



# Resolved to Educate

## Educational support for: Unanimous Agreement X. Protecting the Right of NPC Members to Remain Women-Only Organizations

### UA X states:

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

1. The women’s sororities of the National Panhellenic Conference have the right to confine their membership to women and shall defend their right to exist as single-sex organizations.
2. Auxiliaries. Each College Panhellenic shall denounce the participation of undergraduate Panhellenic women in auxiliary groups to men’s fraternities.
3. Men’s recruitment. Each College Panhellenic shall denounce the participation of Panhellenic women in men’s fraternity events when or where the primary purpose is recruitment.

### What is the purpose of this UA?

The primary purpose of UA X is to protect our single-sex status. The requirement under law for groups such as fraternities and sororities to remain single-sex organizations was a fight our organizations’ leaders lobbied for and worked hard to win in the 1970s. Title IX, the 1972 amendment to the 1964 Civil Rights Act, banned sexual discrimination in public and private educational institutions. Because we demonstrated value and the ability to remain independent, we were able to maintain the right to confine our membership only to women and to exist as single-sex organizations.

We have an ongoing responsibility to publicly demonstrate that our recruitment, education and inculcation of members into our organizations is without need or dependence on others — especially those of the opposite sex.

### Women cannot participate in men’s recruitment events.

The objective of men’s recruitment is to allow potential new members a venue to get to know the men in the fraternity and understand the fraternity’s purposes, goals and programs directly from the organization’s members. There is no place for women — undergraduate or alumnae — at men’s recruitment events. This is a protection of the men’s single-sex status as well as the women’s.

Women can support men’s recruitment by:

- Encouraging the fraternity men to have a successful recruitment without the sorority women doing all the work and talking to their potential new members.
- Wearing a homecoming shirt, Greek Week shirt, dance party shirt, etc., that may contain one or more fraternity name/letters during the recruitment week, but they should not wear “big letter” shirts with one fraternity’s Greek letters emblazoned on their chests, T-shirts to promote a specific men’s fraternity and its recruitment efforts or purchasing T-shirts from a specific fraternity to promote its recruitment.
- Promoting “Go Greek” and talking about the benefits of the fraternal experience but referring the men to particular chapters for specifics on each organization.

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### **What is considered an auxiliary organization?**

Because the context of UA X is to protect our right as women-only organizations, sorority women should not serve as members of an auxiliary or a subsidiary to men's fraternities. This can include any of the following: language such as little sister or daughter of, an education program, recruitment process, meetings, dues and outward recognition.

Here are things Panhellenic women can still do:

- A woman can be lavaliered or pinned by her boyfriend. This doesn't make her a member of the fraternity; it simply is a promise by the fraternity man.
- A woman can still be a men's fraternity's sweetheart. A man can still be a sorority's sweetheart.

Here are things to avoid:

- Competition to become a sweetheart. The activities may seem like the person is working to become a member.
- Putting people of the opposite sex on a chapter's composite. The people on a composite are members of that organization.
- Big sister/little brother or big brother/little sister activities, connections or organizations. These make it appear our organizations are tied to one another.
- Promoting one particular member organization with T-shirts, banners, etc., during the men's primary recruitment process.

### **Does the College Panhellenic have to create a policy?**

Because it is a Unanimous Agreement that all 26 NPC member organizations approved, the College Panhellenic does not have to create a policy to address UA X. However, you should make sure your bylaws are up-to-date and include the correct language regarding UAs. You can download the College Panhellenic Model Bylaws to assist in this effort. Make certain you are using the most current version of the model bylaws.

### **As an NPC member organization, what can we do to support this UA?**

Providing clear and consistent guidance to your collegians, alumnae volunteers and staff is the best thing you can do. In addition, NPC encourages you to share this document with your constituents. It is important that everyone understand the impact participating in men's recruitment could have on all organizations' single-sex status.

### **As a fraternity/sorority advisor, what can I do to support this UA?**

Assist in educating the men and women on your campus on the purpose of this UA and why it is important. Educate the men's organizations on the fact they do not need the women to recruit quality members into their organizations — and that this UA also protects them.