

# University of North Georgia

## Student Organization Conduct Report

All cases from the past 7 years, ending 6/11/2020.  
Cases arranged in chronological order, based on date of incident.

### **2013-2014 Academic Year**

#### **Fall 2013**

#### **Organization: Sigma Nu**

**Incident Date:** 10/1/2013

**Charge Date:** 11/5/2013

**Investigation Initiated Date:** 11/5/2013

**Charges:** 08.02 - False Information  
12.00 - Hazing

**Incident Description:** The fraternity engaged in a conspiracy to lie to the investigation team, blind-folded new members and put themselves in dangerous situations while the vehicles were in motion, engaged in servitude of active brothers, and conducted other acts of hazing to include forcing new members to drink concoctions that were unsafe, inedible, and unsanitary, military style calisthenics, and the verbal abuse of new members.

**Outcomes/Sanctions:** Conduct Probation (Ending 5/13/2016)

Sigma Nu is not to recruit new members beginning Spring 2014 through Fall 2014.  
Sigma Nu must bring in their Nationals and the FSL Office to do intensive anti-hazing education for all of their members in both the Spring 2014 and Fall 2014 semester.

#### **Spring 2014**

#### **Organization: Mountain Order of Colombo**

**Incident Date:** 2/28/2014

**Charge Date:** 4/3/2014

**Investigation Initiated Date:** 3/11/2014

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**Charges:** 8.02 False Information  
12.00 Hazing  
20.00 Corps of Cadets Regulations

**Incident Description:** The organization violated 12.00 when a new member of the organization reported that he was hazed, specifically required to do calisthenics outside of the unit's standard parameters. After reporting the hazing, the new member was targeted, belittled, and retaliated against by more senior members. This also violated the 20.00 policy as this organization is under the Commandant's Office.

**Outcomes/Sanctions:** Suspension (Ending 8/1/2014)

1. Suspension of recruitment until January 2015.
2. In coordination with your unit advisor, develop an annual leader certification program and implement it in August 2014.
3. All MOC personnel will receive anti-hazing briefings every semester and sign the awareness document. The Commander will personally ensure this is done prior to the first training event of the semester and he will submit the documents to the advisor for verification and filing.
4. MOC will update their current SOP prior to 1 August 2014 to include all written recommendations from the unit advisor and Commandant.
5. Additional unit training beyond the designated training on Tuesdays and Thursdays, requires approval of the Commandant or his representative. Personnel who are not able to participate in additional training shall not be punished or penalized in any way. Additional training shall be totally voluntary on the part of the trainee.
6. Any individual member of the MOC who is found responsible for hazing, shall be permanently removed from the organization for the remainder of his/her college career.
7. MOC will remain under conduct probation for the next 5 years. Specifically, If the MOC organization is found responsible for hazing, providing false information, or violating the Blue Book any time in the next 5 years, the entire unit faces the possibility of losing its 50-year recognition as an approved co-curricular organization at UNG.
8. Upon recommendation of the MOC unit advisor, individual members of MOC who violate the MOC SOP; who lie or evade the truth; who treat other students disrespectfully; who demonstrate retribution, bullying or threats; or who inflict harassment, embarrassment, ridicule, or physical discomfort on any person either on or off campus, may immediately be removed from the unit by the Commandant of cadets, who then may pursue disciplinary action through appropriate university channels.

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## **Organization: Phi Mu**

**Date of Incident:** 3/25/2014

**Charge Date/ Case Creation Date:** 4/14/2014

**Investigation Initiated Date:** 4/1/2014

**Charges:** 12.00 Hazing

**Incident Description:** Members violated the hazing policy by blind-folding their members at an outside venue; requiring their members to wear white sun dresses in freezing temperatures; placing various foods in members' hands while active members played audio of a chicken dying; leading members to believe that chicken blood was being placed on their hands, when in reality it was pickle juice.

**Outcomes/Sanctions:** Disciplinary Warning

1. Any action members or groups of members take on behalf of the Phi Mu Fraternity related to new member education needs to be reviewed and monitored by the Phi Director or a member of the executive committee.
2. Phi Mu Nationals should be contacted and this incident disclosed; however, the committee believes this was an isolated incident and no systemic issues were found. The chapter has already taken positive steps to address this incident and the committee believes no further action or investigation is warranted or needed. Phi Mu's honesty throughout this university process is greatly appreciated by the committee. The committee further believes that no individual Phi Mu's should be punished for this incident.

## **2015-2016 Academic Year**

**Fall 2015**

## **Organization: Sigma Nu**

**Incident Date:** 10/1/2015

**Charge Date:** 2/12/2016

**Investigation Initiated Date:** 1/13/2016

**Charges:** 5.03 - Physical abuse, verbal abuse, threats, intimidation, bullying, harassment, coercion, or other conduct that threatens or endangers the health or safety of another person or oneself.

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- 12.00 - Hazing
  - 2.02 - Consumption or possession of alcoholic beverages at university-sponsored activities, except when authorized.
  - 2.03 - Furnishing and/or distributing alcoholic beverages to any student under legal age
  - 2.04 - Being in an intoxicated condition as made manifest by disorderly, obscene, or indecent conduct or appearance.
- 23.00 - Violation of University regulations and policies as approved and published by various units of the university.

### **Incident Description:**

Sigma Nu violated Sections 5.03 and 12.00 of the UNG Student Code of Conduct by hazing recruits with its (i) driver program, (ii) line-ups, including embarrassment and ridicule, (iii) physical and mental discomfort, (iv) signature requirements, and requirements related to their (v) pledge books (the Hazing Charge).

Sigma Nu violated Sections 2.02, 2.03, and 2.04 of the UNG Student Code of Conduct by providing, consuming, and furnishing alcohol to underage recruits at university sponsored events or (ii) by being intoxicated (the Alcohol Charge).

The Student Organization has violated Sections 23.00 of the UNG Student Code of Conduct by violating other University policies and procedures (the Policies Charge). This included “wet” recruitment activities and inappropriate content in pledge books, specifically chants and songs degrading towards women.

### **Outcomes/Sanctions:**

#### **RESOLUTION AGREEMENT**

WHEREAS, on January 12, 2016, the University of North Georgia ("University") received a complaint from a student regarding the Kappa Chapter of Sigma Nu at the University ("Kappa Chapter") recruitment process ("Complaint"); and WHEREAS, from January 13, 2016 to February 4, 2016, the University and Sigma Nu Incorporated ("National Fraternity") conducted a joint investigation into the Complaint; and

NOW THEREFORE, in consideration of the above premises and the mutual covenants contained herein, the receipt and adequacy of which is hereby acknowledged, the Parties acknowledge and agree as follows:

1. On February 4, 2016, the National Fraternity's board of directors acted to suspend the charter of the Kappa Chapter as a result of violations by the Kappa Chapter of The Law of Sigma Nu Fraternity, Inc., the Risk Reduction Policy and Guidelines of the National Fraternity, including alcohol-related and hazing violations.
2. The suspension of the chapter's charter means that all activities and operations of the Kappa Chapter have ceased and the chapter will remain dormant, pending recolonization.
3. Those students who were initiated members of the Fraternity at the time of the charter suspension are now suspended Fraternity members, until such time as their matriculation at UNG ceases. Those students who were candidates (meaning they

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were pledged to become initiates) at the time of the charter suspension have been provided a path to become Fraternity initiates. If the candidates pursue this path, are approved for initiation and become initiated, their Fraternity membership would be on a suspended status until such time as their matriculation at UNG ceases. A list of initiated members and candidates is included in Exhibit A to this Resolution Agreement.

4. In making this decision, the Fraternity's board of directors considered the findings of the Fraternity's investigation, the current and recent status of Kappa Chapter, and input from alumni leaders and University officials.
5. The Fraternity's investigation found the following violations of Fraternity law and policy occurred in the activities of the Kappa Chapter:
  - a) Situations created to produce mental or physical discomfort, harassment or ridicule, excessive fatigue and physical or psychological shocks.
  - b) Activities that were morally degrading or humiliating.
  - c) Situations involving late work sessions that interfered with scholastic activities.
  - d) The presence of alcohol in new member activities.
  - e) The provision of alcohol to persons under the legal age to possess or consume alcohol.
  - f) An environment of personal servitude and second-class citizenship, which is inconsistent with the Fraternity's law, ritual and policy.
6. Based on the University's investigation, the Kappa Chapter was charged with violating the University's Student Code of Conduct. A complete list of the charges is included in Exhibit B to this Agreement.
7. The National Fraternity requested an administrative resolution of the charges in lieu of a judicial proceeding or hearing against the Kappa chapter.
8. Because of the National Fraternity's action in suspending the charter of the Kappa chapter, the University consented to proceed with an administrative resolution of the charges in lieu of a judicial proceeding with a hearing panel.
9. The National Fraternity agreed that the violations by the Kappa Chapter, confirmed in the National Fraternity's investigation, also violate the following sections of the University's Student Code of Conduct:
  - 5.03 - Physical abuse, verbal abuse, threats, intimidation, bullying, harassment, coercion, or other conduct that threatens or endangers the health or safety of another person or oneself.
  - 12.00 - Hazing includes any action taken or situation created, intentionally, whether on or off campus, to produce mental or physical discomfort, embarrassment, harassment, or ridicule. See Hazing Policy for Student Groups.
  - 2.02 - Consumption or possession of alcoholic beverages at university-sponsored activities, except when authorized.
  - 2.03 - Furnishing and/or distributing alcoholic beverages to any student under legal age
  - 2.04 - Being in an intoxicated condition as made manifest by disorderly, obscene, or indecent conduct or appearance.
  - 23.00 - Violation of University regulations and policies as approved and published by various units of the university.

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10. Based on the National Fraternity's action to suspend the chapter's charter and the acknowledgment by the National Fraternity of the violations of the University's Student Code of Conduct, the University suspended its recognition of the Kappa Chapter as a University student organization effective February 4, 2016 pending recolonization (the "Suspension")
11. Pursuant to the University's Code of Student Conduct and requirements for recognized student organizations, the Suspension means the current members of the Kappa Chapter cannot:
  - Participate in any event sponsored by the National Fraternity of Sigma Nu or the University Alumni chapter of Sigma Nu;
  - Participate in any event in the name of Sigma Nu including service, philanthropy, and social activities;
  - Present themselves to an individual or organization as a member of Sigma Nu until such time that the member graduates or otherwise leaves the University.
12. The University and National Fraternity agree that recolonization of the Kappa Chapter could begin as soon as 2018, dependent upon the National Fraternity's expansion schedule and with specific date to be confirmed by the National Fraternity with University officials by June 30, 2017.
13. The proposed recolonization of the Kappa Chapter will occur with an entirely new student population and in a manner reflective of the respective missions of University and the National Fraternity.
14. The terms of this Resolution Agreement are a) supportive of and commensurate with the National Fraternity's charter suspension action; b) appropriately responsive to the violations that occurred; and, c) honors the historic relationship between the National Fraternity and the University of North Georgia.

## **2016-2017 Academic Year**

**Fall 2016**

### **Organization: Pi Kappa Alpha**

**Incident Date:** 10/4/2016

**Charge Date:** 11/1/2016

**Investigation Initiated Date:** 10/19/2016

**Charges:** 23.00 - Other Published Regulations

**Incident Description:** The fraternity violated 23.00 by sponsoring a party that was located at a house known to be affiliated with PIKE. In addition, the fraternity made arrangements to pay for transportation to this event via Mama's Taxi and alcohol was made available at the house via open coolers. New members were invited to this party via Group Text.

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**Outcomes/Sanctions:** Written Warning

1. Review your new member process with your National chapter and make adjustments to reduce the risk for hazing activities.
2. Provide a summary of the changes to your new member process to the Director of Fraternity and Sorority Life by January 15, 2017.
3. Submit a schedule of all new member activities for the remainder of Fall semester and a list of all new member activities for Spring 2017 to the Director of Fraternity and Sorority Life.
4. Receive a written reprimand for violations of the University's Student Organization Polices Regarding Alcohol.

**Spring 2017**

**Organization:** Pi Kappa Alpha

**Incident Date:** 4/7/2017

**Charge Date:** 4/11/2017

**Investigation Initiated Date:** 4/27/2017

**Charges:** 5.03 Physical abuse  
8.02 False information  
12.00 Hazing  
13.00 Joint Responsibility  
23.00 Other Published Regulations  
24.00 Violation of Conduct Sanction

**Incident Description:** New members were forced to do calisthenics, were doused with water if they answered questions incorrectly regarding brothers information, were blind-folded, were forced to eat items including hot sauces and hot dog buns with a full stick of butter, were made to believe they were being branded, only to be slapped on the butt, as well as other acts of physical and mental hazing. All activities violated 5.03, 12.00, 13.00, 23.00 and 24.00. The fraternity violated 8.02 by providing false information during the course of the investigation process.

**Outcomes/Sanctions:** The Psi Chapter of Pi Kappa Alpha (PIKE) is suspended effective May 1, 2017 to May 1, 2019. During this time, members of Psi Chapter of Pi Kappa Alpha may not:

- Meet on any campus of UNG.
- Recruit pledges.
- Participate in social, service, or philanthropy events in the name of Pi Kappa Alpha
- Wear Pi Kappa Alpha letters at events sponsored by Panhellenic, IFC, or other Greek chapters at UNG.

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- Present themselves to an individual or organization as a member of Pi Kappa Alpha until such time that the individual graduates from or leaves UNG.

## **2017-2018 Academic Year**

### **Spring 2018**

#### **Organization: Kappa Sigma**

**Incident Date:** 1/10/2018

**Charge Date:** 1/12/2018

**Investigation Initiated Date:** 1/22/2018

**Charges:** 2.02 Consumption or possession of alcohol

**Incident Description:** The fraternity violated 2.02 when a member of Kappa Sigma brought alcohol to a formal recruitment event. Other members present were aware of the alcohol and attempted to prevent the Interim FSL Director from finding said alcohol.

**Outcomes/Sanctions:** Written Warning

#### **Organization: Kappa Delta**

**Incident Date:** 1/16/2018

**Charge Date:** 2/19/2018

**Investigation Initiated Date:** 3/1/2018

**Charges:** 12.00 Hazing

**Incident Description:** Members of Kappa Delta invited 8 new members to a party/gathering at an apartment leased by 3 members of Kappa Delta via the Kappa Delta GROUPME and word of mouth. During this party/gathering, at least two (older) members of Kappa Delta taught a drinking game to the new members, which featured correctly reciting a song in a kneeling position. If a new member missed a verse or otherwise made a mistake, she would drink alcohol from wine bottles handed to them by the two older Kappa Delta members and the game would resume until another mistake was made. This game lasted between 15 – 45 minutes.

**Outcomes/Sanctions:** Social Probation (Ending Spring 2019)

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1. Kappa Delta Sorority is immediately placed on social probation from February 19, 2018 through Spring 2019. During this time, the organization may participate in philanthropic, service and intramural events which are registered and approved through the Office of Fraternity and Sorority Life. Social probation also means that the organization is prohibited from hosting or participating in any social activities/events with alcohol. The University of North Georgia is recommending that the College Panhellenic Council determine whether or not Kappa Delta Sorority should have privileges at social fraternity and sorority events (i.e. includes but is not limited to Greek Week, Greekapalooza, Fraternity and Sorority Info Sessions, etc.) while the organization is on social probation.

2. Kappa Delta Sorority will remain on probationary status from Summer 2019 through Summer 2020, but will be allowed to return to fully active status regarding activities. Probationary status is defined as a period of time during which the organization cannot violate any policies (including those of the University, its national organization, or local governing bodies). Additional violations of University policy or failure to complete sanctions will jeopardize the organizations' recognition on the University of North Georgia campus.

3. Kappa Delta Sorority cannot represent the University of North Georgia at any UNG sponsored events such as New Student/Transfer Orientations during the Summer 2018.

4. All members of Kappa Delta Sorority must complete a minimum of 12 total hours of new member education to include but is not limited to topics such as hazing, alcohol, and both Kappa Delta and University of North Georgia policies by the end of Fall 2018.

5. Kappa Delta must sponsor and lead an event open to the entire campus community surrounding educational topics of their choosing to include hazing, alcohol, drug abuse, domestic violence, sexual assault violence, suicide prevention, bystander intervention, etc. The event must take place by the end of Spring 2019. If event doesn't occur in Fall 2018, the date/location of event must be determined by the end of Fall 2018. If the event does occur in Fall 2018, the date/time/location must be determined at least 2 months before the event takes place. This information must be provided to the Office of Fraternity and Sorority Life by the above deadlines.

6. Kappa Delta Sorority must abide by all restrictions and sanctions imposed by Kappa Delta national organization. If the national organization should impose additional sanctions, the UNG chapter should be forthcoming of these sanctions with the Office of Fraternity and Sorority Life

## **Organization: Sigma Alpha Epsilon**

**Incident Date:** 1/19/2018

**Charge Date:** 2/19/2018

**Investigation Initiated Date:** 3/8/2018

**Charges:** 2.03 Furnishing Alcohol

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## 23.00 Other Published Regulations

**Incident Description:** SAE fraternity violated 2.03 and 23.00 when they hosted a non-registered party during recruitment and SAE brothers provided 30 packs of beer a piece to share with anyone attending the party, including people underage the legal drinking age. The fraternity acknowledged that even though one of membership knew they were not supposed have alcohol at a recruiting event and due to their national moratorium, they still hosted the party with alcohol because wanting to stay relevant as an organization.

**Outcomes/Sanctions:** 1-Year Social Probation (Ending December 2018) and 1-semester extended Conduct Probation (ending end of Spring 2019)

1. Sigma Alpha Epsilon is immediately placed in social probation through Fall/2018 (December 31, 2018). During this time, the organization may only participate in philanthropy events which are registered and approved through the Office of Greek Life. The organization will remain on probationary status through the Spring/2019, but will be allowed to return to fully active status. Additional violations of University policy will jeopardize the organizations' recognition on the North Georgia campus.

2. Sigma Alpha Epsilon membership is required to have 100% attendance at the Fraternity & Sorority Life speaker, Dr. Lori Hart's keynote, on Monday, April 9, 2018 from 6:30 p.m.- 7:30 p.m. in Memorial Gym. Anyone who has a class conflict during this time must submit their class schedule to the chapter president, and the chapter president will submit that information to the Director of Fraternity & Sorority Life by Wednesday, April 4, 2018. Sigma Alpha Epsilon's chapter president, social chair, member educator, and health and safety officer will all be required to attend the workshop hosted after the keynote. The workshop will last from 8-9 p.m. The only excuses acceptable will also be for class and should be communicated in the same format as above. With respect to the information listed above, the following additional sanctions/stipulations apply:

3. Sigma Alpha Epsilon fraternity must abide by all restrictions and sanctions imposed by SAE national organization. If the national organization should impose additional sanctions, the UNG chapter should be forthcoming of these sanctions with the Office of Fraternity and Sorority Life.

## **Organization:** Phi Mu

**Incident Date:** 1/31/2018

**Charge Date:** 3/1/2018

**Investigation Initiated Date:** 2/28/2018

**Charges:** 12.00 Hazing

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**Incident Description:** The fraternity violated the hazing policy by placing new members of the fraternity in the hatch-back of a SUV, blind-folding them and taking them off campus for a late-night dinner at a local Waffle House.

**Outcomes/Sanctions:** 1-Year Conduct Probation (ending May 12, 2019)

The terms of this probation period are as follows:

- Kappa Upsilon Chapter and all members of the Kappa Upsilon Chapter must abide by the policies and procedures of Phi Mu Fraternity, the University of North Georgia, and the laws of the State of Georgia and the United States.
  - Any member in violation is to be taken through the discipline process.
- This letter is to be read out loud to the chapter at a Chapter Meeting. The letter is to be read out loud by an Area or National Officer or Headquarters Staff Member. The letter may be read to the chapter in person, via conference call or via Skype/Google Hangout. It is the responsibility of the chapter to contact the Delta Area Operations and Finance Director within one (1) week of receiving this letter to coordinate the details of having this letter read to the chapter.
- The Kappa Upsilon Executive Committee must designate an Executive Committee member to act as a point person during this probation period. This person must contact the Delta Area Discipline Specialist within two (2) week of receiving this letter and will provide regular updates on the chapter's progress toward completing the terms of this sanctions letter.
- The Kappa Upsilon Phi Director will submit a detailed Phi Program plan to the Delta Area Membership Director and the Delta Area Membership Specialist by April 20, 2018. The Kappa Upsilon Phi Director will submit a detailed Phi Program plan for any subsequent Phi Class the chapter has throughout the duration of this probationary period.
  - The Delta Area Membership Director will review this Phi Program plan and offer feedback for revisions. The Kappa Upsilon Phi Director will make the suggested revisions and resubmit the plan to the Delta Area Membership Director within two (2) weeks of receiving the feedback on what revisions to make.
- The Kappa Upsilon Chapter will participate in a program and/or workshop for the chapter membership related to anti-hazing awareness. The Kappa Upsilon Phi Director is responsible for this term and should look for a program that increases knowledge on hazing related behaviors while also having individuals examine their own hazing related tendencies.
  - This program is to take place prior to the end of the fall 2018 semester.
  - The selected program/workshop, date, and a brief description are to be submitted to the Delta Area Membership Director and the Delta Area Membership Specialist at least three (3) weeks prior to the selected date for the program/workshop so that the program/workshop may be approved.

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- If assistance is needed in selecting or finding a program/workshop, the Kappa Upsilon Phi Director should contact the Delta Area Membership Director, and the Delta Area Membership Specialist for assistance.
- It is expected that 90% of the chapter membership be in attendance at this program/workshop. Attendance sign-in sheets are to be submitted to the Delta Area Collegiate Relations, within 48 hours of the program/workshop.
- The Kappa Upsilon Chapter President and Chapter Adviser are to schedule a time to speak with the Delta Area Operations and Finance Director, regarding chapter traditions. This conversation is to take place within three (3) weeks of the chapter receiving this letter. The expectation is that this conversation will be honest and open. Depending on the conversation, it may be determined that an additional workshop is necessary to create positive and healthy traditions within the Kappa Upsilon Chapter.

## **2018-2019 Academic Year**

### **Fall 2018**

### **Organization: Sigma Alpha Epsilon**

**Incident Date:** 12/18/2018

**Charge Date:** 12/19/2018

**Investigation Initiated Date:** 1/15/2019

**Charges:** 2.03 Furnishing Alcohol  
23.00 Other Published Regulations

**Incident Description:** During an unregistered event at an off-campus location leased by several members of SAE, all 7 new members, several under the legal drinking age, were placed in an outdoor shed and required to consume a large amount of alcohol (a handle of vodka) in an extremely short period of time. One new member consumed the majority of the alcohol. Subsequently this new member suffered severe alcohol poisoning. The Active Members initially attempted to take the new member to a local urgent care facility, however, once at the Urgent Care facility, staff immediately called an ambulance. The new member was in the ICU but did survive. Members of the organization initially filed a false report to the university claiming this new member drank to the point of intoxication on his own at a party. Sigma Alpha Epsilon was on Probation at the time of this incident.

**Outcomes/Sanctions:** 4 Year Suspension

1. The Georgia Delta Chapter of Sigma Alpha Epsilon is suspended effective immediately for a minimum of 4 years. During this time, members of Georgia Delta Chapter of Sigma Alpha Epsilon may not:

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- a. Meet on any campus of UNG;
- b. Recruit new members;
- c. Participate officially or unofficially in social, service, or philanthropy events in the name of Sigma Alpha Epsilon;
- d. Wear Sigma Alpha Epsilon letters at events sponsored by Panhellenic, IFC, other Greek chapters of UNG or any UNG event on any campus; and
- e. Present themselves to an individual or organization as a member of Sigma Alpha Epsilon until such time that the individual graduates from or leaves UNG. At no time should any former SAE member support an underground group or any such group attempting to create any form of a local entity that could directly or indirectly be perceived as affiliated with Sigma Alpha Epsilon.

2. If individuals continue to participate in unrecognized Sigma Alpha Epsilon activities during the suspension period, they will face individual code of conduct charges which could result in sanctions up to Suspension or Expulsion from UNG.

3. Further violations of the terms of this suspension may compromise the organization's ability to be recognized by the University in the future and may result in more severe sanctions.

## **Spring 2019**

### **Organization: Kappa Delta**

**Incident Date:** 2/7/2019

**Charge Date:** 3/26/2019

**Investigation Initiated Date:** 4/2/2019

**Charges:** 2.03 Furnishing and/or providing alcoholic beverages to any student under legal age.  
12.00 Hazing

**Incident Description:** The sorority violated 2.03 and 12.00 when older members of Kappa Delta provided alcohol to 4 underage new members at an off-campus apartment where Kappa Delta members resided. Video footage and pictures of members consuming alcohol via a "Shot-Ski" was shared on social media and subsequently brought to the attention of the University. Kappa Delta was on Probation for hazing and misuse of alcohol at the time of this incident which violated the terms of their probation and subsequently led to the organization's suspension.

**Outcomes/Sanctions:** 2-year Suspension (Ending Fall 2021)

1. The Epsilon Gamma Chapter of Kappa Delta Sorority is suspended effective immediately for no less than two full academic years. Kappa Delta would be eligible to begin the process to re-colonize and return to the UNG campus starting in the Fall 2021 academic semester given the conditions are suitable and with the approval of the University of North Georgia.

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2. During the suspension period, members of Kappa Delta may not: a. Meet on any campus of UNG; b. Recruit new members; c. Participate officially or unofficially in social, service, or philanthropy events in the name of Kappa Delta; d. Wear Kappa Delta letters at events sponsored by Panhellenic, IFC, or other Greek chapters of UNG on any campus; e. At no time should any former or alumnae Kappa Delta member support an underground group or any such group attempting to create any form of a local entity that could directly or indirectly be perceived as affiliated with Kappa Delta Sorority.

3. If individuals continue to participate in unrecognized Kappa Delta activities during the suspension period, they will face individual code of conduct charges which could result in sanctions up to Suspension from UNG.

4. Further violations of the terms of this suspension may compromise the organization's ability to be recognized by the University in the future and may result in more severe sanctions.

5. Upon re-colonization, any future violations of the Conduct of Code and/or Fraternity and Sorority Life expectations will result in a formal review of the allegations and could result in sanctions up to the immediate and permanent ban of the sorority from all UNG campuses if found responsible.

## **Organization: Delta Chi**

**Incident Date:** 3/28/2019

**Charge Date:** 4/4/2019

**Investigation Initiated Date:** 4/9/2019

**Charges:** 12.00 Hazing

**Incident Description:** The fraternity violated 12.00 when the Delta Chi new member education team utilized forced calisthenics for not properly responding to fraternity knowledge questions. New members were also required to lift a large log on at least one occasion and were expected to carry specific items on a daily basis and to dress in specific attire for an extended period of time.

**Outcomes/Sanctions:** 1-year Social Probation (Ending Spring 2020) and 1-year Conduct Probation (ending Summer 2021)

1. The North Georgia chapter of Delta Chi fraternity is immediately placed on social probation through Spring 2020. During this time, the organization may only participate in philanthropic, service and intramural events which are registered and approved through the Office of Fraternity and Sorority Life.

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2. Delta Chi will remain on probationary status starting Summer 2020 through Summer 2021, but will be allowed to return to full active status. Additional violations of University policy or failure to complete sanctions will terminate the organizations' recognition on the University of North Georgia campus.

3. The University of North Georgia recommends that the Inter-fraternity Council Judicial Board determine whether or not further sanctions should be imposed on the North Georgia chapter of Delta Chi Fraternity within the fraternity and sorority life community.

4. Members of the Spring 2019 AM Class may not be initiated any earlier than November of Fall 2019 and only after completing the AM process without any hazing, as outlined by Delta Chi National Headquarters. Any new member recruited during the Fall 2019 semester will go through the same program and will be initiated at the same time as the Spring 2019 AM class. Essentially, the Spring 2019 AM Class will become the Fall 2019 AM class, with the addition of any new recruitments that take place during Fall 2019.

5. All Associate Member activities, including, but not limited to the Associate Member Ceremony, The Big Brother Ceremony, and any meetings part of the Associate Member Experience must be held on-campus and registered with the Office of Fraternity and Sorority Life.

6. Delta Chi must sponsor and lead an event open to the entire campus community surrounding educational topics of their choosing to include hazing, alcohol and/or bystander intervention. The event must take place by the end of Spring 2020. If event doesn't occur in Fall 2019, the date/location of event must be determined by the end of Fall 2019. If the event does occur in Fall 2019, the date/time/location must be determined at least 2 months before the event takes place. This event must be coordinated by the Office of Fraternity and Sorority Life.

7. Delta Chi must abide by all restrictions and sanctions imposed by Delta Chi national headquarters. If the national organization should impose additional sanctions, the UNG chapter should be forthcoming of these sanctions with the Office of Fraternity and Sorority Life. If the chapter should not be forthcoming regarding any additional sanctions imposed by national headquarters, Delta Chi will face further conduct charges which may jeopardize the chapter's recognition.

## **2019-2020 Academic Year**

### **Fall 2019**

**Organization:** Kappa Sigma

**Incident Date:** 10/12/2019

**Charge Date:** 11/4/2019

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**Investigation Initiated Date:** 11/7/2019

**Charges:** 12.00 Hazing  
23.00 Violation of University Regulations

**Incident Description:** The fraternity violated 12.00 and 23.00 when 4 new Members were required to complete military style calisthenics for incorrectly answering questions regarding fraternity history and tradition. This activity took place at a private party off campus. Underage new members and older members were intoxicated throughout the activity. Some underage new members were provided “wet passes” by the fraternity leadership, indicating that they could consume alcohol without repercussions from the fraternity.

**Outcomes/Sanctions:** 1-year Social Probation and 2-years extended Conduct Probation (Ending October 2022)

- The UNG Chapter of Kappa Sigma Fraternity will be on Social Probation for 1 full year.
- During this time, the organization will only be able to participate in Kappa Sigma Fraternity Philanthropy and Service activities ending May 2021. Kappa Sigma Fraternity must seek approval from the Director of FSL prior to participating in any Kappa Sigma Fraternity Philanthropy and/or Service Activity.
- Kappa Sigma Fraternity will be on conduct probation for (3) three years including time served ending October 1, 2022. During this time, if Kappa Sigma Fraternity has any further incidents, the organization will be suspended and removed from campus for a period of 4 years. An incident is defined as any violation of the code of conduct and/or Fraternity and Sorority Life expectations where 3 or more members are present.
- All new members of the Kappa Sigma Fraternity will not be initiated until they complete a haze-free pledgship in accordance with all Kappa Sigma headquarters guidelines and UNG under the Office of Student Integrity.
- For a period of one year, no Kappa Sigma Fraternity activity will take place without an advisor present.
- All chapter leadership will meet with the Director of Fraternity and Sorority before any new members may be taken in the fall. This sanction should involve training from the Office of Student Integrity.
- The organization must issue a training focused on the effects of alcohol and the impact of hazing. The organization must work through the Health Educator and UNG Police. This must be complete by the end of Fall 2020.
- The Commandant will attend the first chapter meeting and the organization will sponsor (at their own expense) a workshop to high light all university and Corps of Cadet conduct policies to facilitate a discussion about the aspects of the Corps that should never be brought into Fraternity and Sorority life.
- The organization must abide by all sanctions placed on the chapter by the national organization. These sanctions must be approved by the VPSA&EM ahead of time.
- Kappa Sigma Headquarters will send in a staff member for a weekend (or longer) of workshops, referred to Brothers in Action, that must be completed by the entire chapter. Description is found here <https://kappasigma.org/brothers-in-action-program/>. The

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organization must provide the VPSA&EM the schedule for when this will occur. The workshops must be accomplished by the end of Fall 2020.

- The UNG Chapter of Kappa Sigma Fraternity will provide a step by step approach to eliminating the climate/culture of hazing based on national data and Kim Novak to be implemented by the end of Fall term 2020.
- Every member of Kappa Sigma Fraternity, current and new, must complete the Greek Wise Modules, at their own expense. Current members of the organization must complete the modules within the first 2 weeks of the Fall 2020 semester. Any newly recruited member will have to complete the modules within 2 weeks of accepting their bid. The instructions for how to complete the modules is attached to this letter.
- Failure to complete the above requirements by the appointed timelines and to the VPSA&EM 's satisfaction will jeopardize the organization' s status for 2 years.