



Division of Student Affairs

June 1, 2021

Kappa Sigma Fraternity

Sent electronically to [REDACTED]

Regarding Case Number: 2020213901

Dear [REDACTED]

Please see the attached document which outlines Kappa Sigma's outcomes.

Best,

A handwritten signature in blue ink, appearing to read 'J. Shinn', enclosed in a dashed rectangular border.

Jeremiah Shinn

Vice President for Student Affairs

CC: Dr. Brandon Common, Associate Vice President & Dean of Students
Dr. Jonathan Sanders, Associate Dean of Students and Director, Student Advocacy & Accountability
[REDACTED]



Division of Student Affairs

June 1, 2021:

Kappa Sigma Fraternity, Gamma Chapter (the "Chapter")

Sent electronically to [REDACTED]

RE: Case Number: 2020213901

CONFIDENTIAL

Dear [REDACTED] on April 12, 2021 the Chapter, was found responsible for the following violations:

10.2: ALCOHOL

10.2: ENDANGERMENT

10.2: FAILURE TO COMPLY

10.2: COERCIVE BEHAVIOR

In accordance with the LSU Code of Student Conduct (8.1.B.), this letter serves as notice and documentation of the alternative resolution to which the Chapter and LSU have mutually agreed. The purpose of this resolution is to provide a framework for a safe, healthy, productive, and sustainable future for the Chapter. The provisions of the agreement are as follows:

1. The Board of Trustees of the Chapter shall, within thirty (30) days, submit for approval to LSU one (1) or more individuals who are determined to be qualified and competent by the Supreme Executive Committee of Kappa Sigma International Headquarters (HQ) and conduct a comprehensive review of every member of the Chapter.
 - a. The membership review of the Chapter shall be conducted with the intent to ensure that every remaining member of the Chapter is committed to the ideals of Kappa Sigma, the terms in this Plan, and the LSU Code of Student Conduct.
 - b. LSU shall accept or reject the recommendation of the Supreme Executive Committee of Kappa Sigma International Headquarters within five (5) days of submission.
 - c. The membership review process shall conclude before **August 14, 2021**, and the results shall be made available to LSU upon completion. The findings shall be the final determination of the Chapter's composition moving forward.
 - d. The Chapter shall bear all costs associated with the review.
2. The Chapter will be placed on deferred suspension for two (2) calendar years effective and retroactive to **January 1, 2021** and ending **December 31, 2022**, followed by disciplinary probation for one (1) academic semester beginning on **January 1, 2023** and ending on **May 15, 2023** (collectively referred to as the "disciplinary period").

- a. A finding of “Individual Responsibility” for a violation of the LSU Code of Student Conduct during the disciplinary period will result in the suspension or expulsion of a member or new member from the Chapter.
 - i. “Individual Responsibility” shall be defined as an act or omission of a member or new member, or members, of the Chapter that is carried out without the authorization or assistance of the Chapter.
 - ii. Acts of an individual member or new member shall not necessarily be imputed to the Chapter.
 - b. During the deferred suspension period, a finding of organizational responsibility for a violation of the Code of Student Conduct (for violations related to health and safety) will result in the Chapter being suspended.
 - c. During the disciplinary probation period, a finding of responsibility on behalf of the Chapter related to health and safety regulations will result in the Chapter being placed on deferred suspension for at least the remainder of the disciplinary probation period (in addition to other applicable penalties) at the discretion of Student Advocacy & Accountability.
3. The Chapter, at its sole expense, shall hire a qualified *live-in* advisor to provide advising, education and oversight beginning on or before **August 23, 2021 and continuing until at least May 31, 2022.**
- a. A member of the Board of Trustees shall be present at the Chapter house at least one (1) night per week for at least one (1) hour to provide advising, education and oversight to the Chapter.
 - b. Each of the Chapter’s Executive Committee members (hereinafter referred to as the “EC”) shall have a mentor currently serving on the Board of Trustees.
4. Beginning on **August 23, 2021**, and for the duration of the deferred suspension and disciplinary probation periods, the Chapter Living Facility (the bedrooms and “living quarters” for the members of the Chapter) shall be free of alcohol and illegal drugs.
5. Notwithstanding the foregoing, the Chapter may host social events at the Chapter’s Event Space (defined below) in accordance with LSU’s event registration policies and procedures during the disciplinary period and thereafter, specifically:
- a. The “Chapter Event Space” shall be defined as the 1st floor areas of the Chapter house which include but are not limited to the Front Porch, Foyer, Hall, Serving Area, Dining Hall, Party Entrance, Living Room, Party Room, Stage, Rear Porch and Patio, and shall not include any of the Chapter Living Facility.

- b. Any social event hosted at the Chapter house where alcohol is served will require:
 - i. proper event registration pursuant to the LSU Campus Life event registration policies;
 - ii. a third party vendor; and
 - iii. physical separation from the Chapter Living Facility for the duration of the event.
6. All Chapter social events, regardless of venue, shall continue to adhere to LSU and Kappa Sigma policies related to third-party vendors and BYOB, but shall not be prohibited.
7. To demonstrate an effort toward a sustainable future for the Chapter, the Chapter shall invest in building chapter management and leadership capacity (defined below).
 - a. The Chapter, working with Kappa Sigma International Headquarters, shall develop a comprehensive, research-based new member development curriculum by **August 23, 2021**.
 - b. The Chapter shall retain a student accountability expert to review, revise, and develop training modules for the Chapter's internal standards and accountability process by **October 11, 2021**.
 - c. The Chapter shall host a one-day, externally facilitated Chapter retreat prior to **August 23, 2021**, to explain the terms of this Plan and generate Chapter buy-in.
 - d. The Chapter will encourage and ensure at least twenty-five (25) freshmen and sophomore members apply to participate in LSU's Empower Weekend.
 - e. All individual members shall participate in the Chapter drug testing program, referred to as "Drug Free: The Standard."
 - f. The Chapter and the Board of Trustees shall develop a brotherhood development plan and shall allocate \$7,500 to the brotherhood development budget, which shall not be used for any alcohol-related activities.
 - g. The EC shall meet once a week to discuss Chapter operations and the meeting of the goals set forth in this section. The minutes of those meetings shall be sent to the Board of Trustees no later than two (2) days following the meeting.

I am hopeful that the Chapter is prepared to comply with the terms and timeline set forth above. However, **failure to comply with the terms and timeline will result in additional sanctions and/or an extension of the sanctions outlined in this letter, up to and including a full suspension and a revocation of recognition.** The aforementioned items will be completed by the deadline indicated and with verification of each item's completion submitted to Student Advocacy & Accountability using the online reporting form, that can be accessed by clicking [HERE](#).

Along with our Greek Life staff and our Dean of Students, I stand ready to support the Chapter during this process, as do the Chapter's alumni. The chapter has every resource necessary for long-term success. It is my sincere hope and desire that the Chapter will take full advantage of this tremendous opportunity to become the model fraternal organization at LSU.

Regards,

A handwritten signature in blue ink, appearing to read "J. Shinn", with a stylized flourish at the end.

Jeremiah B. Shinn, Ph.D.
Vice President for Student Affairs