

COLLEGE PANHELLENIC BYLAWS

BYLAWS OF THE UNIVERSITY OF ALABAMA PANHELLENIC ASSOCIATION

Article I. Name

The name of this organization shall be the Alabama Panhellenic Association (APA).

Article II. Object

The object of the Panhellenic Association shall be to develop and maintain women's sorority life and interfraternity relations at a high level of accomplishment and in so doing to:

1. Consider the goals and ideals of member organizations as applicable to campus and personal life.
2. Promote superior scholarship and intellectual development.
3. Cooperate with member women's sororities and the university/college administration to maintain high social and moral standards.
4. Act in accordance with National Panhellenic Conference (NPC) Unanimous Agreements, policies and best practices.
5. Act in accordance with such rules established by the Panhellenic Council as to not violate the sovereignty, rights and privileges of member sororities.

Article III. Membership

Section 1. Membership classes

There shall be three classes of membership: regular, provisional and associate.

- A. **Regular membership.** The regular membership of the Alabama Panhellenic Association shall be composed of all chapters of NPC sororities at The University of Alabama. Regular members of the College Panhellenic Association shall pay dues as determined by the Panhellenic Council. Each regular member shall have voice and one vote on all matters.
- B. **Provisional membership.** The provisional membership of the Alabama Panhellenic Association shall be composed of all colonies of NPC sororities at The University of Alabama. Provisional members shall pay no dues and shall have voice but no vote on all matters. A provisional member shall automatically become a regular member upon being installed as a chapter of an NPC sorority.
- C. **Associate membership.** Local sororities or inter/national or regional non-NPC member organizations may apply for associate membership of the Alabama Panhellenic Association. The membership eligibility requirements and the process for submitting an application and approval of the application shall be determined by the Panhellenic Council. Associate members shall pay dues as determined by the Panhellenic Council. An associate member shall have voice and one vote on all matters except extension-related matters. If they are not participating in the primary recruitment process, they shall not have a vote on recruitment rules and establishment or modification of Panhellenic total. An associate member may be expelled for cause by a majority vote of the Panhellenic Council. An associate member shall not be entitled to vote on the question of its expulsion.

Section 2. Privileges and responsibilities of membership

- A. Duty of compliance. All members, without regard to membership class, shall comply with all NPC Unanimous Agreements and be subject to these Alabama Panhellenic Association bylaws, code of ethics and any additional rules this Panhellenic Association may adopt, unless otherwise prescribed in these bylaws. Any rules adopted by this Panhellenic Association in conflict with the NPC Unanimous Agreements shall be void.

Article IV. Officers and Duties

Section 1. Officers

- A. The officers of the Alabama Panhellenic Association shall be President, Vice President of Administration, Director of Public Relations, Director of Finance, Director of Recruitment, Assistant Director of Recruitment, Director of Recruitment Counselors, Assistant Director of Recruitment Counselors, Director of Judicial Affairs, and Assistant Director of Judicial Affairs, and Director of Community Development and Outreach.

Section 2. Eligibility

Eligibility to serve as an officer shall depend on the class of membership:

- A. Regular membership. Members from women's sororities holding regular membership in the Alabama Panhellenic Association shall be eligible to serve as any officer.
- B. Provisional membership. Members from women's sororities holding provisional membership in the Alabama Panhellenic Association shall not be eligible to serve as an officer.
- C. Associate membership. Members from women's sororities holding associate membership in the Alabama Panhellenic Association shall not be eligible to serve as an officer.

Section 3. Selection of Officers

The offices of President, Vice President of Administration, Director of Public Relations, Director of Finance, Director of Recruitment, Assistant Director of Recruitment, Director of Recruitment Counselors, Assistant Director of Recruitment Counselors, Director of Judicial Affairs, and Assistant Director of Judicial Affairs, and Director of Community Development and Outreach of the Alabama Panhellenic Association shall be elected by ballot, except if there is only one nominee for an office that nominee shall be declared elected.

Section 4. Office-holding limitations

No more than 2 members from the same women's sorority shall hold office during the same term. No director and assistant director of the same area may be from the same chapter (i.e. Director of Judicial Affairs and Assistant Director of Judicial Affairs). Additionally, there may be no other individual on the Panhellenic Executive Council in the same chapter as the President. A chapter may not hold the office of President for two consecutive years.

Section 5. Nomination procedure

A nominating committee shall review applications and hold interviews for elected officer positions. The members of the nominating committee shall elect their own chairman. The nominating committee shall consider the qualifications of all candidates for elected officers and shall nominate at least one name for each elected officer position. The nominating committee shall consist of the following members:

- i. Outgoing Alabama Panhellenic Association President
 - ii. Two non-returning Alabama Panhellenic Association executive council members (on a rotation basis)
 - i. Rotation for position 1: Director of Recruitment, Director of Judicial, Director of Sigma Rho Chis
 - ii. Rotation for position 2: Director of PR, Director of Community Development and Outreach, Director of Finance
 - iii. Three/Four outgoing presidents of APA member chapters (on a rotation basis)
 - i. Rotation 1 (Even Year): Alpha Chi Omega, Alpha Delta Chi, Alpha Delta Pi
 - ii. Rotation 2 (Odd Year): Alpha Gamma Delta, Alpha Omicron Pi, Alpha Phi
 - iii. Rotation 3 (Even Year): Chi Omega, Delta Gamma, Delta Zeta
 - iv. Rotation 4 (Odd Year): Delta Delta Delta, Gamma Phi Beta, Kappa Alpha Theta
 - v. Rotation 5: (Even Year): Kappa Delta, Pi Beta Phi, Sigma Delta Tau
 - vi. Rotation 6: (Odd Year): Kappa Kappa Gamma, Phi Mu, Zeta Tau Alpha
 - iv. Three/Four Panhellenic Delegates (on a rotation basis)
 - i. Rotation 1 (Even Year): Delta Delta Delta, Gamma Phi Beta, Kappa Alpha Theta
 - ii. Rotation 2 (Odd Year): Kappa Delta, Pi Beta Phi, Sigma Delta Tau
 - iii. Rotation 3 (Even Year): Kappa Kappa Gamma, Phi Mu, Zeta Tau Alpha
 - iv. Rotation 4 (Odd Year): Alpha Chi Omega, Alpha Delta Chi, Alpha Delta Pi
 - v. Rotation 5: (Even Year): Alpha Gamma Delta, Alpha Omicron Pi, Alpha Phi
 - vi. Rotation 6 (Odd Year): Chi Omega, Delta Gamma, Delta Zeta
 - v. Campus Partner(s)
 - vi. Office of Fraternity and Sorority Life Staff
 - vii. Panhellenic Advisor (shall serve as non voting ex-officio member)
- b. If any of the nominating committee members cannot attend the majority of interviews, they will be replaced by someone with similar standing in the chapter (ex. Junior Delegate or Vice President).

Section 6. Term

The officers shall serve for a term of one year or until their successors are selected. The term of office will begin at the beginning of the spring academic term.

Section 7. Removal

Any officer may be removed for cause by a vote of two-thirds of the Panhellenic Council.

Section 8. Vacancies

Vacancies shall be filled in the same manner of selection as provided in Section 3 of this article.

Section 9. Duties of officers

A. The President shall:

- Preside at all meetings of the Panhellenic Council.
- Preside at all meetings of the executive board.
- Serve as an ex-officio member of all Panhellenic Association committees, except the judicial board.
- Communicate regularly with the Panhellenic advisor.

- Be familiar with the NPC Manual of Information and all governing documents of this Association.
 - Ensure that the NPC College Panhellenic annual report is completed.
 - Communicate regularly with the NPC area advisor.
 - Maintain current copies of the following: Alabama Panhellenic Association bylaws and standing rules, the Panhellenic Association budget, contracts executed on behalf of the Panhellenic Association, correspondence and materials received from the NPC area advisor, all NPC College Panhellenic reports and other pertinent materials.
 - Perform all other duties as assigned.
- B. The Vice President Administration shall:
- Perform the duties of the president in her absence.
 - Be familiar with the NPC Manual of Information and all governing documents of this Association.
 - Perform all other duties as assigned.
- C. The Director of Finance shall:
- Keep an accurate roll of the members of Panhellenic Council.
 - Record minutes of all meetings of the Alabama Panhellenic Council and the executive board.
 - Maintain a complete and up-to-date file that includes the minutes of all meetings from the date of organization and current correspondence.
 - Send meeting minutes to the NPC area advisor.
 - Supervise the finances of the Alabama Panhellenic Association.
 - Prepare the annual budget and, after its approval by the Panhellenic Council, provide a copy to each Alabama Panhellenic Association member sorority.
 - Receive all payments due to the Panhellenic Association, collect all dues and give receipts.
 - Pay promptly the annual NPC dues and all bills of the Alabama Panhellenic Association.
 - Maintain current financial records; give a financial report at each regular meeting of the Panhellenic Council and an annual report at the close of her term of office.
 - Be familiar with the NPC Manual of Information and all governing documents of this Association.
 - Perform all other duties as assigned.
- D. The Director of Public Relations shall:
- Oversee all marketing and PR efforts for the Alabama Panhellenic Association.
 - Maintain all Alabama Panhellenic Association social media accounts and website.
 - Coordinate yearly publication of Greek Chic recruitment guide.
 - Be familiar with the NPC Manual of Information and all governing documents of this Association.
 - Perform all other duties as assigned.
- E. The Director of Recruitment shall:
- Coordinate and organize Fall Primary Recruitment with OFSL Staff, Campus Partners, and chapter representatives.
 - Be familiar with the NPC Manual of Information and all governing documents of this Association.
 - Perform all other duties as assigned.

- F. The Assistant Director of Recruitment shall:
- Perform the duties of the Director of Recruitment in her absence, inability to serve, or at her call.
 - Assist the Director of Recruitment with the coordination and organization of Fall Primary Recruitment with OFSL Staff, Campus Partners, and chapter representatives.
 - Be familiar with the NPC Manual of Information and all governing documents of this Association.
 - Perform all other duties as assigned.
- G. The Director of Judicial Affairs shall:
- Oversee training, implementation, and upholding of NPC Unanimous Agreements and other Alabama Panhellenic Association governing documents.
 - Be familiar with the NPC Manual of Information and all governing documents of this Association.
 - Perform all other duties as assigned.
- H. The Assistant Director of Judicial Affairs shall:
- Perform the duties of the Director of Judicial Affairs in her absence, inability to serve, or at her call.
 - Assist the Director of Judicial Affairs with the training, implementation, and upholding of NPC Unanimous Agreements and other Alabama Panhellenic Association governing documents.
 - Be familiar with the NPC Manual of Information and all governing documents of this Association.
 - Take on the parliamentary duties for the Alabama Panhellenic Association.
 - Perform all other duties as assigned.
- I. The Director of Recruitment Counselors (Sigma Rho Chis) shall:
- Have previously served as the Assistant Director of Recruitment Counselors (Sigma Rho Chis) or as a Sigma Rho Chi at the University of Alabama.
 - Oversee and implement all Recruitment Counselor training and supervision.
 - Be familiar with the NPC Manual of Information and all governing documents of this Association.
 - Perform all other duties as assigned.
- J. The Assistant Director of Recruitment Counselors (Sigma Rho Chis) shall:
- Assist the Director of Recruitment Counselors with overseeing and implementing all Recruitment Counselor training and supervision.
 - Be familiar with the NPC Manual of Information and all governing documents of this Association.
 - Perform all other duties as assigned.
- K. The Director of Community Development and Outreach shall:
- Oversee and coordinate council programming and education efforts.
 - Coordinate campus and community programs and events.
 - Be familiar with the NPC Manual of Information and all governing documents of this Association.
 - Perform all other duties as assigned.

Section 1. Authority

The governing body of the Alabama Panhellenic Association shall be the Panhellenic Council. It shall be the duty of the Panhellenic Council to conduct all business related to the overall welfare of the Alabama Panhellenic Association including, but not limited to: biannually review the parameters as adopted in the recruitment rules for the automatic adjustment of total, annually determine dues, approve the annual budget, consider extension, set a calendar of events, determine programming and establish recruitment rules and recruitment style. The Panhellenic Council shall also have the authority to adopt rules governing the Panhellenic Association that do not violate the sovereignty, rights and privileges of member women's sororities.

Section 2. Composition and privileges

The Alabama Panhellenic Council shall be composed of one delegate and one alternate delegate from each regular, provisional and associate member organization at The University of Alabama as identified in Article III. The delegates shall be the voting members of the Panhellenic Council except as otherwise provided in Article III of these bylaws. The alternate delegates shall have voice but no vote. The alternate delegate shall act and vote in the place of the delegate when the delegate is absent. If both delegate and alternate are absent, the vote may be cast by a member of the sorority, providing her credentials have been presented to the Association president.

Section 3. Selection of delegates and alternates

Delegates and alternates to the Panhellenic Council shall be selected by their respective women's sorority chapters to serve for a term of one year commencing at the beginning of the spring academic term.

Section 4. Delegate vacancies

When a delegate vacancy occurs, it shall be the responsibility of the sorority affected to select a replacement within two weeks and to notify the Panhellenic Association secretary of her name, address, email and telephone number.

Section 5. Regular meetings

Regular meetings of the Panhellenic Council shall be held on alternate Mondays at 6:30 PM.

Section 6. Annual meeting

The annual meeting of the Panhellenic Council shall be held during the month of October or November. The purpose of the annual meeting shall be for the election of officers and any other business that may properly come before the delegates.

Section 7. Special meetings

Special meetings of the Panhellenic Council may be called by the Association president when necessary and shall be called by her upon the written request of no fewer than one-fourth of the member women's sororities of the Alabama Panhellenic Association. Notice of each special meeting of the Panhellenic Council shall be sent to each member of the Panhellenic Council at least 24 hours prior to convening the meeting; however, such notice may be waived, and attendance at such meeting shall constitute waiver of said notice.

Section 8. Quorum

Two-thirds of the delegates from the member sororities of the Alabama Panhellenic Association shall constitute a quorum for the transaction of business.

Section 9. Vote Requirements

- A. Proposed motions on issues that impact a chapter as a whole must be announced at a previous meeting to allow opportunity for chapter input before a vote may be taken on the issue.
- B. A two-thirds vote of the Panhellenic Council shall be required to approve the proposed motions as mentioned in Article 5, Section IX, Subsection A. All other votes, unless specified in these bylaws, shall require a majority vote for adoption.

Article VI. The Executive Board

Section 1. Composition

The composition of the executive board shall be the officers of the Alabama Panhellenic Association, including President, Vice President of Administration, Director of Public Relations, Director of Finance, Director of Recruitment, Assistant Director of Recruitment, Director of Recruitment Counselors, Assistant Director of Recruitment Counselors, Director of Judicial Affairs, and Assistant Director of Judicial Affairs, and Director of Community Development and Outreach.

Section 2. Duties

The executive board shall administer routine business between meetings of the Panhellenic Council and such other business as has been approved for action by Panhellenic Council vote. At the next regular meeting of the Panhellenic Council through the secretary, the executive board shall also report all action it has taken and record the action in the minutes of that meeting.

Section 3. Regular meetings

Regular meetings of the executive board shall be held at a time and place established at the beginning of each academic term.

Section 4. Special meetings

Special meetings of the executive board may be called by the president when necessary and shall be called by her upon the written request of three members of the executive board.

Section 5. Quorum

A majority of executive board members shall constitute a quorum for the transaction of business.

Article VII. The Panhellenic Advisor

Section 1. Appointment

The Panhellenic advisor of the Alabama Panhellenic Association shall be appointed by The University of Alabama administration.

Section 2. Authority

The Panhellenic advisor shall serve in an advisory capacity to the Alabama Panhellenic Association. The Panhellenic advisor shall have voice but no vote in all meetings of the Panhellenic Council.

Article VIII. Committees

Section 1. Standing committees

- A. The standing committees of the Alabama Panhellenic Association shall be the Judicial Board, Membership Recruitment Committee, Public Relations Committee, Health and Wellness Committee, Diversity and Inclusion Committee, and Financial Committee.
- B. Term. The standing committees shall serve for a term of one year, which shall coincide with the term of the officers.

Section 2. Appointment of committee membership

The executive board shall appoint members and chairman of all standing and special committees, except as provided otherwise in these bylaws, and in making these appointments, recognize fair representation from all member women's sororities as much as possible. The president shall be an ex-officio member of all committees except the Judicial Board.

Section 3. Judicial Board

The judicial board shall consist of the Director of Judicial as chairman, Assistant Director of Judicial Affairs as Vice Chairman, and 9 members, one from each of the College Panhellenic member organizations elected to serve their year. The Panhellenic advisor shall serve as a non voting, ex-officio member. The judicial board members shall participate in training to be educated about the purpose of the board, the rules and regulations the judicial board will monitor, the procedures to be followed, proper questioning techniques, the rights of the charged organizations, evaluating evidence, and deliberations and sanctioning. The judicial board shall educate member sororities about the Panhellenic judicial procedure.

In accordance with NPC Unanimous Agreement VII. College Panhellenic Association Judicial Procedure, it shall be the judicial board's duty to hold a hearing to adjudicate all alleged violations of the NPC Unanimous Agreements and the bylaws, code of ethics, standing rules and membership recruitment regulations of the Alabama Panhellenic Association that are not settled informally or through mediation. The hearing shall be conducted by the entire judicial board unless Panhellenic Council adopts rules for the hearing to be conducted by a committee of the judicial board. The members of the judicial board shall maintain confidentiality throughout and upon completion of the judicial process.

- A. Representation on the Judicial Board will rotate chapters between even and odd years.
 - i. Even years (i.e. 2018): Alpha Chi Omega, Alpha Omicron Pi, Chi Omega, Delta Zeta, Gamma Phi Beta, Kappa Alpha Theta, Kappa Kappa Gamma, Sigma Kappa, and Zeta Tau Alpha.
 - ii. Odd years (i.e. 2019): Alpha Delta Pi, Alpha Gamma Delta, Alpha Phi, Delta Delta Delta, Delta Gamma, Kappa Delta, Phi Mu, Pi Beta Phi, and Sigma Delta Tau.

Section 4. Membership Recruitment Committee

The Membership Recruitment Committee shall consist of the Director of Recruitment as chairman, the Assistant Director of Recruitment as vice chairman, and one representative from each regular, provisional and associate member. Alumnae advisors may attend meetings of the committee. The alumnae advisors shall have voice but no vote. This committee shall review and develop membership recruitment rules and submit them for discussion and approval to the Panhellenic Council before the end of the academic term

preceding the primary membership recruitment period. After each membership recruitment period, the chairman of this committee shall present a full report, including recommendations, to the Panhellenic Council based on an analysis of the recruitment statistics and recruitment evaluations from new members, potential new members who withdrew, each member organization and chapter advisor.

Section 4. Public Relations Committee

The Public Relations Committee shall consist of the Director of Public Relations as chairman and members appointed by her. The Public Relations Committee shall be responsible for all forms of publicity dealing with the Alabama Panhellenic Association. This committee shall work closely with the executive board and all committees to make certain that the media is kept informed of the positive events of the Panhellenic Association and its member women's sororities.

Section 5. Health and Wellness Committee

The Health and Wellness Committee shall consist of the Director of Community Development and Outreach as chairman and one appointed representative from each regular, provisional and associate member. The committee shall serve as a resource for chapters regarding all things health-related, organize educational programming, and have a working knowledge of the location and services offered by on and off-campus resources regarding health, including but not limited to counseling centers, student health center, student recreation center, UAPD, and disability services.

Section 6. Diversity and Inclusion Committee

The Diversity and Inclusion Committee shall consist of the Director of Community Development and Outreach as chairman and one appointed representative from each regular, provisional and associate member. The committee shall serve as a resource for chapters regarding all things pertaining to diversity and inclusion. These things will include proper diversity and inclusion training, knowledge of and access to all campus and community resources, including but not limited to Crossroads Community Center, Intercultural Diversity Center, and Safe Zone.

Section 7. Finance Committee

The Finance Committee shall consist of the Director of Finance as chairman and the delegate from each chapter, according to their assigned year. The committee shall review external funding requests and will make recommendations back to the greater Panhellenic community. Representation on the Finance Committee will rotate chapters between even and odd years.

- iii. Even years (i.e. 2018): Alpha Chi Omega, Alpha Delta Pi, Alpha Omicron Pi, Chi Omega, Delta Gamma, Gamma Phi Beta, Kappa Delta, Phi Mu, Sigma Delta Tau, Zeta Tau Alpha.
- iv. Odd years (i.e. 2019): Alpha Delta Chi, Alpha Gamma Delta, Alpha Phi, Delta Delta Delta, Delta Zeta, Kappa Alpha Theta, Kappa Kappa Gamma, Sigma Kappa, Pi Beta Phi.

Section 8. Other committees

Other such committees, standing or special, shall be appointed as deemed necessary by the Panhellenic Council.

Section 1. Fiscal Year

The fiscal year of the Alabama Panhellenic Association shall be from January 1 to December 31 inclusive.

Section 2. Contracts

Dual signatures of the President and Director of Finance shall be required to bind the Alabama Panhellenic Association on any contract.

Section 3. Checks

All checks issued on behalf of the Alabama Panhellenic Association shall bear dual signatures. The following shall be authorized to be one of the two required signatures: President, Director of Finance, or Vice President of Administration.

Section 4. Payments

All payments due to the Alabama Panhellenic Association shall be received by the Director of Finance, who shall record them. Checks for payments shall be made payable to the Alabama Panhellenic Association.

Section 5. Dues

- A. NPC College Panhellenic dues shall be paid yearly as invoiced by the NPC office.
- B. Panhellenic Association membership dues shall be an assessment per member and new member.
 - The dues of each Panhellenic Association member sorority shall be payable on an academic term basis. The dues of each Alabama Panhellenic Association member chapter shall be payable on or before two weeks after the delivery of such dues to the chapter's Panhellenic Delegate. The amount of such dues for the next academic year shall be determined by the Panhellenic Council each year.

Section 6. Fees and assessments

The Panhellenic Council shall have the authority to determine fees and assessments as may be considered necessary.

Article X. Extension

Section 1. Extension

Extension is the process of adding an NPC women's sorority.

The Alabama Panhellenic Association shall follow all NPC Unanimous Agreements and NPC extension guidelines found on the NPC website and in the Manual of Information.

Section 2. Voting rights

Only regular members of the Panhellenic Council shall vote on extension matters.

Article XI. Violation Resolution

Section 1. Violation

Chapters shall be held accountable for the conduct of their individual collegiate and alumnae members. Conduct contrary to the NPC Unanimous Agreements, these bylaws, the Panhellenic code of ethics, standing rules and/or membership recruitment regulations of the Alabama Panhellenic Association shall be considered a violation.

Section 2. Informal resolution

Members are encouraged to resolve alleged violations through informal discussion with the involved parties.

Section 3. Judicial process

If informal discussions are unsuccessful, the judicial process will be set in motion by filing a report of the alleged violation. The Alabama Panhellenic Association shall follow all judicial procedures found in NPC Unanimous Agreement VII.

- A. Mediation. Mediation is the first step of the judicial process. The Alabama Panhellenic Association shall follow all NPC Unanimous Agreements concerning the judicial process.
- B. Judicial board hearing. When a violation is not settled informally or through mediation, the judicial board shall resolve the issue in a judicial board hearing. The Panhellenic Council shall adopt procedures in the standing rules for this purpose that are consistent with the NPC Unanimous Agreements.
- C. Appeal of judicial board decision. A decision of the judicial board may be appealed by any involved party to the NPC College Panhellenics Judicial Appeals Committee. The Alabama Panhellenic Association shall follow all NPC Unanimous Agreements concerning the appeals process.

Article XII. Hazing

Per the Unanimous Agreements, NPC supports all efforts to eliminate hazing. All forms of hazing shall be banned.

Section 1. Alabama Panhellenic Association Statement on Hazing

Hazing includes any act which inflicts extreme physical, emotional, or psychological pressure or injury on an individual or which purposely demeans, degrades, or disgraces an individual. Though most commonly associated with sororities and fraternities, hazing can occur in any academic, social, service, military, or athletic organization. All national sororities and fraternities have regulations strictly prohibiting hazing. Alabama is one of 31 states with anti-hazing legislation. In the State of Alabama, individuals committing acts of hazing can be charged with a Class C misdemeanor and can be subject to both criminal and civil prosecution. Additionally, an individual or organization participating in a hazing or knowingly permitting hazing forfeits entitlement to public funds, scholarships, awards, and grants.

Section 2. University of Alabama Hazing Policy

The University of Alabama ("the University") is committed to maintaining a supportive, educational environment that seeks to enhance the well-being of all members of its community. This commitment reflects the institution's adherence to its mission, to its various policies supporting its mission, and to relevant state and federal laws. Consistent with that commitment, the University has implemented the following policy on hazing.

For purposes of this Policy, the University adopts and incorporates herein the detailed definitions of hazing set forth in the University's [Code of Student Conduct](#) and [Alabama Code § 16-1-23](#). Simply defined, hazing includes any act that threatens or inflicts physical, emotional, or psychological pressure or injury on an individual or that purposely demeans, degrades, or disgraces an individual.

The University does not condone hazing, regardless of its form. Indeed, hazing is prohibited by the University's Code of Student Conduct and considered a crime in the State of Alabama under Alabama Code § 16-1-23. No individual shall directly engage in hazing or indirectly encourage, aid, or assist any other person in hazing. All students and other University representatives, including employees, should immediately report known or suspected hazing violations as directed herein.

Article XIII. Non-Discrimination Policy

Section 1. Alabama Panhellenic Association Statement on Non-Discrimination

The Alabama Panhellenic Association desires to build a community that reflects diversity and inclusion within our sorority chapters. We strive to make our campus stronger through our commitment to promoting diversity and creating positive change within the Greek community. Women of all backgrounds make up the Alabama Panhellenic Association and each individual is celebrated for her perspectives, ideas and contributions to her organization and to our entire community.

Section 2. The University of Alabama Non-Discrimination Policy

The University of Alabama complies with all applicable laws prohibiting discrimination, which are outlined in the University's nondiscrimination notice available at <http://eop.ua.edu/law.html> and in its harassment policy at <http://eop.ua.edu/harassment.html>. Membership in registered student organizations shall be open to all students of The University of Alabama without regard to race, religion, sex, disability or national origin, except in cases of designated fraternal organizations exempt by federal law from Title IX regulations concerning discrimination on the basis of sex.

Article XIV. Parliamentary Authority

The rules contained in the current edition of Robert's Rules of Order Newly Revised shall govern the Alabama Panhellenic Association when applicable and when they are not inconsistent with the NPC Unanimous Agreements, these bylaws and any special rules of order the Alabama Panhellenic Association may adopt.

Article XIV. Amendment of Bylaws

These bylaws may be amended at any regular or special meeting of the Alabama Panhellenic Council by a two-thirds vote, provided that the proposed amendment has been announced and submitted in writing at the previous regular meeting, allowing an opportunity for chapter input.

Article XV. Dissolution

This Association shall be dissolved when only one regular member exists at The University of Alabama. In the event of the dissolution, none of the assets of the Association shall be distributed to any members of the Association, but after payment of all debts, its assets shall be given to NPC.

STANDING RULES

Section 1. Code of Ethics

**RECRUITMENT CODE OF ETHICS OF ALABAMA
COLLEGE PANHELLENIC ASSOCIATION**

We, the members of women's sororities at The University of Alabama 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 Panhellenic women of The University of Alabama 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 our institution.
- Respectfully adhere to the Unanimous Agreements and all policies established by the National Panhellenic Conference.
- Avoid disparaging remarks about any sorority or collegiate woman and refrain from discussing Panhellenic matters with non members, in accordance with the dignity and good manners of sorority women.
- Recognize friendly relations with all collegiate women, both sorority members and nonmembers, 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 the 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 her own choices, including the right not to join the women's sorority community.
- Refrain from limiting a potential new members chances of becoming a member of the Panhellenic community by encouraging her to make a single intentional preference or to limit her choices.

We, as Panhellenic women of The University of Alabama also agree on and commit to:

- Respectfully adhere to the bylaws and recruitment rules of the Alabama Panhellenic Association.
- Abide by all local and federal laws and NPC inter/national member organization bylaws.
- Hold one another accountable to these standards, remembering at all times that we represent not only our individual chapters but also the Panhellenic community as a whole.
- Know and understand the ideals expressed in my chapter Ritual and will strive to incorporate them in my daily life.
- Strive for academic achievement and practice academic integrity.

- Respect the dignity of all persons; therefore, I will not physically, mentally, psychologically abuse or haze any human being.
- Protect the health and safety of all human beings.
- Respect my property and the property of others; therefore, I will neither abuse nor tolerate the abuse of property.
- Meet my financial obligations in a timely manner.
- Respect myself in a manner that upholds the moral and ethical values of my chapter and the University of Alabama.
- Uphold loyalty to a fellow member, chapter, fraternity, school, and community.
- Uphold morality in work and deed through truth, honor, virtue, integrity, and justice.
- Maintain responsibility to myself through healthful living and upright action, and to others through positive leadership, emotional support, open communication, and sound fiscal management.
- Promise to challenge my chapter members to abide by these fraternal expectations and values.
- Exhibit respect and honesty to other chapters in the Panhellenic Community.

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

Date adopted: _____

Section 2. Panhellenic Executive Council Eligibility

Each office is open to those who have met the following requirements:

- Are active members, in good standing, of sororities holding REGULAR membership in the Alabama Panhellenic Association.
- Attain at least 3.0 cumulative grade point average.
- Is not a member of her chapter's executive council of officers.
- Be in the process of completing her second or third year as a full-time student at the University of Alabama.

Section 3. Alcohol-Free Swaps

Each chapter shall hold an alcohol-free swap prior to a regular swap with a fraternity.

Section 4. APA Dues

Each chapter shall pay dues at the beginning of each semester, based off of the previous semester's membership roster number.

Section 5. Recruitment Rules

(Insert Here)