

February 20, 2017

Kappa Sigma Fraternity  
Sent electronically to [REDACTED]

Regarding Case Number: 2016135901

To the members of Kappa Sigma Fraternity,

As a result of the outcome below, the Interim Suspension of Activities for your organization has been lifted.

Based on the information presented and discussed, the Gamma chapter of Kappa Sigma Fraternity accepts Responsibility for their actions, which constituted a violation of LSU's Code of Student Conduct, specifically hazing activity; as well as alcohol and drug misuse as identified by the membership review. As a result, your chapter has submitted the Chapter Enhancement Plan, to meet the requirements of the partnership process with Greek Life and Student Advocacy & Accountability:

**UNIVERSITY PROBATION - EFFECTIVE through May 31, 2018**

As a result of the incidents that occurred throughout the fall 2016 semester, where Kappa Sigma Fraternity has engaged in hazing of associate members, including but not limited to personal servitude, paddling, bows and toes, branding, an organized "hell week" a/k/a Halloween Party Week, forced alcohol consumption, sleeping at the house / sleep deprivation, confiscating cell phones and early hour roll calls for study hall (pledges only), the following will occur:

The following 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](#).

**Organizational University Probation**  
**University Probation**

This accountability status will be effective February 10, 2017 through May 31, 2018. During this time, the organization will be required to complete the Enhancement Plan action items and may forfeit certain privileges as outlined below; additionally, the chapter has agreed to attend all Greek Life, IFC and Fraternity educational events.

With respect to the information listed above, the following additional sanctions/stipulations apply:

1. The Chapter will adopt a 60-day pledge education program consist with standards set by the Fraternity, to include regulations for the pledge process, expectations of pledges, and a Chapter calendar of events. The program will be supplied to the Fraternity and Greek Life for review no later than July 1, 2017.
2. Specific adjustments to the pledge education plan include, but are not limited to:
  - Pledge class tests will be submitted to, and pre-approved by, the Alumni Board of Control (ABC).
  - A member of the ABC will be present at every pledge class event. For these purposes, the ABC will

define an event as any prearranged occurrence where four or more pledges congregate, with exception of pre-approved social events attended by pledges and brothers.

-The only brothers with the authority to request the pledge's presence for any reason shall be the ABC, the executive committee, or the pledge educators. This request may not be made without the pre-approval of the ABC.

-Brothers are prohibited from hosting any pledges in their private residences without the pre-approval of the ABC. Pledges are prohibited from entering the private residence of a brother without the pre-approval of the ABC.

-With exception of pre-approved social events, pledges will be dismissed from pledge events by 11pm and pledge events may not occur prior to 8am.

-The Chapter will discontinue any and all hazing practices, including but not limited to: "hell-week", "study hours", "pledge privileges," "paddle ceremony," "branding or tattooing" in their entirety; including renaming such event, or holding the event with an altered purpose. Any of the incidents and hazing culture identified in the Chapter report will be included in this expectation.

3. The student leaders, with support of the ABC, will present this Enhancement Plan and the Kappa Sigma fraternity policy prohibiting hazing to the chapter with 90% attendance. Each member and associate member will sign and verify that he understands the hazing policies of the Fraternity and the University; and that he will participate in the Enhancement Plan action items. Verification in the form of signatures will be provided no later than February 24, 2017.

4. The Chapter will secure a facilitator to be approved by the Fraternity and Greek Life to present the organization's hazing policy by April 1, 2017, and each member will sign and verify that he understands the hazing policies of the Fraternity and the University. Verification in the form of signatures will be provided no later than May 1, 2017.

5. The Chapter must host and fund a brotherhood retreat and fund a national facilitator approved by the Fraternity and Greek Life prior to the beginning of recruitment in 2017. No fewer than four members of the ABC shall be in attendance and at least 90% of the Chapter membership must be in attendance. Excuses will be approved by the Fraternity headquarters. Verification in the form of signatures will be provided no later than August 10, 2017.

6. The Chapter will fund an approved facilitator for the Interfraternity Community for Fall, 2017 to assist in the anti-hazing efforts of the IFC. The contribution will not exceed \$2,000.00.

7. A member of the ABC and a minimum of four (4) executive council members will attend every ritual event.

8. A minimum of four (4) members of the ABC must attend an educational session approved by Greek Life, on the topic of alumni advising, on an annual basis for the four (4) academic years beginning immediately. If the SEC determines that the chapter may return to normal operations without the ABC during the next four academic years, a minimum of three (3) alumni advisors must attend the aforementioned educational sessions. (ending May 31, 2020)

9. The Chapter by-laws will be revised to focus on internal accountability and the revised by-laws will be shared with the Fraternity no later than August 1, 2017 and a copy will be provided to Greek Life no later than August 15, 2017.

10. The Chapter must meet a minimum level score (70) on the Greek Assessment process through December 31, 2018; if there is need for immediate change required (based on minimum score) the Chapter will address the issue within 3 weeks of the score.

This document will be kept on file within Student Advocacy & Accountability, in the Office of the Dean

of Students. If you have any questions, please email me directly by replying to this message or call 225.578.4307 to speak with us.

Sincerely,



Jonathan Sanders  
Associate Dean of Students & Director of SAA

CC: Dr. Mari Fuentes-Martin, Associate Vice President and Dean of Students  
Angela Guillory, Associate Dean of Students and Director, Greek Life  
[REDACTED] Kappa Sigma Student Representative  
[REDACTED] Executive Director, Kappa Sigma Fraternity  
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Dr. Kurt Keppler, Vice President for Student Affairs  
Lawrence Rabalais, LSU Chief of Police