibilities as outlined in the application and the CPH governing documents will be immediately dismissed.
 - i. For lesser offenses, Rho Gammas who do not uphold their responsibilities as outlined in the application and the CPH governing documents will be found in non-compliance and given two (2) weeks upon notification of non-compliance to resolve the issue and come back into compliance at the discretion of the Vice President of Recruitment Guides (Head Rho Gamma) or Panhellenic advisor(s).
- b. If a Rho Gamma is removed from her position, she is not allowed to participate in any chapter activity throughout Primary Recruitment including all Bid Day activities.

- i. Any Rho Gamma who removes themselves before the disassociation date will be allowed to participate in their chapter's recruitment activities at the discretion of the Vice President of Recruitment Guides.

7. Financial

- a. Chapters will be responsible for paying Rho Gamma dues to the Panhellenic Vice President of Administration prior to the end of the spring semester preceding Primary Recruitment.
- b. Rho Gamma dues will be determined annually at the discretion of the Executive Board to ensure that the cost of food and lodging for Spirit Week and Recruitment Week for Rho Gammas is completely covered.
 - i. Each chapter will pay the same amount in Rho Gamma dues annually regardless of how many of their members are Rho Gammas.

Section 6: Statement of Membership Recruitment Acceptance Binding Agreement (MRABA)

The CPH will uphold and use the MRABA for each PNM interested in joining a sorority, whether during Primary Recruitment or continuous open bidding. We agree to all policies and steps pertaining to the MRABA.

Section 7: Primary Recruitment Structure

1. Round 1—UCF Days (Day 1 and 2 of Primary Recruitment)

- a. This round is designated as UCF Day.
- b. Attire for this round will be as follows:
 - i. Panhellenic women will be instructed to wear a t-shirt designed by the Panhellenic Vice President of Internal Recruitment. T-shirt colors will be based on a numbered lottery system. Chapters will draw a number which will determine the order in which their t-shirt color will be selected from a list of available colors.
 - ii. The front of the shirt will display the fully written sorority name.
 - iii. The t-shirts must be worn by the chapter members in the same condition that the t-shirt was delivered.
- c. Water is the only beverage that may be served during this Round.
- d. No food of any kind is allowed during this Round.
- e. No house tours will be allowed during this Round.
- f. Decorations will be limited to:
 - i. Two banners and two tables.

2. Round 2—Philanthropy Day

- a. This round is designated as Philanthropy Day.
- b. Attire for this round will be as follows:
 - i. Chapters' discretion in terms of clothes and shoes they wear.
 - ii. Chapters may not require their members to wear identical outfits.
- c. Beverages for this round are open to anything non-alcoholic.
 - i. Bottled water, or water in plain plastic cups, must be served upon the PNM's request.
- d. No food of any kind is allowed during this Round.
- e. House tours are allowed during this Round.
- f. Decorations will be limited to:
 - i. Two banners and two tables.
 - ii. Decorations should focus on the philanthropy that the chapter supports.

3. Round 3—Sisterhood Day

- a. This round is designated as Sisterhood Day.
- b. Attire for this round will be as follows:
 - i. Chapters' discretion in terms of clothes and shoes they wear.
 - ii. Chapters may not require their members to wear identical outfits.
- c. Beverages for this round are open to anything non-alcoholic.
 - i. Bottled water, or water in plain plastic cups, must be served upon the PNM's request.
- d. No food of any kind is allowed during this Round.
- e. House tours are allowed during this Round.
- f. Decorations will be limited to:
 - i. Video screen décor, one unique aspect of organization.
 - ii. If wall décor is chosen as the unique aspect, wall decorations may only cover one wall.
 - iii. If centerpieces are chosen, centerpieces must be consistent throughout the room being used.

4. Round 4—Preference Day

- a. This round is designated as Preference Day.
- b. Attire for this round will be as follows:
 - i. Chapters' discretion in terms of clothes and shoes they wear.
 - ii. Chapters may not require their members to wear identical outfits.
- c. Beverages for this round are open to anything non-alcoholic.
 - i. Bottled water, or water in plain plastic cups, must be served upon the PNM's request.
- d. No food of any kind is allowed during this Round.
- e. Decorations will be limited to:
 - i. Only what is needed for the chapters' preference ceremony. This will be approved by the Vice President of Internal Recruitment.
- f. Preferencing will be allowed only in common areas. No bedrooms are permitted.

5. Bid Day

- a. Bid Day takes place on the 7th day of Recruitment week.
- b. Once a PNM joins a chapter on Bid Day, she is no longer considered a PNM and may participate in chapter activities.

Section 8: Informal Recruitment (Continuous Open Bidding)

1. Chapter Total

- a. Chapter total is a number that is determined by the CPH.
- b. Chapters who do not reach total after Primary Recruitment may participate in COB until total has been achieved.
- c. If a chapter is at or over total, but did not meet quota during Primary Recruitment, they are allowed to utilize COB until they meet that total.
- d. To allow chapters to achieve parity as quickly as possible, total will be automatically adjusted every regular academic term.
 - i. This is to be done no later than 72 hours following bid distribution in the academic term that Primary Recruitment is held and within one week (no more than seven days) from the start of the academic term in which primary recruitment is not held. The adjustment will be to median chapter size.
- e. In an effort to provide the best COB experience for PNMs and ensure parity among the chapters, the CPH and its chapters will refrain from requesting a commitment from PNMs and from hosting Bid Day festivities prior to a determined date set by the Vice President of Internal Recruitment.

2. Recruitment Forms

- a. If an eligible chapter chooses to participate in COB, they must fill out the proper paperwork with the Panhellenic advisor(s) and the OFSL staff before they are allowed to begin contacting PNM's.

3. Potential New Member Registration

- a. Either the President or Recruitment officer from the chapter must register all PNM's acquired through the COB process with the OFSL staff.
- b. Registration must be completed within 2 days of a PNM accepting their bid.

4. Rules

- a. All rules in Sections 1, 2, and 3 must be adhered to during the COB process by both chapters and PNM's.

Section 9: Infractions

1. When a sorority member believes that there has been an infraction of the recruitment rules they are to follow the NPC procedures as outlined in the Judicial Procedures section of the NPC Manual of Information, 27th Edition, Updated July 2022.
2. Monetary fines will be sanctioned to chapters who have been found in violation of the following: dirty recruiting ("hot boxing", slander, giving preferential treatment to a PNM), bid promising, the recruitment party ends late, gift giving, and if a chapter member physically touches a PNM.
 - a. Valid proof must be provided in order for an infraction to be admissible. This includes witnesses, documentation, and tangible items.
 - b. An infraction can be reported by any PNM(s), Rho Gamma(s), Recruitment Team member, Executive Board member, chapter advisor(s) on behalf of their chapter, chapter executive board member on behalf of their chapter, and the OFSL staff.
 - a. If a chapter is found in violation for any of the reasons stated in the section above, it will be fined \$50.00. For every offense following this, the chapter will be fined an additional \$100.00.
 - b. No social events will be approved by the Office of Fraternity and Sorority Life Staff until all fines acquired due to infractions during Primary Recruitment have been paid.

Section 10: Chapters Without Houses Guidelines

1. Budget

- a. An additional \$2,500.00 will be allotted for chapters that will be recruiting out of fraternity houses.
 - i. This additional allocation must ONLY be used to clean, stock, repair, landscape, or refurbish the house and may not be used for general recruitment items that chapters with houses will have to incur as well.
 - ii. This \$2,500.00 may not roll over into the \$6,500.00 budget that all chapters are allotted.
 - iii. All receipts for items that are to be deducted out of this budget must be turned in to the Panhellenic Vice President of Internal Recruitment along with the regular budget.

1. Additional Items

- a. Some additional "decoration" items may be added to the interior of the house to increase its aesthetic value. These items include but are not limited to plaques, symbols characteristic to the organization, trophies, and pictures.
 - i. The presence of any and all of these items is subject to the discretion of the Panhellenic Vice President of Internal Recruitment.
 - ii. The chapters without houses must agree to remove any of these items upon request of the Panhellenic Vice President of Internal Recruitment.

2. Tables

- a. One extra table is permitted for use on Philanthropy Day only.

- b. The table “décor” as well as the items on and displayed on the table must follow the regular guidelines found in the Recruitment Guidelines.