



Contingency Plans Are Important For the Health and Safety of All

As College Panhellenic Associations and sorority chapters plan for recruitment this fall, the health and safety of current chapter members, potential new members (PNMs) and the campus community must be prioritized. This is why the National Panhellenic Conference (NPC) recommends all rounds, with the exception of preference round (if safe), move to a virtual format.

We know some campuses are considering hosting rounds in person, prior to preference. If you are considering this, particularly if you are a small or mid-sized campus, please consult with campus officials regarding the college/university regulations regarding group activities and review the following considerations before deciding on a virtual versus in-person recruitment format to be sure all health and safety recommendations are fully addressed:

- NPC's insurance provider and risk management counsel, MJ Sorority, is [encouraging its clients to consider temporary policies prohibiting nonresidents from entering residential chapter facilities](#). Each chapter facility will follow the procedures and guidelines of its inter/national organization, which may mean some chapter facilities will not be available for recruitment purposes. Consider how this may impact an in-person recruitment process or event round.
- In-person events may create additional liability for all parties involved in recruitment. As the co-host of Panhellenic Recruitment, the College Panhellenic Association may be required to:
 - Purchase multiple single-use masks for PNMs and chapter members to use each day.
 - Conduct daily wellness checks, potentially including temperature checks, prior to the beginning of each event for both PNMs and chapter members.
 - Note: Temperature checks are shown to be inconclusive in determining infection and most individuals of traditional college age are asymptomatic. [The CDC has shared](#) that symptoms can develop anywhere between 2-14 days of exposure, meaning someone could have the virus and not know it.
 - Purchase hand sanitizer for each PNM and chapter member and ensure individuals sanitize upon entering and exiting each in-person event.
 - Determine availability/accessibility of restroom facilities for PNMs and ensure proper sanitization of those facilities during events.
 - Confirm the sanitization and decontamination of any facilities used in between rounds and/or before and after events. This includes considering the cost of these services and which professional companies are accessible to handle cleaning and COVID-19 sanitization.
 - Consult with a public health official to ensure proper considerations are taken given your campus and community's unique environment.
- In addition, College Panhellenics will need to be able to answer these questions:
 - How will you handle women who choose not to participate in in-person events for personal safety reasons?
 - How will you handle disclosure of pre-existing conditions of PNMs or chapter members?
 - How will you handle parental concerns about in-person recruitment?



- How will you handle a PNM or chapter member who refuses to comply with health and safety guidelines?
- How will you approach potential outbreaks in the recruitment process?
 - Does your College Panhellenic have a plan to cease recruitment operations or move to a completely virtual process?

The health and safety of our members, PNMs and the community is imperative and is the reason why NPC strongly recommends virtual recruitment (and its hybrid) at this time. We ask you to consider the same.

Additional reading suggestions:

[What to Consider Before Reopening](#) – MJ Sorority

[Facility FAQ](#) – Holmes Murphy Fraternal Insurance

[The Risks – Know Them – Avoid Them](#) – Erin Bromage

[Are Temperature Checks Effective in Stopping Coronavirus Spread?](#) – *HuffPost*