

COLLEGE PANHELLENIC BYLAWS

BYLAWS OF East Tennessee State University COLLEGE PANHELLENIC ASSOCIATION

Article I. Name

The name of this organization shall be the East Tennessee State University College Panhellenic Association.

Article II. Object

The object of the College Panhellenic Association shall be to:

- A. Conduct the business of the College Panhellenic during the academic year.
- B. Promote the growth of individual chapters and the sorority community.
- C. Organize and sponsor a women's-only membership recruitment program.
- D. Encourage the highest possible academic, social and moral standards.
- E. Coordinate activities, establish orderly procedures and provide programming in addition to recruitment.
- F. Adjudicate all matters related to the NPC Unanimous Agreements, College Panhellenic bylaws and/or other governing documents, College Panhellenic membership recruitment rules, College Panhellenic code of ethics and College Panhellenic standing rules.
- G. Actively support the mission of its host institution.
- H. Promote good public relations.
- I. Give service to the community and campus.

Article III. Membership

Section 1. Membership classes

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

- A. **Regular membership.** The regular membership of the East Tennessee State University College Panhellenic Association shall be composed of all installed chapters of NPC sororities at East Tennessee State University. Regular members of the College Panhellenic Association shall pay dues as determined by the Panhellenic Council.
- B. **Provisional membership.** The provisional membership of the East Tennessee State University College Panhellenic Association shall be composed of all newly established chapters of NPC sororities at East Tennessee State University. Provisional members shall pay no dues and shall have voice but no vote on all matters. A provisional member shall automatically become a regular member upon being installed as a chapter of an NPC sorority.

Section 2. Privileges and responsibilities of membership

Duty of compliance. All members, without regard to membership class, shall comply with all NPC Unanimous Agreements and policies and be subject to these East Tennessee State University College Panhellenic Association bylaws, code of ethics and any additional rules this College Panhellenic

Association may adopt, unless otherwise prescribed in these bylaws. Any rules adopted by this Association in conflict with the NPC Unanimous Agreements shall be void.

Section 3. Dues

- A. NPC College Panhellenic dues shall be paid yearly as invoiced by the NPC office.
- B. College Panhellenic Association membership dues shall be an assessment per member and new member.
 - i. The amount of such dues for the next academic year shall be determined by the Panhellenic Council no later than February of that year.
 - ii. The dues of each College Panhellenic Association member sorority shall be payable no later than 2 weeks after being invoiced.
 - iii. A fine of \$25 per week will be assessed for payment after the announced due date.

Section 4. Fees and assessments

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

- A. Failure to appear at a judicial meeting, with no forewarning, will result in a fine of \$25.
- B. Any sorority member who fails to be represented by both a delegate and chapter President or President appointee at a regularly scheduled Panhellenic meeting shall be assessed a \$25 fine payable by the next regularly scheduled Panhellenic meeting.
- C. Forms that are turned in late, such as initiation dates and other items requested by executive officers, will be assessed a \$25 per week fine. The due date will be announced at the time of request.
- D. Forms not submitted as requested by the Student Activities and organizations will result in services refused or delayed.
- E. All late payments due to the Panhellenic Association will be assessed a fine of \$25 per week.
- F. The Council has the power to impose other fines by majority vote of the Panhellenic Executive Council.

Article IV. Officers and Duties

Section 1. Officers

The officers of the East Tennessee State University College Panhellenic Association shall be President, Executive Vice President, Lead Recruitment Guide, and Vice Presidents: Internal Communication, Finance, Membership, External Communication, Diversity, Equity, and Inclusion (DEI), Programming, and Chapter Unity.

Section 2. Duties of officers

- A. The President shall:
 - i. Preside at all meetings of the Panhellenic Council.
 - ii. Preside at all meetings of the Recruitment Executive Board.
 - iii. Serve as an ex-officio member of all College Panhellenic Association committees, except the Judicial Board.
 - iv. Communicate regularly with the Panhellenic advisor.
 - v. Be familiar with the NPC Manual of Information and all governing documents of this Association.
 - vi. Ensure all NPC College Panhellenic reports are completed on time.

- vii. Communicate regularly with the NPC area advisor.
 - viii. Maintain current copies of the following: East Tennessee State University College Panhellenic Association bylaws and standing rules, the College Panhellenic Association budget, contracts executed on behalf of the College Panhellenic Association, correspondence and materials received from the NPC area advisor, all NPC College Panhellenic reports and other pertinent materials.
 - ix. Perform all other duties as applicable to the office as prescribed by the parliamentary authority adopted by the Association.
- B. The Executive Vice-President shall:
- i. Perform the duties of the president in the elected/appointed president's absence.
 - ii. Be familiar with the NPC Manual of Information and all governing documents of this Association.
 - iii. Perform all other duties as applicable to the office as prescribed by the parliamentary authority adopted by the Association.
 - iv. Serve as chair of the Judicial Board.
 - v. Coordinate training of the Judicial Board.
 - vi. Perform the duties associated with the coordination of delegates.
 - vii. Be familiar with parliamentary procedure.
 - viii. Revise and amend chapter bylaws.
- C. The Lead Recruitment Guide shall:
- i. Lead and execute Rho Gamma selection processes.
 - ii. Hold educational sessions to inform the Rho Gammas of their duties and recruitment policies.
 - iii. Support and mentor the Rho Gammas throughout the recruitment process.
 - iv. Establish clear lines of communication with the Rho Gammas.
 - v. Act liaison
- D. The Vice-President Internal Communication shall:
- i. Keep an accurate roll of the members of Panhellenic Council including updating the College Panhellenic officer roster.
 - ii. Pick up and distribute mail for chapters at every regular meeting.
 - iii. Record minutes of all meetings of the East Tennessee State University Panhellenic Council and the Executive Board.
 - iv. Maintain a complete and up-to-date file that includes the minutes of all meetings from the date of organization and current correspondence.
 - v. Send meeting minutes to the NPC area advisor.
 - vi. Be familiar with the NPC Manual of Information and all governing documents of this Association.
 - vii. Perform all other duties as applicable to the office as prescribed by the parliamentary authority adopted by the Association.
- E. The Vice-President Finance shall:
- i. Supervise the finances of the East Tennessee State University College Panhellenic Association.
 - ii. Prepare the annual budget and, after its approval by the Panhellenic Council, provide a copy to each East Tennessee State University College Panhellenic Association member sorority.
 - iii. Receive all payments due to the Association, collect all dues and give receipts.
 - iv. Pay promptly the annual NPC dues and all bills of the East Tennessee State University College Panhellenic Association.

- v. Maintain current financial records; give a financial report at each regular meeting of the Panhellenic Council and an annual report at the close of her term of office.
- vi. Be familiar with the NPC Manual of Information and all governing documents of this Association.
- vii. Perform all other duties as applicable to the office as prescribed by the parliamentary authority adopted by the Association.

F. The Vice-President Membership shall:

- i. Oversee all College Panhellenic recruitment activities and events.
- ii. Oversee all College Panhellenic recruitment publication efforts.
- iii. Oversee College Panhellenic recruitment registration.
- iv. Submit any revisions to the College Panhellenic recruitment rules to the Panhellenic Council for approval.
- v. Recruit and train College Panhellenic recruitment counselors.
- vi. Host all College Panhellenic recruitment wrap-up meetings with recruitment chairs and advisors.
- vii. Organize all College Panhellenic recruitment meetings.
- viii. Keep complete and accurate records of College Panhellenic recruitment information.
- ix. Present a full report, including recommendations, to the Panhellenic Council based on an analysis of the recruitment statistics, recruitment style assessment and recruitment evaluations from new members, potential new members who withdrew, each member organization and chapter advisors.
- x. Perform all other duties as applicable to the office as prescribed by the parliamentary authority adopted by the Association.

G. The Vice-President External Communication shall:

- i. Handle all publicity and public relations for the Panhellenic Council including all recruitment publicity, Panhellenic website maintenance, and press releases.
- ii. Meet regularly with the Vice President of Membership and the FSL Advisor to develop publicity ideas for formal recruitment throughout the spring semester.
- iii. Work with the Vice President of Programming and the Vice President of Membership on educating chapter members from a social networking standpoint.
- iv. Disassociate during formal recruitment.
- v. Be responsible for advertising and marketing all Panhellenic-sponsored events and chapter-sponsored events.
- vi. Be responsible for the design of all promotional and marketing materials including but not limited to T-shirts, flyers, etcetera.
- vii. Revise outgoing officer's marketing strategy prior to the start of each new semester: before the Spring, before the Summer, and before the Fall.

H. The Vice-President Diversity, Equity, and Inclusion shall:

- i. Lead educational workshops to promote diversity, equity, and inclusion within the community.
- ii. Work with the Executive Vice President to review existing bylaws and policies to address DEI concerns with the Panhellenic community.
- iii. Collaborate with DEI Chairs within individual chapters to align efforts and initiatives towards a more inclusive Panhellenic community.
- iv. Stay updated on current DEI issues, trends, and best practices in sororities and higher education.

I. The Vice-President Programming shall:

- i. Plan for a speaker/leadership/programming opportunity a minimum of once per semester, with at least one of the events as a campus-wide event, focusing on leadership, scholarship, health, the workforce, and anything else relevant to ETSU students and sorority members.
 - ii. Help chapters maintain a reasonable programming calendar and keep those up-to-date with Panhellenic and the Executive Vice President.
 - iii. Work with chapters prior to the semester to coordinate their semesterly programming events in Buccaneer Ridge per semester, while serving as the main liaison to ETSU Housing in conjunction with the President.
 - iv. Promote good scholarship and plan scholarship activities.
 - v. Consistently brainstorm ways to use ETSU sorority housing for programming with all chapters.
- J. The Vice-President Chapter Unity shall:
 - i. Brainstorm and execute events and ideas to promote positive Panhellenic Relations, including the smaller sisterhood activities that occur during Panhellenic meetings.
 - ii. Serve as the Panhellenic Coordinator for all Panhellenic Pride Week Activities.
 - iii. Serve as liaison between the member sororities, the office of campus Recreation, Women's Resource Center, and Volunteer ETSU.
 - iv. Plan and coordinate Panhellenic involvement in the Circle of Sisterhood each semester for all chapters.

Each officer shall be responsible for documenting any and all actively relating to her position for the duration of her term. Documentation shall be stored digitally to the CPH Teams and able to be accessed by all CPH council members presently serving and future councils.

Section 3. Eligibility

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

- A. Regular membership. Members from women's-only sororities holding regular membership in the East Tennessee State University College Panhellenic Association shall be eligible to serve as any officer.
- B. Provisional membership. Members from women's-only sororities holding provisional membership in the East Tennessee State University College Panhellenic Association shall not be eligible to serve as an officer.

Section 4. Selection of Officers

The offices of President, Executive Vice-President, Vice-President Membership, Vice-President Finance, Vice-President of Internal Communication, Vice-President of External Communication, Vice-President of Chapter Unity, Vice-President of Programming, Vice-President of DEI, and Lead Recruitment Guide of the East Tennessee State University College Panhellenic Association shall be elected by the voting members of Panhellenic Council at the end of each fall semester. There must be at least one representative from each member sorority on Panhellenic Executive Board.

Section 5. Office-holding limitations

- A. No more than 4 member(s) from the same women's-only sorority shall hold office during the same term.
- B. The offices of President, Executive Vice-President, Vice-President Membership, Vice-President of External Communication, and Lead Recruitment Guide may not be held by a

member who does not have one year of primary recruitment experience as an active member in her chapter.

- C. The offices of President and Executive Vice-President should be held by members with a general understanding of Robert's Rules of Order/Parliamentary Procedure or be willing to attend a training to learn.

Section 6. Application procedure

The process for election will be as follows:

- A. Submit an application by the deadline established by the current Panhellenic Executive Board.
- B. Interview with the Slate Committee (as described in Article IV Section 7)
- C. Provide evidence of good standing via Chapter Advisor or President

Section 7: Nomination procedure

There shall be a slate committee composed of the Director of Fraternity/ Sorority Life (if available), Panhellenic President (if she is not running for an office) and one representative from each chapter (required to be a former member or current member of the Executive Board not running for office). If a member cannot be found who meets these requirements, the Panhellenic President may grant permission for an alternate member to sit on the slate committee. The slate committee shall utilize the candidates' application and interview results to select the most highly qualified person to fulfill each office.

- A. In the event no representatives can be found that meet these requirements, it will become the responsibility of each chapter to produce a suitable representative to be approved by the Panhellenic advisor.

Section 8: Presentation of Slate/nominations

The Slate shall be presented at the regular Panhellenic Council meeting one week prior to elections being held. At this time nominations from the floor shall be accepted. If a person has been selected via slate, she may not be nominated from the floor unless she wishes to relinquish her slated position. If a position is contested, the slated member and nominated member will each give a one-minute speech reflecting their qualifications and desire for office. Such speeches will take place at the same regular meeting in which Slate and any nominations are announced.

- A. All candidates considered for nominations must be in and remain in good standing with her chapter. If an officer falls from good standing with her chapter, she shall go under review from the Executive Board and Greek Advisor and potentially required to step down.
 - i. Any nominations must be presented by the nominee's panhellenic chapter representative (Panhellenic Delegate or the equivalent).
- B. If a tie occurs between the Slated candidate and the nominated candidate, Slate overrules the tie.

Section 9. Election and installation procedure

Voting shall take place approximately one week after Slate and floor nominations have been announced at the regularly scheduled Panhellenic Council meeting.

- A. Each office shall be voted on separately.
- B. Votes shall be taken by ballot.
- C. Only the Panhellenic Delegate may cast her chapter's vote unless otherwise approved by the Panhellenic President.
- D. Approval requires an affirmative vote of at least the majority of the delegates.

Installation of the newly elected officers shall take place at the same regular meeting in which elections were held. If all offices are not filled, the vacancy shall be filled in the same manner in which the original Slate was decided as outlined in Article IV Section 6-9.

- A. All officers approved shall still be installed the same meeting even if there is a vacancy to fill.

Section 10. Term

- A. The officers shall serve for a term of one year or until their successors are selected.
- B. The term of office will begin at the end of the fall academic term.

Section 11. Removal

Any officer may be removed for cause by a vote of two-thirds of the Panhellenic Council, after a recommendation is received by the Executive Board.

- A. Recommendation for removal is to be considered when officers fail to uphold the duties, standards, attendance, and ethical requirements of this constitution and bylaws of the Panhellenic Council.
 - i. The Council President has the capability to remove an officer from a position due to extenuating circumstances and under the discretion of the NPC Advisor.

Section 12. Vacancies and replacing an officer

Should an officer or committee chair other than the Panhellenic President step down or be removed from office, the vacancy must be filled within one week.

- A. The application form shall be sent out promptly and should be the same application initially used to determine the current executive board.
- B. The applicant shall be interviewed by the Panhellenic Advisor, President, Executive Vice-President, and a current Panhellenic Executive Board member from any non-represented chapter.
- C. Slated and nominated candidates shall be announced following the same procedure outlined in Article IV Section 8 and approval of the selected replacement must be by the majority of the Delegates and current Executive Board.

Section 13. Replacing the President.

In the event the office of the President becomes vacant, the Executive Vice-President shall fill the vacancy. If the EVP does not meet the requirements, all other qualified candidates will be asked to apply. The new President shall be chosen and elected following the normal procedures outlined above (Article IV Section 6-9).

Article V. The Panhellenic Council

Section 1. Authority

The governing body of the East Tennessee State University College Panhellenic Association shall be the Panhellenic Council. It shall be the duty of the Panhellenic Council to conduct all business related to the overall welfare of the East Tennessee State University College Panhellenic Association including, but not limited to: annual review of the parameters as adopted in the recruitment rules for the evaluation and/or adjustment of total every regular academic term, annual determination of dues, approval of the annual budget, consideration of extension, setting a calendar of events, determining programming and establishing recruitment rules and recruitment style. The Panhellenic Council shall also have the authority

to adopt rules governing the College Panhellenic Association that do not violate the sovereignty, rights and privileges of the member sororities.

Section 2. Composition and privileges

The East Tennessee State University Panhellenic Council shall be composed of one delegate and one alternate delegate from each regular, provisional and associate women's-only member organization at East Tennessee State University as identified in Article III. The delegates shall be the voting members of the Panhellenic Council except as otherwise provided in Article III of these bylaws. The alternate delegate shall act and vote in the place of the delegate when the delegate is absent. If both delegate and alternate are absent, a designated member of the specific sorority may cast the vote, provided the credentials of this individual have been previously presented to the Association president.

Section 3. Selection of delegates and alternates

Delegates and alternates to the Panhellenic Council shall be selected by their respective women's-only sorority chapters to serve for a term of one year commencing at the beginning of the Spring academic term.

Section 4. Delegate vacancies

When a delegate vacancy occurs, it shall be the responsibility of the sorority affected to select a replacement within 2 weeks and to notify the College Panhellenic Association Executive Vice President of the name, email, and telephone number of the new delegate.

Section 5. Duties and responsibilities

Panhellenic delegate duties and responsibilities

- A. Must attend all Panhellenic Council meetings.
- B. Must support NPC Unanimous Agreements, policies and procedures.
- C. Must understand local College Panhellenic Association policies and procedures.
- D. Should know when to consult member sorority's chief panhellenic officer for assistance and advice regarding College Panhellenic concerns.
- E. Should be prepared and knowledgeable about College Panhellenic concerns, the views of the member organization and chapter and how to voice concerns to the Panhellenic Council.
- F. Should present regular College Panhellenic Association reports at chapter meetings.
- G. Create and present a programming event during a designated regular meeting.

Section 6. Regular meetings

Regular meetings of the Panhellenic Council shall be held at a time and place established at the beginning of each academic term.

Section 8. Special meetings

Special meetings of the Panhellenic Council may be called by the College Panhellenic president when necessary and shall be called upon the electronic or written request of no fewer than one-fourth of the member women-only sororities of the College Panhellenic Association. Electronic or written notice of each special meeting of the Panhellenic Council shall be sent to each member of the Panhellenic Council 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 9: Means of Communication

The Panhellenic Council may conduct business at any meeting (regular or special) through the use of any means of communication by which all delegates participating may simultaneously hear one another and participate in the proceedings during the meeting.

Section 10. Quorum

Two-thirds of the delegates from the member sororities of the East Tennessee State University College Panhellenic Association shall constitute a quorum for the transaction of business.

Section 11. Vote Requirements

- A. All other votes, unless specified in these bylaws, shall require a majority vote for adoption.
- B. A two-thirds vote of the Panhellenic Council shall be required to approve a re-establishment plan and for all extension-related votes.
- C. Proposed motions on issues that impact 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.

Article VI. The Panhellenic Advisor

Section 1. Appointment

The Panhellenic advisor of the East Tennessee State University College Panhellenic Association shall be appointed by the East Tennessee State University administration.

Section 2. Authority

The Panhellenic advisor shall serve in an advisory capacity to the East Tennessee State University College Panhellenic Association. The Panhellenic advisor shall have voice but no vote in all meetings of the Panhellenic Council.

Article VII. Committees

Section 1. Standing committees

- A. The standing committee(s) of the East Tennessee State University College Panhellenic Association shall be the Judicial Board.
- B. Term:
 - i. The standing committee(s) shall serve for a term of one year, which shall coincide with the term of the officers.

Section 2. Appointment of Committee Membership

The Panhellenic Council shall appoint members and chairpersons of all standing and special committees, except as provided otherwise in these bylaws, and in making these appointments, recognize fair representation from all member women's-only sororities as much as possible. The president shall be an ex-officio member of all committees except the Judicial Board.

Section 3. Judicial Board

The Judicial Board shall consist of the Executive Vice President as chairman and members from the College Panhellenic Association member organizations. The Panhellenic advisor shall serve as a nonvoting, ex-officio member. The Judicial Board members shall participate in training to be educated about the purpose of the board, the rules and regulations the Judicial Board will monitor, the procedures to be followed, proper questioning techniques, the rights of the charged organizations, evaluating

evidence, deliberations and sanctioning. The Judicial Board shall educate member sororities about the College Panhellenic judicial procedure.

In accordance with NPC Unanimous Agreement VII. College Panhellenic Association Judicial Procedure, it shall be the Judicial Board's duty to hold a hearing to adjudicate all alleged violations of the NPC Unanimous Agreements and the bylaws, code of ethics, standing rules and membership recruitment regulations of the East Tennessee State University College Panhellenic Association that are not settled informally or through mediation. The hearing shall be conducted by the entire Judicial Board unless the Panhellenic Council adopts rules for the hearing to be conducted by a committee of the Judicial Board. The members of the Judicial Board shall maintain confidentiality throughout and upon completion of the judicial process.

Section 5. Other committees

Other such committees, standing or special, shall be appointed as deemed necessary by the Panhellenic Council.

Section 6. Dissolution of committees

A. Conditions:

- i. A committee, standing or otherwise, may be dissolved under the following circumstances:
- ii. Organizational Need: When a committee's original purpose had been fulfilled or is no longer relevant to the organization's objectives.
- iii. Performance Evaluation: If the committee consistently fails to meet its stated objectives, contribute meaningful value, or maintain participation levels.

B. Procedure:

- i. Submit a written recommendation for dissolution detailing the purpose, current committee status, and impact one at least week prior to the next regular Panhellenic Council meeting.

C. Approval:

- i. Approval to dissolve by 2/3 voting Delegates.

Article IX. Finances

Section 1. Fiscal Year

The fiscal year of the East Tennessee State University College Panhellenic Association shall be from the start of the spring term to the end of the following fall term.

Section 2. Contracts

Dual signatures of the president and Panhellenic advisor shall be required to bind the East Tennessee State University College Panhellenic Association on any contract.

Section 3. Checks

All checks and electronic payments issued on behalf of the East Tennessee State University College Panhellenic Association shall be under the advice of those authorized. The following shall be authorized to be one of the two required signatures: President, Vice-President Finance, and Panhellenic Advisor.

Section 4. Payments

All payments due to the East Tennessee State University College Panhellenic Association shall be received by the treasurer, who shall record them. Checks for payments shall be made payable to the East Tennessee State University College Panhellenic Association.

Article X. Extension

Section 1. Extension

Extension is the process of adding an NPC women's-only sorority.

The East Tennessee State University College Panhellenic Association shall follow all NPC Unanimous Agreements and NPC extension guidelines found on the NPC website and in the NPC Manual of Information.

Section 2. Voting rights

Only regular members of the Panhellenic Council 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 East Tennessee State University College Panhellenic Association shall be considered a violation.

Section 2. Informal resolution

Members are encouraged to resolve alleged violations through informal discussion with the involved parties.

Section 3. Judicial process

The East Tennessee State University College Panhellenic Association shall follow all NPC Unanimous Agreements and NPC guidelines for the judicial process found in the NPC Manual of Information.

Article XII. Hazing

Per the Unanimous Agreements, NPC supports all efforts to eliminate hazing.

Article XIII. Inclusion Statement

East Tennessee State University College Panhellenic Association does not categorically deny membership to an individual, based on race, color, religion, sex*, national origin, age, disability, marital status, military or veteran status or political affiliation.

*Pursuant to 20 U.S.C. 1681(a)(6)(A), social fraternities and sororities may limit membership on the basis of sex.

Article XIV. Parliamentary Authority

The rules contained in the current edition of Robert's Rules of Order Newly Revised shall govern the East Tennessee State University College Panhellenic Association when applicable and when they are not inconsistent with the NPC Unanimous Agreements, these bylaws and any special rules of order the East Tennessee State University College Panhellenic Association may adopt.

Article XV. Amendment of Bylaws

These bylaws may be amended at any regular or special meeting of the East Tennessee State University Panhellenic Council by a two-thirds vote, provided 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 College Panhellenic Association shall be dissolved when only one regular member exists at East Tennessee State University. In the event of the dissolution, none of the assets of the Association shall be distributed to any members of the Association, but after payment of all debts, its assets shall be given to NPC unless otherwise required by state law.

CODE OF ETHICS

We, the members of sororities at East Tennessee State University, agree to promote honesty, respect, sisterhood and cooperation within the College Panhellenic and our respective chapters and in our daily lives. This code of ethics is designed to inspire our members, reinforce exemplary conduct and values-based leadership and perpetuate lifelong membership to enrich the sorority and Panhellenic experience.

We, as College Panhellenic members of East Tennessee State University, agree on and commit to:

- Uphold and demonstrate the Panhellenic spirit in thought, word and action through our chapters as well as individual members.
- Demonstrate ethical behavior and conduct ourselves in a manner consistent with the mission and values of the College Panhellenic, each inter/national organization and our institution.
- Respectfully adhere to the Unanimous Agreements and all policies established by the National Panhellenic Conference (NPC).
- Avoid disparaging remarks about any sorority or collegiate woman and refrain from discussing Panhellenic matters with nonmembers.
- Recognize friendly relations with all collegiate women, both sorority members and nonmembers, realizing the importance of creating and building friendships.
- Plan recruitment events that provide opportunities for the greatest possible number of women to become sorority members while protecting the rights and privileges of individuals and the chapters.

- Provide a safe, positive and enriching recruitment experience, understanding that membership is a social experience arrived at by mutual selection.
- Strive to be truthful, honorable, open and friendly to all potential new members during all recruitment events.
- Be respectful of the rights of every potential new member to make a personal choice, including the right not to join the women's-only sorority community.
- Refrain from limiting a potential new member's chances of becoming a member of the Panhellenic community by encouraging the potential new member to make an intentional single preference.

We, as College Panhellenic members of East Tennessee State University, also agree on and commit to:

- Respectfully adhere to the bylaws and recruitment rules of the East Tennessee State University Panhellenic Association.
- Abide by all local and federal laws and NPC inter/national member organization bylaws.
- Hold one another accountable to these standards, remembering at all times that we represent not only our individual chapters but also the Panhellenic community as a whole.

As Panhellenic women of East Tennessee State University, these are the tenets by which we strive to live.