

**CODE OF ETHICS OF CARNEGIE MELLON UNIVERSITY
COLLEGE PANHellenic ASSOCIATION**

We, the members of Panhellenic sororities at Carnegie Mellon 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 Carnegie Mellon 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 the 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.
- Provide an equitable and inclusive sorority experience for all women who are interested at the institution.
- Recognize friendly relations with all collegiate women, Panhellenic sorority members, non-Panhellenic sorority members, and non-sorority members, 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 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 but not limited to: not joining the sorority community at a specific time, choosing to intentional single preference or preferencing all sorority chapters.

We, as College Panhellenic members of Carnegie Mellon University, also agree on and commit to:

- Respectfully adhere to the bylaws and recruitment rules of the College Panhellenic Association.
- Abide by all local and federal laws and NPC inter/national Unanimous Agreements, policies and best practices.
- Hold one another accountable to this code of ethics, remembering at all times that we represent not only our individual chapters but also the Panhellenic community as a whole.

Specifically pertaining to recruitment of potential new members (PNMs), we, as College Panhellenic members of Carnegie Mellon University, also agree on and commit that:

- The mission of recruitment is to influence and encourage others in the Carnegie Mellon community to participate in our goal of living by the highest standards, as set forth by our

communal foundations in scholarship, leadership, service, and sisterhood. Recruitment should be based on the realization and identification of these ideals in others.

- Our conversations and interactions with PNMs will be values-based; our four pillars should be the foundations of all recruitment discussions.
- We will maintain a Panhellenic attitude so as to preserve the purpose of recruitment as an unbiased process for joining a Panhellenic organization:
 - We will recognize every chapter's recruitment efforts in a positive manner, and will not purposely mislead nor try to gain an unfair advantage over other chapter's recruitment efforts;
 - We will never negatively speak or write about other chapters in our conversations with PNMs;
 - We will not make any promises to or agreements with PNMs about invitations to events, COB coffee dates, or PPR rounds.
- We will do everything in our power to be trustworthy to our chapter, Panhellenic, and university leaders and fellow Panhellenic members; we will not commit acts that conflict with our values-based recruiting.
 - We will not form inappropriate relationships with PNMs: i.e. by inviting them individually to non-recruitment related events, personally contacting them about chapters, being sources of gossip, nor asking them to share their opinions on chapters.
 - Should we choose to release a PNM from the recruitment process, we will treat them with utmost respect and dignity, in accordance with the PNM Bill of Rights: i.e. by not speaking ill of PNMs to other chapters, by notifying a PNM immediately after it is decided that they are not a fit for our chapter during COB.
- We will be conscious of how we advertise Greek life to the Carnegie Mellon University community such as in our choice of activities and attire used to promote recruitment.
- We will work together to make successful membership recruitment a community-wide goal.

As Panhellenic women of Carnegie Mellon University, these are the tenets by which we strive to live.

Date adopted: _____