



Resolved to Educate

Educational support for: Unanimous Agreement VII. College Panhellenic Association Judicial Procedure

College Panhellenics are based on democratic principles and organized to afford cooperation among the women's sororities on a college campus. College Panhellenic Associations embody self-governance to maintain fine standards and ethical conduct.

College Panhellenic Associations are expected to effectively and efficiently adjudicate matters over which they have jurisdiction. In addition, the National Panhellenic Conference promotes self-governance through Unanimous Agreement VII, which says each College Panhellenic Association shall establish a judicial board to review member organization infractions of NPC Unanimous Agreements, the College Panhellenic bylaws and other governing documents, membership recruitment rules/guidelines, the recruitment code of ethics and the standing rules.

What is the purpose of Unanimous Agreement VII?

Unanimous Agreement VII outlines the judicial process for a College Panhellenic Association. It establishes the authority of the College Panhellenic Judicial Board for the limited purpose of handling member organization infractions of the NPC Unanimous Agreements, Panhellenic bylaws and other governing documents, membership recruitment rules/guidelines, the recruitment code of ethics and the standing rules. It outlines the composition of the College Panhellenic Judicial Board must be collegians from the College Panhellenic member organizations—no men or alumnae members are permitted. It provides the process and timing of how to file an infraction, who may file infractions, the notification process of filed infractions and the five steps of the judicial process: discussion, mediation, judicial hearing, sanctions and appeal. It also outlines the judicial forms to be used to ensure proper documentation and adherence to the NPC Unanimous Agreements and establishes which documents the fraternity/sorority advisor should retain.

How to make the judicial process work

You need trust between the members and leaders of the chapters within your College Panhellenic to have an effective judicial process. Review your Panhellenic documents to make sure they include up-to-date procedures and contain relevant and enforceable rules. It is important Panhellenic and chapter leaders are informed and educated on the College Panhellenic judicial process. Let the judicial system work for those member organizations involved. If you have questions, please contact your NPC area advisor for assistance.

Who can file an infraction?

All infractions, other than recruitment infractions, may be reported and signed by one of the following:

- The president of a chapter on behalf of her chapter
- An executive officer/board member of a chapter
- A College Panhellenic officer
- The fraternity/sorority advisor

Recruitment infractions may only be reported and signed by one of the following:

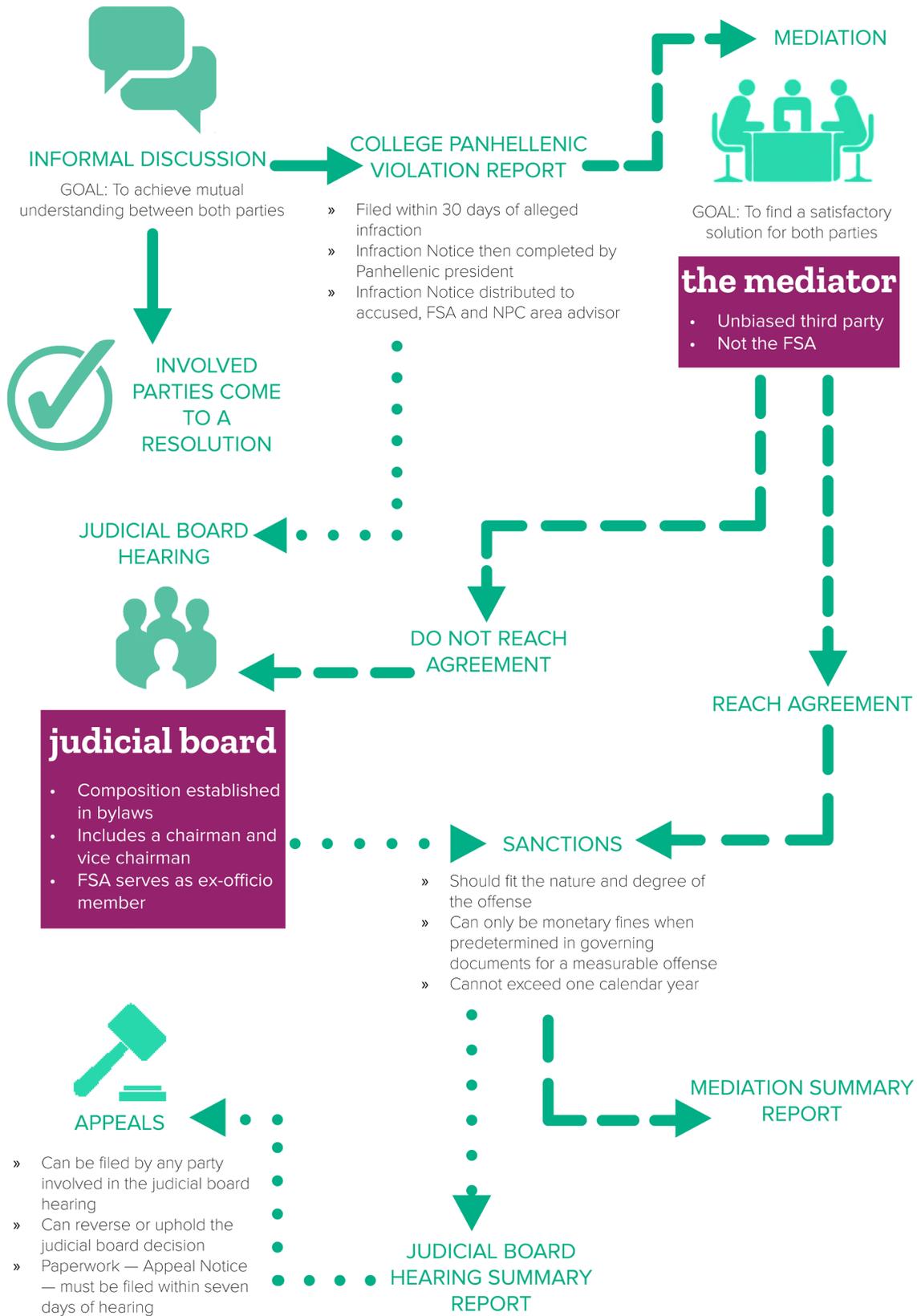
- The president of a chapter on behalf of her chapter
- The College Panhellenic officer in charge of recruitment or a recruitment counselor
- A potential new member
- The fraternity/sorority advisor

Who should adjudicate disciplinary matters?

NPC strongly believes the College Panhellenic Association is responsible for its own self-governance to maintain established standards and behave ethically. The College Panhellenic Judicial Board should handle only disciplinary matters that relate to its own member organizations and its governing principles and documents, such as the Panhellenic bylaws, membership recruitment rules/guidelines, the recruitment code of ethics and the standing rules. These matters should not be adjudicated by an All-Greek Judicial Board or Council. The [NPC Position Statement on All-Greek Councils](#) provides additional guidance on the use of the College Panhellenic judicial procedure.

Educational support for: Unanimous Agreement VII. College Panhellenic Association Judicial Procedure

College Panhellenic Association Judicial Procedure Process



Educational support for: Unanimous Agreement VII. College Panhellenic Association Judicial Procedure

Sanctions

Each College Panhellenic should strive to achieve a fair and reasonable resolution for infractions. Sanctions given should fit the nature and degree of the offense. Often the most effective sanctions involve educational programs, service opportunities, and/or loss of social privileges. The duration of any penalty imposed should not exceed one calendar year from the time the decision is final.

Monetary sanction guidelines:

- Monetary fines are acceptable only for measurable offenses of the Panhellenic governing documents or stated membership recruitment rules.
- The amounts of monetary fines are predetermined by a vote of the College Panhellenic Council and stated in the Panhellenic standing rules and/or membership recruitment rules prior to the beginning of recruitment.
- Refer to the *NPC Manual of Information* for examples of when monetary fines are appropriate.

Non-monetary sanction suggestions:

- Educational programs presented to the chapter
- Decision-making workshop
- Chapter-led Panhellenic-wide training on the topic of the violation (e.g., recruitment, ethics, appropriate social media use, etc.)
- Limitations on social events
- Community involvement assignment to channel energy in a positive manner and benefit the university community
- Conflict resolution training

Sanctions must not:

- Forbid primary recruitment or continuous open bidding activities or the observance of an inter/national sorority event such as an educational program, ritual ceremony or historical celebration.
- Affect a chapter's quota or total.
- Affect the time of new member acceptance and/or initiation.
- Forbid the right of an NPC member organization to vote in College Panhellenic meetings.
- Include removal from the College Panhellenic.

Helpful tips

An effective judicial program in your College Panhellenic is the result of education, organization and attention to detail. Consider these best practices when it comes to judicial affairs:

- **Educate your Panhellenic** officers and delegates about how the judicial process works and why it is important. Talk through the judicial procedure during officer training and conduct a review prior to primary recruitment. Your College Panhellenic Judicial Board should design and implement this education plan.
- **Use your governing documents** to address common breaches of policy or procedure and clearly define how offenses (for example, late recruitment lists) will be handled. The more issues you can anticipate and address in your governing documents, the fewer infractions you are likely to receive.
- **Talk it out first.** When a real or perceived breach of rules occurs, the first step should be to have a conversation with your fraternity/sorority advisor and the other Panhellenic member organization involved in the matter. The discussion should focus on gathering the facts and reaching a mutual understanding between the parties. Most Panhellenic judicial issues can be resolved through productive conversation.
- **Identify your mediator before you need one.** One common challenge in following the judicial process is finding an unbiased, third-party mediator to conduct a mediation when an informal discussion does not resolve the issue at hand. At the beginning of each academic year, work with your fraternity/sorority advisor to identify at least one mediator who agrees to conduct mediation between chapters when necessary.

Educational support for: Unanimous Agreement VII. College Panhellenic Association Judicial Procedure

- **Follow the process.** When you find you must go through the judicial process, it is important to follow it to the letter. Improper reporting, documentation or missed deadlines will deem a filed infraction to be “null and void.” Pay careful attention to the requirements and deadlines, and be sure to communicate these details to the parties involved.
- **Inform your NPC area advisor.** Your area advisor can be a valuable resource to you when it comes to judicial issues. She will work with you to ensure you are following the judicial process and will inform the NPC delegates of any infractions that have been filed. She also can assist with appropriate sanction ideas when necessary.