

Washington University in St. Louis



Women's Panhellenic Association Bylaws

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Article I. Women's Panhellenic Association

Section I. Authority

The governing body of the Washington University in St. Louis Women's Panhellenic Association shall be the Women's Panhellenic Association (WPA). It shall be the duty of the WPA to conduct all business related to the overall welfare of the Washington University in St. Louis Women's Panhellenic Association including, but not limited to annually review the parameters as adopted in the recruitment rules for the automatic adjustment of total; determine dues; approve the annual budget; consider extension; set a calendar of events; determine programming; and establish recruitment rules and recruitment style. The Women's Panhellenic Association shall also have the authority to adopt rules governing the member chapters that do not violate the sovereignty, rights and privileges of member women's fraternities.

Section II. Objective

The object of WPA shall be to develop and maintain women's fraternity life and Interfraternity relations at a high level of accomplishment and in so doing to:

1. Consider the goals and ideals of member groups as continually applicable to campus and personal life.
2. Promote superior scholarship and basic intellectual development.
3. Cooperate with member women's fraternities and the university administration in concern for and maintenance of high social and moral standards.
4. Act in accordance with National Panhellenic Conference (NPC) Unanimous Agreements, policies and best practices.
5. Act in accordance with such rules established by the WPA as to not violate the sovereignty, rights and privileges of member women's fraternities.
6. Act in accordance to the spirit of Arête, as exemplified by the Unity Creed:
 - a. We the Panhellenic women of Washington University stand for good scholarship, for high ideals, and for serving, to the best of our ability, our college community. We, as unified sorority women, stand for development of character inspired by the deep friendship of individual sorority and greater Panhellenic life. We recognize that we are not only part of our individual sororities but also part of the community as a whole.

Article II. Membership

Section 1. Membership classes

There shall be two classes of membership: regular and provisional.

1. **Regular membership.** The regular membership of the Women's Panhellenic Association shall be composed of all chapters of NPC fraternities at Washington University in St. Louis. Regular members of the College WPA shall pay dues as determined by the WPA Executive Council. Each regular member shall have voice and one vote on all matters.

2. **Provisional membership.** The provisional membership of the Women's Panhellenic Association shall be composed of all unchartered organizations of the NPC fraternities at Washington University in St. Louis. A provisional member shall automatically become a regular member upon being installed as a chapter of an NPC sorority. Provisional members who are unchartered shall pay no dues and shall have voice but no vote on all matters.

Section 2. Privileges and responsibilities of membership

All members, without regard to membership class, shall comply with all NPC Unanimous Agreements and be subject to these Washington University in St. Louis Women's Panhellenic Association bylaws, code of ethics and any additional rules this Panhellenic Association may adopt, unless otherwise prescribed in these bylaws. Any rules adopted by this Panhellenic Association in conflict with the NPC Unanimous Agreements shall be void.

Section 3. Good Standing

Chapters must meet the following requirements to maintain "Good Standing" with the WPA:

1. Member Chapter complies with WPA by-laws, policies, regulations, Greek Standards Code, and/or Greek Standards Board decisions as determined by the Greek Standards Board.
2. Member Chapter meets all financial obligations.
3. Member Chapter actively participates in WPA events.
4. Member Chapter engages with both Greek and non-Greek organizations on campus.
5. Member Chapter lives up to the values outlined in the 5-STAR Program.
6. Member Chapter must meet all expectations set by Washington University in St. Louis.

Section 4: Privileges of Membership

1. All chapters in good standing are entitled to the following privileges:
 - a. Representation and voting rights on the WPA.
 - b. Ability of all of chapter's members to attend WPA-sponsored events.
 - c. Access to all resources and programs provided by the WPA.
 - d. Individual members are eligibility to receive partial scholarships provided by the National WPA and the Women's Panhellenic Association.
2. Chapters who are not in good standing may be limited in their privileges set forth above as determined by the Greek Standards Board; these limitations shall not fringe on the sovereignty, rights or privileges of the individual NPC sororities.

Article III. Operations

Section I. Composition

The Washington University in St. Louis Women's Panhellenic Association shall be composed of the executive board and one delegate from each regular and provisional member group at Washington University in St. Louis as outlined in Article II-Membership. The delegates shall be the voting members of the WPA except as otherwise provided in Article III of these bylaws. An alternate delegate shall act and vote in the place of the delegate when the delegate is absent. If both delegate and alternate are absent, the vote may be cast by a representative of that chapter chosen at the discretion of that chapter's President.

Section 2. Selection of Delegates and Alternates

Delegates to the WPA shall be selected by their respective women's fraternity chapters to serve for a term of one year commencing on the Unity Day immediately following their election. Women who are on the WPA Executive Board may not serve as their chapter delegate.

Section 3. Delegate Attendance

Delegates to the WPA shall attend every regular meeting of the Women's Panhellenic Association. Acceptable absences are limited to academic excuses such as exams and varsity athletics obligations. Should a delegate miss more than two regular meetings for illegitimate reasons, the WPA reserves the right to inform that delegate's fraternity and Fraternity Advisor. Should this delegate's fraternity choose to vote in a replacement, it should be done within two weeks of the delegate's second absence.

Section 4. Delegate Vacancies

If a delegate is to miss a regular meeting, it is the responsibility of that delegate to inform the Vice President of Internal Operations at least two days before the meeting. She is to find a

replacement from her chapter to attend the meeting and take notes. She is to notify the Vice President of Internal Operations of her name, address and telephone number. Delegates may not ask members of the WPA Executive Board to take notes for her or represent her fraternity.

Section 5. Regular Meetings

Regular meetings of the WPA shall be held at a time and place established after class registration the previous academic term. Availability for the next term should be made available for the election process. Candidates and members of the executive board should be flexible with meeting times and prioritize this meeting over all other commitments excluding class.

Section 6. Special Meetings

Special meetings of WPA may be called by the president when necessary and shall be called by her upon the written request of no fewer than one-fourth of the member women's fraternities of the Washington University in St. Louis Women's Panhellenic Association. Notice of each special meeting of the WPA shall be sent to each member of the WPA at least 24 hours prior to convening the meeting; however, such notice may be waived, and attendance at such meeting shall constitute waiver of said notice.

Section 7. Quorum

Two-thirds of the delegates from the member fraternities of the Women's Panhellenic Association shall constitute a quorum for the transaction of business.

Section 8. Vote Requirements

1. Proposed motions on issues that affect a chapter as a whole must be announced at a previous meeting to allow opportunity for chapter input before a vote may be taken on the issue.
2. A two-thirds vote of the WPA shall be required to approve a re-colonization plan and for all extension-related votes. All other votes, unless specified in these bylaws, shall require a majority vote for adoption.

Section 9. Philanthropy Event Alcohol/Drug Policy

The Women's Panhellenic Association prohibits the use of alcohol or drugs at WPA-sanctioned philanthropy events.

Section 10. Philanthropy Week Briefs/Debriefs

WPA sororities or fraternities must submit a form two weeks prior to their Philanthropy Week's start and present the details of said week at a WPA meeting at least one week before their first event. If a WPA affiliated sorority or fraternity fails to submit the form and deliver a presentation to the WPA, certain events may not be able to occur. Once each philanthropy week concludes,

the responsible sorority or fraternity must submit a debrief form.

Article IV. Officers and Duties

Section 1. Officers

The officers of the Washington University in St. Louis Women's Panhellenic Association shall be President, Vice President of Internal Operations, Vice President of Standards and Policy, Vice President of Programming, Vice President of Community Service & Outreach, Vice President of Scholarship and Education, Vice President of Marketing, Vice President of Recruitment, and Assistant Vice President of Recruitment.

Section 2. Eligibility

Eligibility to serve as an officer shall depend on the class of membership:

1. Regular membership. Members from women's fraternities holding regular membership in the Washington University in St. Louis Women's Panhellenic Association shall be eligible to serve as any officer.
2. Provisional membership. Members from women's fraternities holding provisional membership in the Washington University in St. Louis Women's Panhellenic Association shall not be eligible to serve as an officer.
 - a. Members are eligible to run as long as their chapter will hold regular membership by the time their term would start.
3. A minimum cumulative grade point average of 2.8 is required of anyone running for a position on the Panhellenic Executive Board. All candidates shall sign grade release forms prior to the election for verification purposes.
4. Applications and letters of intent must be submitted in writing to the WPA President no later than two weeks prior to the election; this letter and application will state any and all positions that a sorority member would like to consider.

Section 3. Selection of Officers

The offices listed above of the Washington University in St. Louis Women's Panhellenic Association shall be elected by a position-specific tally and then a binding slate vote. The process is as follows:

- The positions will be slated in the following order: President, VP Internal Operations, VP Recruitment, Assistant Vice President of Recruitment, VP Standards and Policy, VP Programming, VP Marketing, VP Scholarship and Education, and VP Community Service and Outreach.

- For each position, all candidates will give up to a five minute speech for President or three minute speech for all other positions and will answer up to two questions from the outgoing officer.
- Prior to the open discussion, the outgoing officer for the position must speak to the necessary qualifications for their position and how each candidate may or may not embody these qualities
 - If the outgoing officer is re-running for WPA, she must provide another outgoing officer with a written document of the above
- There will be an open discussion of all candidates for the position for up to ten minutes.
- Each chapter will cast one vote by ranking all candidates by position. The vote will be cast by the incoming Panhellenic Delegate and incoming President for each chapter.
 - If either the incoming Delegate or President is unable to be at the elections, the outgoing Delegate or President may fill in.
- The WPA President and Advisor will count ballots.
- This process will be repeated for each position.
- Following all positions being slated, each chapter must cast one final vote on the proposed officer slate. If the slate doesn't receive a quorum, the discussion will be reopened to focus on the points of contention. Following the discussion, there will be a final vote on any potential changes to the slate.

Section 4. Office-holding limitations

No more than 2 members from the same women's sorority shall hold office during the same term.

Section 5. Term

The officers shall serve for a term of one year. The term of office will begin on the Unity Day following their election and will cease on the next Unity Day.

Section 6. Neglect of Duty and Repercussions

1. Any officer of the WPA may be impeached by a two-thirds (2/3) majority of the voting members of the WPA in favor of impeachment.
2. Grounds for impeachment may include the following:
 - a. Failure to abide by this constitution
 - b. Failure to abide by the WPA's By-Laws
 - c. Failure to abide by the directives of the council
 - d. Repeated failure to attend WPA meetings or to fulfill the responsibilities of office
 - e. Exhibiting gross misconduct violating the integrity of the WPA or conduct

detrimental to the Fraternity/Sorority Life community.

- f. Failure to maintain a minimum of a 2.8 GPA during the term of counsel office
3. Any officer may choose to resign by submitting a letter of resignation to the WPA. Upon submission of the letter, the position becomes vacant immediately.
4. Nominations to fill an impeached or resigned office shall be accepted at the meeting during which the impeachment or resignation occurs.
5. The election to fill the vacant office shall be held at the next regular meeting of the WPA, except in the case where the President decides it is urgent.
6. Installation shall immediately follow the election with the term of office being the time remaining in the term of the vacated office.

Section 7. Vacancies

Vacancies shall be filled in the same manner of selection as provided in Section 3 of this article.

Section 8. Duties of Officers

The President shall:

- a. Preside at all meetings of the WPA and Executive Board.
- b. Schedule and mediate monthly meetings with Sorority Presidents.
- c. Record meetings and bring on concerns to the Panhellenic advisor
- d. Serve as the liaison between sorority and fraternity presidents
- e. Advocate for positive and respectful inter-sorority relations
- f. Oversee the work of all officers and delegates, and assign such responsibilities as are necessary for the functioning of WPA activities.
- g. Have the authority to initiate disciplinary procedures to correct or modify the conduct of any Council member.
- h. Serve as an ex-officio member of all WPA committees.
- i. Be the official spokeswoman for the WPA.
- j. Communicate regularly with the Panhellenic advisor and commit to weekly meetings.
- k. Commit to bi-monthly meetings with the Panhellenic advisor and Inter-Fraternity Council President
- l. Be familiar with the NPC Manual of Information and all governing documents of this association.
- m. Ensure that the NPC annual report is completed.
- n. Communicate regularly with the NPC area advisor.
- o. Maintain current copies of the following: Washington University in St. Louis
- p. Women's Panhellenic Association bylaws and standing rules; the Panhellenic
- q. Association budget; contracts executed on behalf of the Panhellenic Association; correspondence and materials received from the NPC area advisor; all College Panhellenic reports to NPC; and other pertinent materials.
- r. Perform all other duties as assigned.
- s. Uphold and act in the spirit of Arête.

B. The Vice President of Internal Operations shall:

- a. Assume the duties of the WPA President should the President be unable to complete

- her duties.
- b. Be responsible for taking, distributing, and archiving WPA meeting minutes
 - c. Maintain all WPA financial accounts.
 - a. Initiate and authorize all payments made in support of WPA activities through the Student Union.
 - b. All payments due to the WPA shall be submitted to the VP Finance. Checks shall be made out to the WPA.
 - d. Enforce a fine for late payments of \$20 per week per payment that is past due.
 - e. Co-sign contracts with the WPA President.
 - f. Manage the collection of all sorority dues and provide all member chapters with WPA financial information.
 - a. Amount of Membership dues: The dues of each WPA member sorority shall \$8 per member per semester
 - b. Time of Payment: The dues of each member sorority shall be payable on or before the due date set by the VP Finance.
 - g. Plan and implement any fundraising programs.
 - h. Develop all WPA standing committee budgets.
 - i. Maintain relations with Student Union Business Managers.
 - a. Submit SU budget request for the WPA each semester if deemed necessary.
 - b. Submit any SU appeals for funding, as necessary.
 - c. Submit reimbursements to chapters for Bear Buck card readers.
 - j. Create budgets for each executive position and oversee financial activity to ensure compliance with the set budget.
 - a. Work with the President and the Panhellenic advisor to create the budgets.
 - k. Uphold and act in the spirit of Arête.

C. The Vice President of Recruitment shall:

- a. Meet regularly with chapter recruitment chairs to plan all recruitment activities.
- b. Effectively coordinate with and utilize the Recruitment Chair in the planning and execution of recruitment.
- c. Serve as the principal facilitator to the annual review of recruitment rules and procedures.
- d. Meet regularly with the WPA Advisor and the sorority recruitment advisors.
- e. Coordinate the recruitment registration for potential new members, with the Recruitment Chair and Vice President Marketing.
- f. Coordinate the advertising of all recruitment activities, with the Recruitment Chair and Vice President Marketing.
- g. g. Coordinate early move-in, space reservation, and food services during the recruitment period.
- h. h. Learn how to use the online recruitment database and organize a training session for sorority members and advisors who will need to know how to use the program during recruitment.
- i. Help in the selection of Recruitment Counselors with the Assistant Vice President of Recruitment.
- j. j. Host an information session for all Potential New Members before registration begins.

- k. Responsible for the general supervision of the membership selection process
- l. Uphold and act in the spirit of Arête.

The Assistant Vice President of Recruitment shall:

- a. Work under the Vice President of Recruitment.
- b. Attend all Recruitment Roundtables with the VP Recruitment.
- c. Meet regularly with the WPA Advisor and the sorority recruitment advisors.
- d. Oversees the interviewing, selection, and training process for the Recruitment Counselors.
- e. Responsible for assisting with recruitment registration and overseeing and assigning recruitment groups.
- f. Uphold and act in the spirit of Arête.

The Vice President of Standards and Policy shall:

- a. Serve as the WPA's judicial officer.
- b. Conduct Fraternity/Sorority Life Review Board member selection and interview process
- c. Conduct Fraternity/Sorority Life Review Board Training Sessions
- d. Co-Chair the Fraternity/Sorority Life Review Board with the IFC Director of Standards
 - a. Enforce decisions brought down by the Fraternity/Sorority Life Review Board
- e. Meet regularly with the Fraternity/Sorority Life Review Board Advisor and IFC Director of Standards in the context of the Review Board.
- f. Conduct reviews to ensure that member chapters are in compliance with the qualifications for membership.
- g. Educate chapters and the WPA community of current standards and expectations of the community.
- h. Work with the president and the Panhellenic advisor to revise and update any necessary bylaws or policy.
- i. Uphold and act in the spirit of Arête.

The Vice President of Programming shall:

- a. Plan and facilitate any and all sorority events and Inter-Greek Events with the aid of the member chapters' Panhellenic delegates.
- b. Plan the annual fall Meet the Greeks to introduce Potential New Members to the Greek Community and governing boards.
- c. Plan the bi-yearly Panhellenic Progressive Dinner.
- d. Work with VP Marketing, VP Scholarship and Education, and Order of Omega to promote and coordinate yearly Greek Awards.
- e. Maintain the Greek social calendar
- f. Uphold and act in the spirit of Arête.

The Vice President of Marketing shall:

- a. Coordinate publicity for events, including all-Greek events, WPA only, and those that are open to the entire Washington University Community
- b. Work with VP Recruitment & Director of Gamma Chi's to establish and carry out a marketing plan for Recruitment in the fall.
- c. Manage all branding and public relations of WPA to student and campus media groups.

- d. Design all WPA clothing and marketing elements with the help of the President and Panhellenic advisor.
- e. Work with VP Programming, VP Scholarship and Education, and Order of Omega to promote and coordinate yearly Greek Awards.
- f. Maintain and actively promote the Greek community through the website and all social media accounts.
- g. Uphold and act in the spirit of Arête

The Vice President of Scholarship and Education shall:

1. Hold scholarship roundtables with internal scholarship or academic chairs.
2. Coordinate faculty and Greek events.
3. Serve as a liaison for student and faculty relations.
4. Work with VP Programming, VP Marketing, and Order of Omega to promote and coordinate yearly Greek Awards.
5. Coordinate the bi-yearly Panhellenic scholarship for active women.
6. Plan all-sorority academically oriented programming, such as study events.
7. Support and encourage chapters' participation in scholarship initiatives.
8. Provide education programs for chapter members and/or collaborate with other campus organizations providing programming which benefits the sorority community.
9. Uphold and act in the spirit of Arête.

The Vice President of Community Service and Outreach shall:

- a. Serve as the representative of WPA to other campus organizations.
- b. Plan and implement all-sorority and/or all-Greek community service or philanthropy project(s).
- c. Support and encourage chapters' participation in university-wide philanthropic events.
- d. Maintain the Greek Philanthropy Calendar and oversee any scheduling changes.
 - a. In the Spring semester, hold a Philanthropy Calendar meeting with the IFC Director of Service and Philanthropy for the upcoming calendar year.
- e. Be responsible for collecting information on the community service and philanthropic initiatives of the sororities and communicating the information to the Office of Community Service, the Student Involvement and Leadership, and WPA.
- f. Uphold and act in the spirit of Arête.

Article VI. The Panhellenic Advisor

Section 1. Appointment

The Panhellenic advisor of the Washington University in St. Louis Women's Panhellenic Association shall be appointed by the Washington University in St. Louis Administration.

Section 2. Authority

The Panhellenic advisor shall serve in an advisory capacity to the Washington University in St. Louis Women's Panhellenic Association. The Panhellenic advisor shall have voice but no vote in

all meetings of the WPA.

Section 3. Expectations

The Panhellenic advisor shall advise the WPA in following capacity:

1. Make a concerted effort to respond to all correspondence from the Panhellenic officers, including the WPA executive board, chapter presidents, and Panhellenic delegates, within one business day.
2. Maintain confidentiality regarding each organization's private matters and only disclose information to relevant parties on a necessary basis.
3. Remain impartial in advising on chapter matters and exhibit mutual respect to community leaders and the Greek community at large.
4. Uphold and act in the spirit of Arête.

Article VII. Fraternity/Sorority Life Review Board

Section 1. Structure

1. The Fraternity/Sorority Life Review Board shall consist of the WPA Vice President of Standards and Policy and the IFC Director of Standards as Co-chairmen and ten members from the College Panhellenic member groups to serve as Justices. Ideally, five of these members will be men and five will be women.
2. The Panhellenic advisor shall serve as a nonvoting ex-officio member.
3. The Fraternity/Sorority Life Review Board Justices shall participate in training to be educated about the purpose of the board, the rules and regulations the Fraternity/Sorority Life Review Board will monitor, the procedures to be followed, proper questioning techniques, the rights of the charged organizations, evaluating evidence, and deliberations and sanctioning.
4. The Fraternity/Sorority Life Review Board shall educate member fraternities about the Panhellenic judicial procedure.
5. It shall be the Fraternity/Sorority Life Review Board's duty to hold a case hearing of alleged violations of the University's Judicial Code, Greek Community Standards, or Social Management Policy to uphold community standards and encourage and promote individual responsibility and self-adjudication. All alleged violations of the NPC Unanimous Agreements and/or Membership Recruitment Rules and Regulations that are not settled informally or through mediation shall follow NPC Judicial process.
6. The hearing shall be conducted by all ten Justices of the Fraternity/Sorority Life Review Board and either the WPA Vice President of Standards and Policy or the IFC Director of Standards must be present. The members of the Fraternity/Sorority Life Review Board shall maintain confidentiality throughout and upon completion of the judicial process.

Section 2. Review Board Justices

1. Fraternity/Sorority Life Review Board Members shall serve for a term of one year, which shall coincide with the school year.
2. Fraternity/Sorority Life Review Board Justices will be selected through an application process overseen by the Vice President of Standards and the IFC Director of Standards.
3. Fraternity/Sorority Life Review Board Justices must meet the following expectations
 - i. Be in good standing with their chapter and Washington University in St. Louis
 - ii. Pledge to uphold confidentiality
 - iii. Complete standards training before hearing their first case

Article IIX. Finances

Section 1. Fiscal Year

The fiscal year of the Washington University in St. Louis Women's Panhellenic Association shall begin on Unity Day of each year.

Section 2. Contracts

All contracts in which the Women's Panhellenic Association enters must be reviewed and signed by the WPA Advisor.

Section 3. Checks

All checks issued on behalf of the WPA shall be distributed through Washington University in St. Louis Student Union. The Vice President of Internal Operations must follow all Student Union procedures and guidelines to submit a check request.

Section 4. Uncashed Checks

If a WPA affiliated chapter at Washington University fails to cash a check issued on behalf of the WPA within six months of its issuance, that chapter will be subject a fine in the amount of one hundred US dollars upon the re-issuance of the check.

Section 5. Payments

All payments due to the WPA shall be received by the Vice President of Internal Operations, who shall record them. Checks for payments shall be made payable to the Washington University in St. Louis Women's Panhellenic Association.

Section 6. Dues

1. NPC College Panhellenic dues shall be paid yearly as invoiced by the NPC office.

2. WPA membership dues shall be an assessment per semester.
 - a. Amount of Membership dues: The dues of each WPA member sorority shall \$8 per member per semester
 - b. Time of Payment: The dues of each member sorority shall be payable on or before the due date set by the VP Finance.
 - i. A \$20 fine shall be imposed per each week late.
 - ii. The organization shall be put on social probation if the dues are more than two weeks late, only to be lifted upon payment.

Section 7. Fees and Assessments

The WPA shall have the authority to determine fees and assessments as may be considered necessary.

Article X. Extension

Section 1. Process

The Washington University in St. Louis Women's Panhellenic Association shall follow all NPC Unanimous Agreements and NPC extension guidelines found on the NPC website and in the Manual of Information.

Section 2. Voting rights

Only regular members of the WPA shall vote on extension matters.

Article XI. Violation Resolution

Section 1. Violation

Chapters shall be held accountable for the conduct of their individual collegiate and alumnae members. Conduct contrary to the NPC Unanimous Agreements, these bylaws, the Panhellenic code of ethics, standing rules and/or membership recruitment regulations of the Washington University in St. Louis Women's Panhellenic Association shall be considered a violation.

Section 2. Informal Resolution

1. Members are encouraged to resolve alleged violations through informal discussion with the involved parties.
2. Any member with a concern or issue must initially express such opinions to their chapter president.
3. After this primary discussion, the chapter president may proceed as she sees fit.
4. All chapter presidents are expected to discuss any pertinent issues with the involved presidents prior to engaging in the formal judicial process. This civil address is intended to bring to light issues that may not have been considered and to enhance cooperation between chapters.

5. If the matter cannot be resolved informally or if the same issue continues to arise, it must be brought to the Greek Standards Board's attention.

Section 3. Judicial Process

If informal discussions are unsuccessful, the judicial process will be set in motion by filing a report of the alleged violation. The Washington University in St. Louis Women's Panhellenic Association shall follow all mediation guidelines found in the Manual of Information.

1. Fraternity/Sorority Life Review Board hearing. When a violation is not settled informally or through mediation, the Fraternity/Sorority Life Review Board shall resolve the issue in a Fraternity/Sorority Life Review Board hearing. The WPA shall adopt procedures in the standing rules for this purpose that are consistent with the NPC Unanimous Agreements.
2. Appeal of Fraternity/Sorority Life Review Board decision. A decision of the Fraternity/Sorority Life Review Board may be appealed by any involved party to the Executive Director of Campus Life. The Washington University in St. Louis Women's Panhellenic Association shall follow all NPC Unanimous Agreements concerning the appeals process found in the Manual of Information.

Article XII. Hazing

Per the Unanimous Agreements, the National Panhellenic Conference supports all efforts to eliminate hazing. All forms of hazing shall be banned, including:

1. All forms of hazing, bid day, or any other pre-initiation activity, are banned. Hazing is defined by the National WPA as any action or situation, with or without consent, which intentionally or unintentionally endangers the mental or physical health or safety of a student; any action or situation which creates the risk of injury or causes discomfort, embarrassment, harassment, or ridicule of a student; any action that willfully destroys or removes public or private property for the purpose of initiation or admission into or affiliation with, or as a condition for continued membership in a chapter or colony of an NPC member fraternity. Such activities and situations include, but are not limited to:
 - a. Creation of excess fatigue.
 - b. Physical and psychological shocks.
 - c. Wearing, publicly, apparel which is conspicuous and not normally in good taste.
 - d. Engaging in public stunts and jokes.
 - e. Participating in treasure or scavenger hunts.
- g. Morally degrading or humiliating games and activities.
- h. Late night sessions that interfere with scholastic activities or normal sleep patterns.
- i. Any other activities that is not consistent with fraternal law, ritual, or the regulations and policies of the member fraternity or the educational institution.
- j. Students are expected to act in accordance with all Washington University in St. Louis rules, expectations, and governing policies.

Any individual or chapter who is found in violation of these rules will be brought to the Fraternity/Sorority Life Review Board.

Article XIII. Sorority Recruitment Rules

Section 1. Statement of Positive Panhellenic Contact:

We, the women of Washington University in St. Louis, will promote panhellenic-spirited contact with all potential new members throughout the year. Positive Panhellenic Contact allows Potential New Members to learn more about the Greek system while growing and maintaining friendships with active sorority members. All Greek women will promote and encourage personal and informative Panhellenic-spirited contact with potential new members at all times, year round, except during the “No Contact Period” during Formal Recruitment. “No Contact Period” will begin January 11th and last until bid distribution January 16th. No sorority member, including alumnae and new members, may communicate with potential new members during this period, except at Formal Recruitment events. Contact is defined as verbal, nonverbal, written, printed, text message and electronic communication or communicating through a third party. If potential new members live in a residence hall with a sorority member, only casual greetings and contact are permitted. All member groups are expected to display ethical behavior at all times. Ethical behavior means adhering to local Panhellenic rules as well as NPC policies. It means holding yourself and others accountable to make good choices in your actions. Ethical conduct promotes parity for all member groups by fair play.

If Panhellenic organizations or member are found violating Positive Panhellenic Contact or contacting potential new members during the “No Contact Period” they can be subject to fines and disciplinary actions as outlined in the Statement of Recruitment Infractions/Monetary Fines Section.

Section 2. NPC Unanimous Agreements and Policies Regarding Recruitment

All NPC member organizations represented at Washington University in St. Louis believe in strictly adhering to NPC Unanimous Agreements and policies. These valued and non-negotiable policies will be followed by all groups during the recruitment process. As a result of these policies the Washington University in St. Louis Panhellenic Council shall establish rules and guidelines governing membership recruitment activities which shall be followed by the NPC organizations. The following are unanimous agreements as set forth by the NPC:

1. NPC chapters have the right to use continuous open bidding (COB) to reach quota or its total allowable chapter size during the regular school year as defined by the school calendar.
2. Each College Panhellenic Association shall prohibit the use of alcoholic beverages in membership recruitment and Bid Day activities. Each College Panhellenic Association shall prohibit the participation of men in membership recruitment and Bid Day activities. All members, including alumnae and new members, shall be bound by College Panhellenic Association rules governing membership recruitment. Regardless of recruitment style, a potential new member shall sign a binding membership agreement.
3. On Preferential Bidding: When a woman receives a bid under the preferential system, her signing the membership acceptance is binding to

the extent that she shall be considered ineligible until the next primary recruitment to accept a bid from any other NPC sorority on the same campus. However, she may be repledged by the same NPC sorority chapter at any time prior to the next primary recruitment.

4. On Continuous Open Bidding (COB): During COB, the proof of a woman's membership acceptance shall be a dated COB acceptance signed by the woman and witnessed by a member of the NPC sorority chapter.
5. If a Panhellenic organization or member fails to adhere to the unanimous agreements they can be subject to fines or disciplinary actions as laid out in the Monetary Fines Section.

Section 3. Statement of "No Frills Recruitment"

According to the "No Frills" policy of the NPC, Recruitment parties of Washington University in St. Louis shall consist of maximum conversation time, tables with displays pertaining to the event and water/refreshment for potential new members. Skits, food or costumes should not be included in recruitment. Recruitment Spaces shall be treated with the upmost respect; if any damage is done individual chapters are held responsible and will be fined, as outlined in the Monetary Fines Section.

Section 4. Statement of Membership Recruitment Acceptance Binding Agreement

The Washington University in St. Louis Panhellenic will uphold and use the MRABA for each potential new member interested in joining a women's fraternity, whether during formal or informal recruitment. We agree to all policies/steps pertaining to the MRABA.

Section 5. Statement of Values-Based Recruitment

We, the members of Washington University in St. Louis Panhellenic, pledge to promote the following practices during membership recruitment:

6. Consider values-based conversations.
7. Choose recruitment activities and behaviors that reflect the core values of our organizations.
8. Engage in conversations that include topics related to our core values.
9. Make informed choices about potential new members.
10. Educate potential new members about the chapter's values, and connect to these values.

Section 6. Statement of Automatic Reset of Total

To allow groups to achieve parity as quickly as possible at the conclusion of primary recruitment, The Washington University in St. Louis Panhellenic Association shall automatically reset total at the Panhellenic Meeting following Unity Day or 72 hours, whichever comes first. Total will be determined by the average chapter size (ACS) rounded down to the nearest whole number.

Washington University in St. Louis Panhellenic Association shall reassess campus total at the start of the Fall semester at the second full body panhellenic meeting of the semester. Total will be determined by the average chapter size (ACS) rounded down to the nearest whole number based on the reported roster updates.

Section 7. Statement of Recruitment Infractions/Monetary Fines Procedure

The Washington University in St. Louis WPA will use the NPC's "College Panhellenic Association Judicial Procedures for Membership Recruitment Violations" for all infractions of NPC and Washington University Recruitment Rules.

Campus Space Usage: Chapters shall treat all campus spaces with the upmost respect leaving them cleaner than how they were found. Any damage or fines charged to the WPA will be assessed against the chapter using each room. Charges may include janitorial fees, time lost fees, etc. The space requirements will be available for all Recruitment Chairs prior to Formal Recruitment.

Late Lists: Chapters must return invite lists by the time designated by the VP of Recruitment. Failure to submit lists on time shall result in fines that will be outlined in the WPA Additional Recruitment Structure document.

Women's Panhellenic Association shall recognize a restorative process while viewing infractions; while at the same time understanding in specific cases monetary fines/penalties are appropriate and necessary. Women's Panhellenic Association shall never violate NPC Guidelines for mediation when considering these infraction cases.

Section 8. Statement of Amendment Procedure

Any proposed amendment to the Recruitment Rules must be passed by two-thirds vote at a Panhellenic Meeting, where each chapter delegate receives one vote.

Section 9. Statement on Recruitment Structure

As an amendment to these Recruitment Rules; the WPA Recruitment Structure document shall serve as an outline to the process, procedure, and guidelines to chapters for their recruitment practices. This document shall be established by WPA and presented to chapters at least two months prior to the start of formal recruitment.

Article XIV. Parliamentary Authority

The rules contained in the current edition of Robert's Rules of Order Newly Revised shall govern the Washington University in St. Louis Women's Panhellenic Association in all cases to which they are applicable and in which they are not inconsistent with the NPC Unanimous Agreements, these bylaws and any special rules of order the Washington University in St. Louis Women's Panhellenic Association may adopt.

Article XV. Amendment of Bylaws

These bylaws may be amended at any regular or special meeting of the WPA by a two-thirds vote, provided that the proposed amendment has been announced and submitted in writing at the previous regular meeting allowing an opportunity for chapter input.

Article XVI. Dissolution

This Association shall be dissolved when only one regular member exists at Washington University in St. Louis. In the event of the dissolution of this Association none of the assets of the Association shall be distribute to any members of the Association, but after payment of the debts of the Association its assets shall be given to the National Panhellenic Conference.

Article XVII. Standing Rules and Regulations

The Women's Panhellenic Association recognizes and supports the following standing rules and regulations:

1. Sorority and Fraternity Life Social Event Management Guidelines
2. Fraternity/Sorority Life Review Board
3. Big Little Week Expectations and Regulations
4. WPA Additional Recruitment Structure