

University of North Georgia

Student Organization Conduct Report

2019-2020 Academic Year

Fall 2019

Organization: Kappa Sigma

Incident Date: 10/12/2019

Charge Date: 11/4/2019

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.

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- 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 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.

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