



2018 Adopted NPC Legislation

Unanimous Agreement VII. College Panhellenic Association Judicial Procedure

1. Judicial Board

B. NPC ~~does not recognize~~ only a judicial board that is composed solely of members of the College Panhellenic ~~includes male members~~.

Rationale: The goal is to more accurately articulate the fact that if you are not a member of the College Panhellenic (whether you are male or female) you cannot serve on the judicial board.

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2. Judicial Process Overview

A. Sororities are encouraged to resolve alleged infractions as soon as possible through informal discussion with the involved parties before ~~an infraction~~ a College Panhellenic Violation Report Form is filed.

Rationale: The goal of this change is to more accurately describe the next step in the College Panhellenic judicial process.

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2. Judicial Process Overview

G. Response to Receipt of Infraction

- Upon receipt of the College Panhellenic Infraction Notice, the accused sorority shall contact the College Panhellenic president within seven days to schedule mediation.
- Mediation shall be held unless the accused sorority chooses to proceed directly to a judicial hearing. Either mediation or the judicial hearing must be held within 21 days of the receipt of the College Panhellenic Infraction Notice.
- If an agreement is not reached during the mediation process, a judicial board hearing shall be held within 14 days of the failed mediation.
- If there is ~~the College Panhellenic Infraction Notice is delivered during a college/university class break~~ during the timeframes specified for the mediation/judicial hearing, the mediation/judicial hearing may be scheduled after classes resume or held during the break if all parties are available. If held after classes resume, the timeframe may be extended by the number of days of the class break.



4. Judicial Board Hearing

- ~~If an agreement is not reached during the mediation process, a judicial board hearing shall be held.~~

~~The accused party may choose to go directly to a judicial board hearing instead of mediation.~~

Rationale: The goal of this change is to avoid dragging out the College Panhellenic judicial process unnecessarily.

Note: The first two bullet points of section 4 (Judicial Board Hearing) were moved up to section 2 G for the purpose of consolidating the timing requirements in one section.

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6. Appeals

A. The decision of the College Panhellenic Association judicial board may be appealed by any involved party to the NPC College Panhellenics Judicial Appeals Committee.

- An appeal shall be filed with the College Panhellenic president, using the process referenced in the judicial procedure section in the NPC Manual of Information and on the appeal form, within seven days of the decision.
- The NPC College Panhellenics Judicial Appeals Committee shall reverse or uphold the decision of the College Panhellenic Association judicial board. The NPC College Panhellenics Judicial Appeals Committee may also dismiss or modify sanctions as the committee deems appropriate.

Any ~~penalty sanction~~ shall begin only after all properly filed appeal decisions have been rendered. If a sanctioned sorority wants to fulfill all or part of the sanctions pending the outcome of a filed appeal, the sorority shall have that option.

Rationale: The goal of this change is to align our language with common vernacular used in higher education.



Unanimous Agreement X. Protecting the Right of NPC Members to Remain Women-Only Organizations

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 ~~exempt~~ 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, NPC 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.

Rationale: As written, the current Unanimous Agreement is an incorrect interpretation of the law.

Chapter Membership Roll (1955, 2018) – POLICY

For all Panhellenic purposes:

1. Every regularly enrolled undergraduate woman who is a new member and/or initiated member of a chapter on that particular campus shall be counted as a member of the college chapter.
2. Every regularly affiliated undergraduate transfer shall be counted as a member of the college chapter on that campus, affiliation to be defined as meeting the requirements of the individual member organization.
- ~~3. Any member who is away from campus for the entire academic year is not counted in total. Members away for one academic term are counted in total.~~

Rationale: This change is being proposed because this information belongs in the Calculating Total Policy and is addressed there.



Financial Transparency (1963, 2017, 2018) – POLICY

Chapter Costs Financial Transparency (1963, 2017, 2018) – BEST PRACTICE POLICY

~~Recommendation to list only the average cost of sorority membership in College Panhellenic booklets rather than comparative fees, because the variance in items included does not provide accurate information, and the difference in total fees is almost inconsequential. The College Panhellenic may vote to allow will require chapters to share detailed financial information (member dues, chapter fees and assessments, etc.) with the potential new members during a specified round of recruitment. Each chapter will share the financial information in a brief group presentation and individual conversations. A potential new member may leave each chapter's event with a single sheet of paper containing the chapter's dues and fees information using the approved Panhellenic template. See the NPC website for implementation guidelines.~~

Rationale: The Recruitment & Expanded Membership Model Think Tank made it clear we need to be transparent when it comes to the cost of joining a sorority. By improving the clarity of the wording of this best practice and changing it to a policy, we will begin to accomplish the goals of the think tank in this area.

Individual Chapter Membership Growth Plan (1999, 2018) – BEST PRACTICE

In an effort for a College Panhellenic and inter/national organization to support and stabilize a chapter, a membership growth plan may be established by the Panhellenic. There are three types of membership growth plans: reorganization, re-establishment and recolonization.

Reorganization is an inter/national membership management technique by which the inter/national organization develops a recruitment plan for a chapter and:

- Provides special assistance for the chapter recruitment process.
- May solicit Panhellenic support, cooperation and possible involvement.

A vote of the College Panhellenic Council is not required for a chapter to reorganize.

Re-establishment is a procedure by which an inter/national organization rebuilds a chapter within a specific time frame and:

- Provides a development strategy and plan for a chapter.
- Shares the development strategy with the College Panhellenic.
- May solicit Panhellenic support, cooperation and possible involvement.
- Establishes a definite timeline for implementing the strategy of the plan.
- Reviews progress of the plan, which, if not met, allows the College Panhellenic to consider extension.
- Completes the plan within 12 months.
- Meets the institution's membership requirements for a recognized student organization.
- Determines the status of chapter members.



A vote of the College Panhellenic Council is not required for a chapter to develop and implement a re-establishment strategy and plan.

Recolonization is the process by which an NPC member organization returns to a host institution where it previously had an installed chapter. The invitation to recolonize comes from the College Panhellenic Council or the host institution.

If a chapter is closed by an NPC member organization:

- The NPC member organization’s recolonization proposal, timeline and conditions for return must be mutually agreed on by the NPC member organization and the College Panhellenic Council.
- The recolonization proposal and timeline should be formulated no more than six weeks after the chapter closes. If the deadline for the agreement falls outside of the academic year, it must be completed no later than two weeks after classes begin.
- The chapter must be closed for at least 12 months before recolonization is implemented.
- The NPC member organization shall send a copy of the recolonization proposal and timeline to the NPC Extension Committee.
- The recolonization proposal must be approved by a majority vote of the College Panhellenic Council. The College Panhellenic Council must send a copy of the Council minutes, documenting the approval of the recolonization proposal, to the NPC Extension Committee. (See Sample Resolution to Approve Proposal for Recolonization on the NPC website.)
- The NPC member organization and the College Panhellenic Council must have an annual discussion about the status of the recolonization agreement. The discussion should result in a mutual agreement to renew (continue under existing terms and timeline), edit (alter the terms and timeline), terminate (end the agreement) or implement (start the process of the NPC member organization’s return to campus according to the recolonization proposal and timeline) the recolonization agreement. The College Panhellenic Council will determine whether the annual discussion will take place in person or by electronic means.
- The College Panhellenic Council must document the outcome of the annual discussion in the College Panhellenic Council meeting minutes and the Council must send a copy of the minutes to the NPC Extension Committee.
- The College Panhellenic Council should keep the timing of the proposed recolonization in mind when extension is being discussed.
- One academic term prior to the proposed return date, the NPC member organization may provide an update to the College Panhellenic Council on their recolonization plan. This may be done in person at the invitation of the College Panhellenic Council.



If the host institution closes a chapter:

- The host institution and the NPC member organization will mutually agree to the sanctions and terms outlined by the host institution required for the NPC member organization to return as well as the timeline for the NPC member organization to return. The terms of the recolonization agreement be documented in writing and signed by both parties.
- The recolonization agreement must be submitted by the NPC member organization to the NPC Extension Committee no later than six weeks after the chapter is closed. If the deadline for the agreement falls outside of the academic year, it must be completed no later than two weeks after classes begin. A copy of the agreement must be provided to the College Panhellenic Council if there is a College Panhellenic Association.
- The chapter must be closed for at least 12 months before recolonization is implemented.
- NPC recommends the NPC member organization maintain regular contact with the host institution to discuss the status of the recolonization agreement.
- The host institution administration should keep the timing of the proposed recolonization in mind when extension is being discussed.
- One academic term prior to the proposed return date, the NPC member organization may provide an update to the host institution on their recolonization plan at the invitation of the host institution. This may be done in person at the invitation of the host institution. If there is a College Panhellenic Council on the campus, the NPC member organization must inform the College Panhellenic Council about their recolonization plan and return date.
- It is recommended the host institution issue an invitation in writing to the NPC member organization when it is time to implement the recolonization.
- The NPC member organization shall send documentation of the host institution's approval to return to campus to the NPC Extension Committee. If there is a College Panhellenic Council, the NPC member organization must also confirm with the NPC Extension Committee that the member organization has coordinated with the College Panhellenic Council and informed the Council of the recolonization plan and return date.

The College Panhellenic Council and the host institution will allow for a reasonable period of time, a minimum of two primary recruitment periods, to establish stability for an NPC member organization that has reorganized, re-established or recolonized its chapter before extension is considered.

Rationale: The amendment clarifies what happens if the six-week timeline to create an agreement falls outside of the academic year. Per NPC policy, College Panhellenic Councils cannot operate outside of the academic year. This amendment allows for an agreement to be voted on early in the new academic term.