

# University of North Georgia

## Student Organization Conduct Report

### **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.

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.

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## **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 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.

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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.
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.

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