

Organizational Conduct Cases since Spring 2013

This report is made available pursuant to the South Carolina Tucker Hipps Transparency Act (SC Code of Laws section 59-101-210 et seq.) and shows actual findings of all violations of the Clemson University Student Code of Conduct by student organizations. Please note that violations will not be posted until the underlying case has been completely resolved. This report is updated at least 45 days prior to the beginning of each fall and spring academic semester.

Updated 6-11-2024

Academic Year 2023-2024

2023150003 Women's Club Lacross Incident Date: 12-4-2023 Reported Date: 12-6-2023 Charge Date: 2-6-2024 Resolved Date: 3-6-2024

Incident Description: Organization participated in causing minor damage to a very large and expensive Airbnb house in Tellico Plains over the weekend of December 2, 2023.

Charges

Damage to Property

Findings

In Violation

Sanctions

1. The Women's Club Lacrosse Team is placed on Disciplinary Probation under Section IX A. 4 of the Code effective immediately until the end of the Fall 2024 Semester.
2. The Women's Club Lacrosse Team is placed on social probation effective immediately until the end of the Fall 2024 Semester and during that period may not host any events in which alcohol is available.
3. The Women's Club Lacrosse Team shall send the current president, social chair, and a financial officer to meet with CSLE staff members.

2023150003 Men's Club Ice Hockey Team Incident Date: 12-4-2023 Reported Date: 12-6-2023 Charge Date: 2-6-2024 Resolved Date: 3-6-2024

Incident Description: Organization participated in causing a majority of substantial damage to a very large and expensive Airbnb house in Tellico Plains over the weekend of December 2, 2023.

Charges

Findings

Damage to Property

In Violation

Sanctions

1. Suspension of Organizational Registration through the end of Spring 2025 semester, effective immediately.
2. Under Section IX A. 2, The Men's Club Ice Hockey Team will make restitution to the Women's Club Lacrosse Team in the amount of \$7,346.25 per its written agreement. If the reimbursement is made on or before April 15, 2024, the period of suspension in paragraph 1 will be shortened so that it will terminate at the end of the Fall 2024 semester. This restitution is a prerequisite to reinstatement of The Men's Club Ice Hockey Team's Organizational Registration at the end of the suspension period.
3. Upon termination of the suspension, The Men's Club Ice Hockey Team will send the current president, social chair, and a financial officer to meet with Center for Student Leadership and Engagement (CSLE) staff members. In this meeting, it will develop a plan to ensure risk management strategies are in place, to ensure understanding of financial policies related to Independent Student Organizations (ISO), and to discuss any further information deemed pertinent by CSLE.

2023300201 Sigma Nu Incident Date: 3-7-2024 Reported Date: 3-7-2024 Charge Date: 3-27-2024 Resolved Date: 3-8-2024

Incident Description: Housing discovered drug and alcohol paraphernalia left behind in the Chapter room along with a lighter, which is against Fire Safety policies.

Charges

Findings

Alcohol - Housing

In Violation

Drugs

In Violation

Fire Safety

In Violation

(2023300201 Cont'd)

Sanctions

1. Written Reprimand: An official written statement to the organization explaining that it has violated a student regulation. It is intended to communicate most strongly both the disapproval and the reprimand of the University community.
2. LEAD Sessions - Social Probation: Your organization is required to complete the following LEAD Sessions: Phase 1: Session 5: Risk Reduction Phase 1: Session 6: Values and Ethics.
3. Community Service: The chapter is adding community service hours to those that lived in the hall. Please have a direct Supervisor sign off on the hours worked along with contact information to be submitted.

2023225201 Delta Sigma Theta Incident Date: 1-13-2024 Reported Date: 1-25-2024 Charge Date: 2-6-2024 Resolved Date: 3-8-2024

Incident Description: Organization and their guests caused damages to a pool table by sitting on it during an event.

Charges

Findings

Damage to Property

In Violation

Sanctions

1. Restitution - While the property manager continues to determine the appropriate cost of either fixing or replacing the pool table, the Office of Community and Ethical Standards requires you to continue conversations to come to an agreement with this individual regarding the amount you will pay to correct the situation. OCES expects Delta Sigma Theta to pay the agreed upon damages, either contractually or legally, within the agreed upon time frame.
2. Restriction of Privileges - Social Probation: Your organization is placed on Social Probation effective immediately through May 3, 2024. While on Social Probation, your organization may not Host, Co-Host, or Sponsor any social events or activities where alcohol is present. This Social Probative period is intended to reflect the social procedures and rules set forth by your Regional Director. This does not include philanthropic events.
3. Educational Sanctions: You must comply with all educational sanctions set forth by your Organization's Regional Director. These educational requirements can be set and timed as deemed appropriate by your Regional Director and OCES will communicate with this individual to ensure compliance.

2023120401 Beta Theta Pi Incident Date: 11-3-2023 Reported & Investigation Start: 11-28-2023 Charge Date: 3-18-2024 Resolved Date: 4-5-2024

Incident Description: Organization conducted a gathering in the Beta Theta Pi study/lounge area where students possessed alcohol under the age of 21. The investigation also found there were lewd and indecent drawings placed on the wall and windows of the study/lounge, and trash as well as debris was scattered throughout. In addition, minor damage to the room and laundry area were also found.

<u>Charges</u>	<u>Findings</u>
Alcohol	In Violation
Disorderly Conduct	In Violation
Student Housing	In Violation

Sanctions

1. Disciplinary Probation - Your organization must complete a period of disciplinary probation effective immediately and lasting through December 31, 2024. This is a period of review and adjustment during which you are under official warning that your violation was very serious. You are considered to be "not in good standing" with the University and may face specific restrictions on your behavior and/or University privileges. Involvement in similar or additional disciplinary incidents while on probation may be cause for recommendation of immediate suspension or expulsion.

2023108201 Theta Chi Incident Date: 8-15-23 Reported & Investigation Start:11-2-23Charge Date:11-8-23 Resolved Date 12-6-23

Incident Description: Organization hazed new members through participation in line ups, personal servitude, designated driving, forced physical activities and forced eating and drinking of alcoholic and nonalcoholic beverages.

<u>Charges</u>	<u>Findings</u>
Hazing	In Violation
Student Organization Alcohol	In Violation

(2023108201 Cont'd)

Sanctions

1. Disciplinary Probation - Theta Chi must complete a period of disciplinary probation effective immediately and lasting through January 1, 2026. This is a period of review and adjustment during which you are under official warning that your violation was very serious. You are considered to be "not in good standing" with the University and may face specific restrictions on your behavior and/or University privileges. Involvement in similar or additional disciplinary incidents while on probation may be cause for recommendation of immediate suspension or expulsion.

2. All actions outlined in Theta Chi's Remediation Plan must be successfully completed within stated time frames as follows:

1) Theta Chi Fraternity's Chief Executive Officer has suspended the chapter and will place the chapter on probation.

2) The probation will include an Alumni Probation Committee ("APC") that will be vested with the authority to expel collegiate members. The members of that committee have been identified and have agreed to expel all active collegiate initiates of the Eta Alpha Chapter of Theta Chi Fraternity at Clemson University following Clemson University's concurrence with this plan.

3) Theta Chi International Headquarters will provide Clemson University the entire list of expelled members, and our internal findings related to each student's culpability with a recommendation for initiating individual conduct processes.

4) Theta Chi International Headquarters Staff and the Eta Alpha Chapter Adviser will meet with all current fall 2023 pledges prior to December 15, 2023, to inform them of this plan and conduct their immediate initiation (by local alumni and International Headquarters Staff) into Theta Chi Fraternity.

5) The initiated fall 2023 pledges will retain the chapter's charter, and they will be trained and coached to rebuild the chapter during the spring 2024 semester.

6) All such newly initiated members shall sign the Theta Chi Safety Standards Affidavit, and Code of Conduct by December 15, 2023.

7) An Executive Board shall be appointed by the Alumni Probation Committee to assume duties of chapter leadership.

8) Theta Chi Fraternity International Headquarters will, at its own expense, send staff to campus to re/train and coach the initiates in the following areas (with 100% participation): a. Officer duties b. Chapter operations c. Recruitment (e.g., rebuilding following the mass-expulsion of chapter membership)

d. Safety standards e. Holding members (and former members) accountable f. Sacred Purpose® Health and Safety topics i. Hazing prevention ii. Alcohol and other drugs iii. Fire and life safety iv. Sexual misconduct prevention v. Suicide prevention and mental health awareness g. Campus engagement

(2023108201 Cont'd)

9) Theta Chi Fraternity International Headquarters will, at its own expense, send director level staff to train, one-on-one, the following top officers in their duties and functions: a. Chapter President b. Chapter Vice President c. Chapter Vice President of Health and Safety d. Chapter Marshal (Pledge/New Member Educator) e. Chapter Recruitment Chairman

10) All initiated members will participate in upstander/bystander intervention training (facilitated by IHQ staff) by February 1, 2024.

11) The chapter will work with the Office of Fraternity and Sorority Life and campus leadership to solicit men to join the renewed chapter; said men must have at least a 2.7 GPA, no conduct history, and campus involvement/leadership. a. Theta Chi International Headquarters Growth Staff will conduct a recruitment workshop designed to focus on values-based recruitment. b. All spring 2024 pledge meetings will follow Theta Chi's standard pledge program, The Resolute Journey, and all such meetings will be attended by a member of the Alumni Probation Committee and/or an accredited member of the Chapter Advisory Board.

12) The chapter will be assigned a chapter coach (member of the International Headquarters Staff) to perform regular in-person and virtual coaching meetings through the spring 2025 semester (or beyond, as deemed appropriate).

13) In cooperation with Clemson University, the chapter shall organize and/or co-sponsor university-sanctioned learning opportunities on a regular basis relating to all five areas of Theta Chi's Sacred Purpose® health and safety programming: a. Hazing prevention b. Alcohol and other drugs c. Fire and life safety d. Sexual misconduct prevention e. Suicide prevention and mental health awareness

14) The chapter will work with the Department of Military Leadership and Office of Military and Veteran Engagement to identify ways to promote Theta Chi's international philanthropic partnership with the United Services Organization (USO) at Clemson University.

15) All spring 2024 pledge meetings will follow Theta Chi's standard pledge program, The Resolute Journey, and all such meetings will be attended by all members and members of the APC (or appointed proxies).

16) The chapter will send representatives to the summer 2024 Theta Chi International Convention and School of Fraternity Practices, an immersive leadership/membership development opportunity for Theta Chi members.

Updated 11-27-2023 and 11-28-23

Academic Year 2023-2024

2023109301 Chi Phi Incident Date:10-28-23 Investigation Start:11-8-23 Charge Date: 11-15-23 Date Resolved: 11-27-23

Incident Description: Investigation revealed that your organization hosted a party without proper monitoring and underage drinking occurred.

Charges

Findings

Student Organization Alcohol

In Violation

Sanctions:

- 1.Restriction of Privileges: Social Probation until January 1, 2024. Social probation means the chapter may not host or co-host any events involving alcohol. This Social Probation is effective immediately.
- 2.Disciplinary Probation: Your organization must complete a period of disciplinary probation effective immediately and lasting through May 10, 2024. This is a period of review and adjustment during which your organization is under official warning that your violation was serious. Your organization is considered to be "not in good standing" with the University and may face specific restrictions on your behavior and/or University privileges. Involvement in similar or additional disciplinary incidents while on probation may be cause for recommendation of immediate suspension or expulsion.
- 3.Educational Requirements: Your organization must complete educational sanctions as recommended by FSL or IFC. These are to be completed by February 28, 2024. OCES will follow up with FSL to ensure completion.

Academic Year 2023-2024 cont'd

2023092301 Sigma Alpha Epsilon Incident Date:10-18-23 Investigation Start:10-24-23 Charge Date:11-27-23 Date Resolved:11-27-23

Incident Description: Investigation revealed that new members were made to participate in line ups, acts of personal servitude, and designated driving rotations.

(2023092301 Cont'd)

Charges

Findings

Hazing

In Violation

Sanctions:

1.Social Probation: Sigma Alpha Epsilon must complete a period of Social Probation, effective immediately, that will remain in place until December 31, 2024. An organization on Social Probation may not Host or Co-Host any events where alcohol is present. Upon the conclusion of the Spring 2024 semester, Sigma Alpha Epsilon President may petition OCES to have this Social Probation removed, barring any further incidents between now and then.

2.Disciplinary Probation: Sigma Alpha Epsilon must complete a period of disciplinary probation effective immediately and lasting through December 31, 2027. This is a period of review and adjustment during which your organization is under official warning that the violation was very serious. Your organization is considered to be "not in good standing" with the University and may face specific restrictions on your behavior and/or University privileges. Involvement in similar or additional disciplinary incidents while on probation may be cause for recommendation of immediate suspension or expulsion. This Disciplinary Probation may be re-assessed at the end of Fall 2026, and if no further violations, the Disciplinary Probation may be removed for the remaining year.

3.Headquarter Sanctions: The Sigma Alpha Epsilon Chapter must comply with and complete all sanctions as outlined by Sigma Alpha Epsilon Headquarters.

Academic Year 2023 – 2024 Cont'd

2023069401 Alpha Sigma Phi Incident Date:9-21-23 Investigation Start:10-5-23 Charge Date:10-17-23 Date Resolved:11-2-23

Incident Description: Investigation revealed the organization hosted an event where an underage attendee became extremely intoxicated to the point of needing medical attention.

Charges

Findings

Student Organization Alcohol

In Violation

(2023069401 Cont'd)

Sanctions:

1. Disciplinary Probation: You must complete a period of disciplinary probation effective immediately and lasting through May 10, 2024. This is a period of review and adjustment during which you are under official warning that your violation was very serious. You are considered to be "not in good standing" with the University and may face specific restrictions on your behavior and/or University privileges. Involvement in similar or additional disciplinary incidents while on probation may be cause for recommendation of immediate suspension or expulsion.

2. Restriction of Privileges: Your privileges have been restricted, specifically: Social Probation for the remainder of Fall 2023. Social probation means the chapter may not host or co-host any events involving alcohol.

3. National's Sanctions: The chapter must comply with all of Alpha Sigma Phi's requirements as directed by their National Headquarters Standards Decision

2023041701 Psi Upsilon Incident Date:9-16-23 Investigation Start:9-22-23 Charge Date:10-23-23 Date Resolved:10-27-23

Incident Description: New members were subjected to line ups where they were berated and told to do calisthenics. In addition, at a registered event, the organization did not verify the ages of guests or new members and allowed alcoholic beverages to be illegally dispensed to people under 21.

Charges

Findings

Hazing

In violation

Student Organization Alcohol

In violation

Sanctions

1.National’s Sanctions: the chapter must comply with all of Psi Upsilon’s requirements as directed by their National Headquarters Standards Decision requirements.

(2023041701 Cont’d)

2.Restriction of Privileges: Psi Upsilon Fraternity is considered on Social Probation effective immediately through the conclusion of the Spring 2024 Semester. This period of social probation prohibits the organization from hosting or co-hosting any social events where registration with IFC is required due to the presence of alcohol. If the organization would like to host or co-host an event where alcohol is not present, the organization must seek approval from the OCES.

3.Disciplinary Probation: Psi Upsilon Fraternity must complete a period of disciplinary probation effective immediately and lasting through Spring Semester 2027. This is a period of review and adjustment during which your organization is under official warning that your violation was very serious. Your organization is considered to be "not in good standing" with the University and may face specific restrictions on your behavior and/or University privileges. Involvement in similar or additional disciplinary incidents while on probation may be cause for recommendation of immediate suspension or expulsion. This Disciplinary Probation may be re-assessed at the end of Spring 2026, and if no further violations, the Disciplinary Probation may be removed for the remaining Fall 2026-27academic year.

2022320301 Alpha Gamma Rho Incident Date:4-5-23 Investigation Start: 4-11-23 Charge Date:7-12-23 Date Resolved: 7-20-23

Incident Description: Investigation revealed instances of hazing by the organization as follows: line-ups, ice water baths and bodily harm inflicted on a new member.

Charges

Findings

Hazing

In Violation

The Alpha Gamma Rho accepted responsibility for violating the Clemson University Code of Conduct as set forth above.

Sanctions:

Four years of Suspension beginning 7/20/23 through 5/14/2027

2022263901 Theta Chi Incident Date:2-9-23 Investigation Start:2-17-23 Charge Date:23-8-23 Date Resolved:3-28-23

Incident Description: Freshmen members of Theta Chi invited freshman members of a sorority to a "Wine Night" on February 9, 2023, via a Group Me text, at one of the Theta Chi fraternity houses off campus and purchased/provided alcohol to anyone in attendance whether 21 years old or not.

Charges

Findings

Student Organization Alcohol

In Violation

Sanctions:

Disciplinary Probation through 12-15-23, Social probation through 5/12/2023

2022059801 Pi Kappa Alpha Incident Date:9-22-22 Investigation Start Date:9-26-22 Charge Date:09-22-22 Date Resolved:11-30-22

Incident Description: Investigation revealed instances of hazing by the organization as follows: conducting 2 line-ups requiring new members to do calisthenics, and by requiring new members to act as designated drivers for the members on certain days of the week.

Charges

Findings

Hazing

In Violation

The Eta Alpha Chapter of Pi Kappa Alpha accepted responsibility for violating the Clemson University Code of Conduct as set forth above.

Sanctions

1. Disciplinary Probation: The chapter must complete a period of disciplinary probation effective immediately and lasting through May 15, 2026. This is a period of review and adjustment during which you are under official warning that your violation was very serious. You are considered to be

"not in good standing" with the University and may face specific restrictions on your behavior and/or University privileges. Involvement in similar or additional disciplinary incidents while on probation may be cause for recommendation of immediate suspension or expulsion. Disciplinary Probation may be revisited at the end of the semester in Spring 2025, and if no further violations, the Disciplinary Probation may be removed for the Fall 2025-Spring 2026 school year.

(2022059801 Cont'd)

2. Restriction of Privileges: The chapter is now placed on Social Probation for the remainder of Fall 2022, and through Spring 2023 semester, with the provision that the chapter can petition OCES on February 28, 2023, to have the Social Probation ended on March 1, 2023 if no violations of any kind have been reported.

3. National's Sanctions: The chapter must comply with all of PKA's requirements as directed by their National Headquarters Standards Decision.

Reviewed 7-8-22; no additional cases to report

Updated January 5, 2022

2020239801 Pi Kappa Phi Incident Date:2-4-21 Investigation Start Date:2-14-21 Charge Date:4-15-21 Date Resolved:12-21-21

Incident Description: Investigation revealed instances of hazing regarding acts of personal servitude by new members; line-ups, berating, morally degrading behavior.

Charges

Hazing

Findings

In Violation

The Zeta Alpha chapter of Pi Kappa Phi accepted responsibility for violating the Clemson University Code of Conduct as set forth above.

Sanctions

The Zeta Alpha chapter of Pi Kappa Phi should be sanctioned as follows:

- a. Suspension of Pi Kappa Phi from Clemson for a period of four years commencing with the Fall 2021 semester. The first semester they are eligible to be recognized is Fall 2025.

Reviewed November 29, 2021; no additional cases to report

Updated October 30, 2020; Reviewed July 1, 2021; no additional cases to report

Academic Year 2019-2020

2019253602 Delta Tau Delta Incident Date: 3/6/20 Investigation Start Date: 3/9/2020 Charge Date: 7/28/20 Date Resolved: 10/22/20

Incident Description: Investigation revealed instances of hazing regarding acts of personal servitude by new members, line-ups, berating, morally degrading behavior; and new members were provided alcohol while under the age of 21

Charges

Alcohol

Hazing

Sanctions

Findings

In Violation

In Violation

- Suspension – Delta Tau Delta’s organizational registration is suspended for a period of 4 years commencing with the Fall semester 2020.

Any organization whose recognition is suspended must:

- a. Cease all organizational activities.
- b. Vacate any appointed or elected office with that organization's governing body for the duration of the organization's period of suspension.
- c. Surrender balances of all organizational funds granted by Student Government.
- d. Vacate office or housing space assigned by the University. Space vacated due to suspension may be reassigned to other eligible University organizations. In the case of housing, individual members will be reassigned provided space is available. There will be no University Housing contract cancellations.

- Disciplinary Probation – Delta Tau Delta will be under disciplinary probation for a period of 2 years following reinstatement.

Reviewed July 2, 2020; no additional cases to report

Updated April 22, 2020

Updated November 25, 2019

2019089601 Delta Chi Incident Date: 10/16/19 Investigation Start Date: 10/18/19 Charge Date: 11/23/19 Date Resolved: 11/23/19

Incident Description: new members associated with Delta Chi have been required to participate in act of personal servitude among other concerns.

Academic Year 2019-2020, Delta Chi Cont'd

Charges

Hazing

Disruption of Community and Ethical Standards Process

Findings

In Violation

In Violation

Sanctions:

- Disciplinary Probation until December 31, 2021
- New Member Programs: In accordance with Delta Chi Headquarters, all new member activities, events, and/or meetings (including initiation ceremonies) must occur on campus through December 31, 2021. The chapter will also be expected to comply with all Clemson University and Interfraternity Council policies and procedures regarding the new member education process.
- Delta Chi Headquarters sanctions include the following:
 1. The chapter must cease and desist from this conduct and be in accordance with the requirements of Delta Chi Law and the Risk Management Policy of the Fraternity.
 2. The chapter must **complete and submit** the enclosed letter of compliance. The letter affirms that the chapter is in full compliance with all the provisions of Delta Chi Law and the Fraternity's Risk Management Policy. The deadline for the receipt of this letter to the Headquarters by **December 21, 2019**.
 3. The chapter shall be required to submit a written statement that all prohibited conduct has been stopped. The statement shall be signed by Executive Board. This will be due no later than **December 21, 2019**.

4. The chapter will be assessed a risk management surcharge of \$30 per member. The total is based on the fall membership and totals \$2,850.00, which is due no later than **December 21, 2019**

5. The chapter **will be placed under Conservatorship until May 31, 2020**, as appointed by the Executive Committee. The Executive Director, or his designee, shall make a substantial effort to locate a local alumnus of the Fraternity to serve in this role. Following the expiration of the Conservatorship, the Executive Committee of the Delta Chi Fraternity will vote to reappoint, replace, or terminate the Conservatorship.

Academic Year 2019-2020, Delta Chi Cont'd

6. The chapter will undergo a **full membership review conducted by the International Headquarters Staff**. All active and associate members must participate or will be placed on inactive status or released from Delta Chi.

7. Any member found to be responsible for facilitating acts of hazing will be placed before the Board of Regents for full expulsion from Delta Chi.

8. The chapter will install an Associate Member Education & Support Committee, chaired by the chapter Associate Member Counselor and comprised of a member of the chapter from each academic year, including a member initiated in the past six months. This committee must be in place and submitted to the Director of Member Safety, by **January 17, 2020**. The responsibilities of this committee will be as follows:

- a. Oversee the Associate Member Education Program, ensuring it is completed as written by the International Headquarters
- b. Coordinate and facilitate the Big Brother program
- c. Meet individually with Associate Members two times through the Associate Member period to discuss any concerns an Associate Member might have and ensure fair and respectful treatment from all members
- d. Coordinate and facilitate a presentation/workshop at the beginning of the Associate Member process on the Associate Member Bill of Rights, reality-based hazing prevention and reporting structure, and expectations of Associate Members

9. The chapter's 2020-21 executive board, along with the Associate Member Education & Support Committee, will watch the "Reality-Based Hazing Prevention" webinar, available through the Fraternity's website and each member will submit a one-page reflection to the Director of Member Safety, Davis Millard, **by January 31, 2020**.

10. The chapter must send at least 5 members, including the Associate Member Counselor and “F”, to the Regional Leadership Conference in 2020.

11. The “A” - Chapter President will attend the “A”s’ Academy in January 2020.

12. The Chapter must attend the 2020 International Convention with the appropriate number of delegates.

Academic Year 2019-2020, Delta Chi Cont’d

13. The chapter will use the **4-week Associate Member Program** during the period of Corrective Action, as provided by the International Headquarters.

14. All associate member activities, including but not limited to pinning, associate member meetings, the big brother ceremony, and initiation, **will take place on campus for the duration of the Corrective Action.** This corrective action period will end **December 31, 2021**, if no further violations occur. Should the chapter choose to appeal the corrective actions, the probation will not go into effect until the appeal is decided. Any failure by the chapter to comply with the corrective actions will be deemed a separate violation of the Risk Management Policy and will be reported directly to the Risk Management Commission and could result in expulsion of members and closure of the chapter.

2019052401 Phi Delta Theta Incident Date: 9/20/19 Investigation Start Date: 9/21/19 Charge Date: 10/18/19 Date Resolved: 10/18/19

Incident Description: you were not truthful and forthcoming during an investigation interview process

Charges

Findings

Disruption of Community & Ethical Standards In Violation

Sanctions:

- Disciplinary Probation through May 31, 2020
- **New Member Initiation:** Your organization must initiate your current class by the deadline of **Friday, October 25, 2019**. You should submit your notification of initiation to the Office of Fraternity and Sorority Life prior to beginning the initiation process.
- **Internal Review:** The chapter executive leadership will conduct an internal review of the membership to determine who was involved in the reported incidents as well as who interfered with the OCES interview process. The chapter agrees to share all information collected with the OCES. This report should be submitted to the OCES no later than **Friday, November 1, 2019**.

- **New Member Process Review:** The chapter will conduct a revision of their new member plan in conjunction with Phi Delta Theta Headquarters and the Office of Fraternity and Sorority Life. This revision must occur and be submitted to the OCES and Office of Fraternity and Sorority Life before the chapter accepts any additional new members.
- **Headquarters Consulting Visit:** The chapter will host a member of the Phi Delta Theta Headquarters staff during the Spring 2020 semester. This visit should include meetings with executive officers, new members (if applicable), and the general membership. During this visit, there should be an emphasis placed on the New Member Education process.

2019044101 Chi Phi Incident Date: 9/13/19 Investigation Start Date: 9/16/19 Charge Date: 9/26/19 Date Resolved: 9/26/19

The initial publication of the report stated that new members associated with Chi Phi were forced to consume alcohol following the acceptance of their bids. That language has been revised to better reflect the actual findings against Chi Phi.

Incident Description: Members of Chi Phi provided alcohol to new members under the age of 21 during a chapter sanctioned new member social event.

<u>Charges</u>	<u>Findings</u>
Alcohol	In Violation
Student Organization-Alcohol	In Violation
Student Organization –Conduct	In Violation

Sanctions:

- Disciplinary Probation until May 31, 2020
- The Chapter will conduct the four week New Member Education Program. The Program Information and Resources will be provided to the Chapter from the National Office. A syllabus must receive prior approval by the Associate Director of Risk Management before the program may begin. The Chapter must have any additions to the program approved by the Associate Director of Risk Management.
- The Chapter will hold Individual Conduct Proceedings for members who coordinated the event violating policies. Sanctions must be approved by the Associate Director of Risk Management. The Chapter will issue a letter to new members who attended the event on Friday, September 13, 2019 apologizing for the problematic behavior and clearly articulating expectations about the process moving forward. The letter will be approved by the Associate Director of Risk Management by September 25, 2019 and sent by September 27, 2019.

Reviewed June 25, 2019; no additional cases to report

Updated November 26, 2018

Academic Year 2018-2019

2018114401 Delta Chi Incident Date: 10/28/18 Investigation Start Date: 10/31/18 Charge Date: 11/7/18 Date Resolved: 11/15/18

Incident Description: A student needed medical attention after attending the organization’s chapter social event.

<u>Charges</u>	<u>Findings</u>
Alcohol	In Violation
Student Organization-Alcohol	In Violation
Student Organization –Conduct	In Violation

Academic Year 2018-2019, Delta Chi Cont’d

Sanctions:

- Disciplinary Probation until January 6, 2020
- Social Probation: No chapter events with alcohol until after June 15, 2019
- Social Restriction: the chapter may not co-host any events with alcohol from June 15th, 2019 thru December 31, 2019
- National Office Visit: The Delta Chi Fraternity will have a National Staff member visit the chapter during the Spring 2019 semester to review and educate the chapter on Delta Chi policies and procedures as it relates to risk management and events with alcohol. This programming should also include new members
- FSL Workshop: In the Fall 2019 semester a member from the FSL staff will present a presentation/workshop for the chapter members and new members. The topic will be a review of Risk Management Policies and expectation from FSL as it relates to events with alcohol.

2018114301 Phi Sigma Kappa Incident Date: 10/27/18 Investigation Start Date: 10/31/18 Charge Date: 11/7/18 Date Resolved: 11/16/18

Incident Description: A student needed medical attention after attending the organization’s chapter social event.

<u>Charges</u>	<u>Findings</u>
Alcohol	In Violation
Student Organization-Alcohol	In Violation
Student Organization –Conduct	In Violation

Sanctions:

- Disciplinary Probation until December 31, 2019
- Social Probation: No chapter events with alcohol until after May 30, 2019
- Social Restriction: the chapter may not co-host any events with another organization with alcohol from June 15th, 2019 thru December 31, 2019
- National Office Visit: The Phi Sigma Kappa Fraternity will have a National Staff member visit the chapter during the Spring 2019 semester to review and educate the chapter on Phi Sigma Kappa policies and procedures as it relates to risk management and events with alcohol. The national office will review, edit and approve the chapters risk management plan. This programming should also include new members.

2018069001 Chi Omega Incident Date: 10/5/18 Investigation Start Date: 10/8/18 Charge Date: 10/9/18 Date Resolved: 11/19/18

Incident Description: A party was hosted on the Chi Omega floor in university housing which included underage consumption.

<u>Charges</u>	<u>Findings</u>
Alcohol	In Violation
Student Organization-Alcohol	In Violation
Student Organization –Conduct	In Violation

Academic Year 2018-2019, Chi Omega Cont'd

Sanctions:

- Disciplinary Probation until December 31, 2020
- Social Probation: No chapter events with alcohol until December 31,2019
- Educational Programming: Before hosting a social function with alcohol after the social probation is lifted, the 2020 chapter leadership of Chi Omega will host a meeting with their headquarters to review Chi Omega risk management policies and a review with Clemson Fraternity and Sorority Life to review University Social Policies.
- Educational Speaker: Presentation to be conducted in the spring 2019 semester for the entire chapter and including new members on a topic related to cultural appropriation.
- National Headquarters Sanctions: the list has been uploaded and the chapter will update us as those are satisfied.

2018072201 Theta Tau Incident Date: 9/24/18 Investigation Start Date: 10/9/18 Charge Date: 10/24/18 Date Resolved: 11/8/18

Incident Description: The University received information that members of the organization were engaging in behavior that may constitute hazing.

<u>Charges</u>	<u>Findings</u>
Hazing	In Violation
Student Organization-Alcohol	In Violation
Student Organization –Conduct	In Violation

Sanctions:

- Disciplinary Probation until June 7, 2019
- 1- Chapter workshop/presentation: The workshop must be presented by a University professional employee and the workshop/presentation will include information related to "Intentional and Unintentional actions and applied pressures" as it relates to their organization specifically in regards to new members integrating into the organization. The speaker will need to be approved prior to the event and the workshop/presentation should be

completed after Jan. 10, 2018 and May 15, 2018. The chapter should have 95% of chapter members in attendance and the sign-in sheet should be submitted to OCES 48 hours after the workshop/presentation.

- 2- The chapter will conclude all new member activity by November 18, 2018, this should also include the final vote pending a passing GPA once fall grades are released. The actual initiation ceremony should take place no later than January 15, 2019.

2018034401 Men's Lacrosse Club Incident Date: 9/7/18 Investigation Start Date: 9/9/18 Charge Date: 9/26/18 Date Resolved: 10/5/18

Incident Description: An underage student was found intoxicated after attending your organization's event.

<u>Charges</u>	<u>Findings</u>
Alcohol	In Violation
Student Organization-Alcohol	In Violation
Student Organization –Conduct	In Violation

Sanctions:

- Disciplinary Probation until October 1, 2020
- By February 1, 2019, all officers/leadership team must complete an education workshop to develop checklists to use when planning events. The checklist should address attendee's safety and events with alcohol.
- By October 1, 2019, all members of the team must participate in an education workshop related to event management and safety. This workshop must be completed in August 2019. The workshop must be completed by an approved Clemson University Department.
- Social Restriction: Your organization is on social probation until October 1, 2019. This means events must have no alcohol at them. This applies to events on campus, off campus and when you travel.

2018042501 Women's Lacrosse Club Incident Date: 9/8/18 Investigation Start Date: 9/9/18 Charge Date: 9/26/18 Date Resolved: 10/5/18

Incident Description: An underage student was found intoxicated after attending your organization's event.

<u>Charges</u>	<u>Findings</u>
Alcohol	In Violation
Student Organization-Alcohol	In Violation
Student Organization –Conduct	In Violation

Sanctions:

- Disciplinary Probation until October 1, 2020

- By February 1, 2019, all officers/leadership team must complete an education workshop to develop checklists to use when planning events. The checklist should address attendee's safety and events with alcohol.
- By October 1, 2019, all members of the team must participate in an education workshop related to event management and safety. This workshop must be completed in August 2019. The workshop must be completed by an approved Clemson University Department.
- Social Restriction: Your organization is on social probation until October 1, 2019. This means events must have no alcohol at them. This applies to events on campus, off campus and when you travel.

2018013701 Delta Tau Delta Incident Date: 8/25/18 Investigation Start Date: 8/27/18 Charge Date: 9/3/18 Date Resolved: 9/13/18

Incident Description: A student needed medical attention after returning from your event and mentioned drugs may have been involved.

<u>Charges</u>	<u>Findings</u>
Disorderly Conduct-Alcohol Related	In Violation

Sanctions:

- Disciplinary Probation. Delta Tau Delta, Theta Mu Chapter, is hereby placed on disciplinary probation, effective immediately, until December 15, 2018. During this probation period, the chapter is deemed “not in good standing”. The chapter is on notice that any future violation of the Student Code of Conduct (e.g. hazing, Student Organizational Conduct, alcohol, etc) will likely result in the chapter being suspended from the university for a specified period.
 - Social Probation until October 15, 2018. This means no sponsored or co-sponsored events with alcohol.
 - The chapter will complete a review of Clemson University policies related to hosting events as well as organizations policies and procedures. This must be done for chapter members and new members. A chapter advisor or national staff member must be present for the workshop.
 - Chapter will pay two hundred dollars (\$200.00 US) to IFC/FSL to help fund a speaker or workshop related to risk management to help educate the greater FSL community. The chapter should work with FSL/IFC to help identify the speaker or workshop.
- We 100% accept the sanctions outlined from Delta Tau Delta Fraternity, listed below:
 - Conduct honor board hearings for involved members and send minutes, with appropriate sanctions, to the Central Office.
 - Alcohol awareness presentation for 90% of the chapter. The chapter should utilize resources and staff at Clemson University for this presentation must be completed by October 1, 2018.
 - Create/revise the chapter's risk management policies, procedures and member expectations including a policy on alcohol. The Fraternity staff will approve this.
 - Submit a Social Event Planning Guide to IFC Advisor, Chapter Advisor and Fraternity staff two weeks prior to social event. Length of requirement to be determined by the Fraternity staff. Failure to do so will result in a full social suspension for a term to be determined by the Committee on Chapters.
 - This period will extend until January 9, 2019
 - Adherence to all other sanctions imposed by the Clemson IFC or Clemson University is expected.

Academic Year 2017-18

2017233001 Phi Sigma Kappa Incident Date: 4/27/18 Investigation Start Date: 4/27/18 Charge Date:4/27/18 Date Resolved: July 2, 2018

Incident Description: The University received information that your organization hosted an event after which an under aged student was transported to the hospital due to reported over consumption of alcohol at the party and the possible presence of drugs.

<u>Charges</u>	<u>Findings</u>
Alcohol	In Violation

Academic Year 2017-2018, Phi Sigma Cont'd

Student Organizational Alcohol	In Violation
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Sanctions:

Disciplinary Probation through 12/15/2018

1. Social Privileges: All social events with alcohol present must be properly registered through the Interfraternity Council and the Grand Chapter of Phi Sigma Kappa. A comprehensive event management plan (see sanction #3) should be utilized while planning these events. This sanction will remain in place until May 15, 2019.

2. Educational Programming: The members of Upsilon Septaton will have 100% participation in EverFi's GreekLifeEdu program. The chapter will also have 100% attendance at a risk management workshop hosted by the IFC. Participation and attendance at these programs are to be completed by December 1, 2018. The chapter will also have 80% attendance at the Chapter Consultant's Educational Meeting

3. Comprehensive Event Management Plan: The Upsilon Septaton Chapter will develop a comprehensive event management plan. The plan is to include the following:

- a. Detailed information on the role and function of sober monitors
- b. Guest list management protocol
- c. Alcohol check-in management protocol
- d. Guest management in multiple areas of the chapter facility
- e. University policies and procedures regarding alcohol management

This plan is to be submitted to the Grand Chapter of Phi Sigma Kappa for review and feedback no later than August 1, 2018

2017168401 Tiger Brotherhood Incident Date: 9/19/17 Investigation Start Date: 10/20/17 Charge Date: 12/5/17 Date Resolved: 3/20/18

Incident Description: The University received information that members of the organization were engaging in behavior that may constitute hazing.

<u>Charges</u>	<u>Findings</u>
Disorderly Conduct	In Violation
Harm to Persons	In Violation
Hazing	In Violation

Student Organizational Conduct In Violation

Sanctions:

Suspension/Suspension of Organization Recognition. Tiger Brotherhood is hereby suspended through May 31, 2021. Tiger Brotherhood will be eligible for re-recognition in the fall of 2021. Prior to re-recognition the organization must submit a successful reinstatement plan.

Disciplinary Probation for five years following reorganization. During this probation period a review/advisory board will work directly with the organization to oversee its operation

2017077801 Delta Chi Incident Date: 10/25/17 Investigation Start Date: 10/26/17 Charge Date: 12/7/17 Date Resolved: 12/7/17

Incident Description: The University received information that members of the fraternity were engaging in behavior that may constitute hazing. An audio file was also provided.

<u>Charges</u>	<u>Findings</u>
Hazing	In Violation

Sanctions:

Disciplinary Probation. Delta Chi Fraternity, Clemson Chapter, is hereby placed on disciplinary probation, effective immediately, until January 20, 2019. During this probation period, the chapter is deemed "not in good standing" due to the serious nature of hazing. The chapter is on notice that any future violation of the Student Code of Conduct (e.g. hazing, Student Organizational Conduct, alcohol, etc) will likely result in the chapter being suspended from the university for a specified period.

One Alumni advisor will attend Delta Chi RLC (2018).

- The chapter will complete a review of the chapter's new member program and syllabus, which must be approved by the Delta Chi national office prior to the next new member education period.
- An alumni advisor or national office staff member must be present at the Spring 2018 and Fall 2018 big brother ceremony and initiation ceremonies.
- The chapter will review and update and/or create Big Brother expectations to be provided to and reviewed with brothers before any brother is able to serve as a big brother
- The chapter Leadership will present to IFC presidents a "lessons learned" program about their investigation experience involving membership accountability, education about rules and expectations, and the impacts of hazing on student safety. FSL and IFC will work with you to complete this by March 15, 2018.
- The chapter will provide new members all dates (including initiation) and a syllabus needed for the new members at the first meeting after man receives his bid
- Chapter will pay One Thousand Dollars (\$1,000.00 US) to IFC/FSL to help fund a speaker or workshop related to anti-hazing to help educate the greater FSL community. The chapter should work with FSL/IFC to help identify the speaker or workshop.
- The Chapter must cease and desist from any behavior that is in violation of Fraternity policy and be in full compliance with the requirements of Delta Chi Law and the Risk Management Policy.
- The Chapter must complete and submit the enclosed letter of compliance. The letter affirms that the chapter is in full compliance with all the provisions of Delta Chi Law and the Fraternity's Risk Management Policy. This letter must be signed by 100% of the active members and associate

members.

- The Chapter will be assessed \$10 per member as a surcharge to the Risk Management Assessment.
- The Chapter must re-evaluate and write an in-depth Associate Member program and submit it to Marquez Brown, Associate Executive Director.
- The chapter must host a program focused on anti-hazing and hazing prevention education by February 2018, with at least 90% of the chapter attending. University mandated programming will be accepted. A signed attendance sheet must be submitted to the Director of Member Safety upon completion.
- The Chapter “F” must coordinate with Jerod Breit, Director of Member Safety to conduct a Risk Management presentation beginning no later than February 9, 2018, with at least 90% of the Chapter in attendance. A signed attendance sheet must be submitted.
- The Chapter will comply in full with all University sanctions. Approval from the Associate Executive Director may be gained for any duplicated educational/prevention workshops, seminars or speakers the University may provide, that are also sanctioned above.
- The Chapter will have 90% of members (AMs and Initiated Members) complete of GreekLifeEdu
- The Chapter will have 90% of members (AMs and Initiated Members) complete of AlcoholEdu
- Chapter will send at least the B, C, E, F, RC, AMC, plus 5 additional members to the RLC Date: March 2 to 4 in, Kennesaw, GA
- The Chapter will send at least 2 delegates to the International Convention, in Denver Colorado, August 1st through 5th
- Marquez Brown, AED, will visit the Chapter during the Spring Academic semester.
- The chapter will work with the Director of Alumni Engagement to recruit a new Chapter “BB” and ABT Members. At least 3 of the ABT members must be alumni from another chapter.
- Chapter “A” must attend the “A’s” Academy.
- Continue with the J-board sanctions and Expulsion process for members involved and provide proof to the Associate Executive Director.

Academic Year 2016-17

2016189101 Kappa Alpha Psi Incident Date: 4/1/17 Investigation Start Date: 4/5/17 Charge Date: 4/13/17 Date Resolved: 4/27/17

Incident Description: it was reported that your organization hosted an event at a rental location off campus and damages occurred to the property

<u>Charges</u>	<u>Findings</u>
Damage to property	In Violation
Disorderly Conduct	In Violation
Failure to Comply with Official Request	In Violation
University Policies	In Violation

Sanctions:

Restitution: Organization must repay the full amount of documented damages to the owner of the cabin leased for the event hosted the weekend of April 1, 2017. No later than September 1, 2017, you must submit documentation from the owner stating that full restitution has been received.

Educational Program: Your organization, in collaboration with the Office of Fraternity and Sorority Life, must coordinate and hold an educational session for all NPHC chapters to present the current fraternity and sorority social policy, including why each aspect of the policy is required and how they can be applied to NPHC social functions. This educational session must be hosted no later than October 1, 2017.

2016172601 Gamma Phi Beta Incident Date: 2/24/17 Investigation Start Date: 2/27/17 Charge Date: 3/10/17 Date Resolved: 5/9/17

Incident Description: it was reported that alcohol was served to underage students attending a Gamma Phi Beta Sorority event.

Charges

Student Organization Alcohol
Student Organizational Conduct

Findings

Medical Alcohol Amnesty Policy due to request for assistance
Medical Alcohol Amnesty Policy due to request for assistance

Sanctions:

1. Update and implement a new risk management plan for social events by August 29, 2017.

Academic Year 2016-17, Gamma Phi Beta Cont'd

2. Hold members accountable through the chapter's judicial process for hosting pre- games.
3. Assist Harriett-Graham Courtney, Associate Director for Fraternity and Sorority Life, facilitate discussions regarding pre-games and ways to change the culture.
4. Host an interactive program pertaining to social host liability law for all Panhellenic chapters' executive boards.
5. Assure all new members, with the exception of those with class conflicts, attend the Panhellenic New Member Education Event on August 31, 2017.
6. Transition the 2018 executive board to know all details pertaining to this incident and to continue the efforts put in place to address the incident.
7. Complete the sanctions set forth by Gamma Phi Beta International Headquarters.
 - Host a speaker for the South Carolina Behavioral Health Services Department to engage members of the chapter in an open dialogue about the risky behaviors that college students participate in, the choices they can make in these situations, and how best to care for one another. There will be 80% chapter attendance and an attendance list will be submitted to Collegiate Support Coach, within 72 hours of the event.
 - An internal, anonymous survey will be sent out to the chapter regarding their participation in pre-games and binge drinking. During the next chapter meeting, chapter leadership will present the Epsilon Theta risk management procedure as well as the Gamma Phi Beta International policies on alcohol. At this chapter, chapter leadership will show the results of the survey and have an open discussion about how these behaviors can negatively impact our chapter members. Chapter leadership will then have members complete a post-survey to determine what they retained and how they felt about the discussion. There will be 80% chapter attendance at these chapter meetings and the documents will be made easily accessible to the entire chapter on our communal Google Drive.

2016058101 Lambda Chi Alpha Incident Date 1/10/17 Investigation Start Date: 1/13/17 Charge Date: 1/13/17 Date Resolved: 3/3/17

Incident Description: It was reported that drug paraphernalia was found in the Lambda Chi Alpha Chapter room.

Charges

Responsibility for Communal Property

Findings

In Violation

Sanctions:

Oral and Written Reprimand

2016091201 Sigma Chi Incident Date: 10/24/16 Investigation Start Date: 11/10/16 Charge Date: 11/28/16 Date Resolved: 4/6/17

Incident Description: It was reported that Sigma Chi is still operating as a student organization and providing alcohol to minors.

Charges

Findings

Contempt

In Violation

Academic Year 2016-17, Sigma Chi Cont'd

Sanctions:

Dismissal of Organizational Recognition: Permanently excludes the organization from the University without any recourse to reapply for recognition. Any organization whose recognition is permanently revoked must:

- a. Cease all organizational activities.
- b. Vacate any appointed or elected office.
- c. Surrender balances of all organizational funds granted by Student Government.
- d. Vacate office or housing space assigned by the University from the date of the notice of dismissal. Space vacated due to dismissal may be reassigned to other eligible University organizations.

2016091102 Alpha Tau Omega Incident Date: 9/16/16 Investigation Start Date: 11/10/16 Charge Date: 12/15/16 Date Resolved: 2/6/17

Incident Description: it was reported that an underage student consumed alcohol while at an event sponsored by your organization and was assessed by EMS.

Charges

Findings

Student Organizational Conduct

In Violation

University Policies

In Violation

Sanctions:

Oral Reprimand

Written Reprimand

Disciplinary Probation through 1/10/2018

Training and Review National Risk Management policies with executive board and advisors by a national volunteer/staff member

Review and update any local documents for chapter risk management policies and procedures

These updates and review must be submitted to your national office for review by March 1, 2017

Once Headquarters approves your review you must submit documentation of approval to FSL staff by March 15, 2017

ATO leadership (3 people each) will be trained by the FSL staff to assist in the Social Policy and Events training that the office does for chapter, so they may help peer facilitate as needed by FSL staff

Spring 2017: chapter may only host EIGHT events with alcohol during Spring 2017

4 of these will be hosted at third party vendor ; 2 will be only sponsored by Alpha Tau Omega no co-hosts allowed

3 events can be co-hosted after the first two ATO event are completed and no incidents are reported

Your chapter may not co-host with SN until after September 1, 2017

2016091102 Alpha Tau Omega (cont'd)

You will not be able to host this event until your officers/advisors have been trained per the FSL training modules/requirements

ATO/SN are not allowed to co-host ANY events until after September 1, 2017

Require this for 75% of membership should go through your national risk training. Provide documentation to the FSL staff by March 1, 2017

\$250.00 will be given to Fraternity and Sorority Life by March 1st, 2017 to help fund a speaker, workshop or training for FSL in the area of social event management, values based decision making or risk/harm reduction. Chapter leadership can make recommendations to FSL staff.

2016091101 Sigma Nu Incident Date: 9/16/16 Investigation Start Date: 11/10/16 Charge Date: 12/15/16 Date Resolved: 2/3/17

Incident Description: it was reported that an underage student consumed alcohol while at an event sponsored by your organization and was assessed by EMS.

Charges

Student Organizational Conduct

University Policies

Findings

In Violation

In Violation

Sanctions:

Oral Reprimand

Written Reprimand

Disciplinary Probation through 1/10/2018

Training and Review National Risk Management policies with executive board and advisors by a national volunteer/staff member. Review and update any local documents for chapter risk management policies and procedures. These updates and review must be submitted to your national office for review by March 1, 2017. Once Headquarters approves your review you must submit documentation of approval to FSL staff by March 15, 2017. SN leadership (3 people each) will be trained by the FSL staff to assist in the Social Policy and Events training that the office does for chapter, so they may help peer facilitate as needed by FSL staff. Spring 2017: chapter may only host EIGHT events with alcohol during Spring 2017. 4 of these will be hosted at third party vendor. 2 will be only sponsored by Alpha Tau Omega no co-hosts allowed. 3 events can be co-hosted after the first two ATO event are completed, and no incidents are reported. Your chapter may not co-host with ATO until after September 1, 2017. You will not be able to host this event until your officers/advisors have been trained per the FSL training modules/requirements. ATO/SN are not allowed to co-host ANY events until after September 1, 2017. Require this for 75% of membership should go through your national risk training. Provide documentation to the FSL staff by March 1, 2017 \$250.00 will be given to Fraternity and Sorority Life by March 1st,

2017 to help fund a speaker, workshop or training for FSL in the area of social event management, values based decision making or risk/harm reduction. Chapter leadership can make recommendations to FSL staff.

2016054901 Phi Delta Theta Incident Date: 9-23-16 Investigation Start Date: 9/30/16 Charge Date: 10/3/16 Date Resolved: 11/9/16

Incident Description: it was reported that you had an unregistered social event and an underage student at the event was transported to the hospital due to alcohol consumption.

Academic Year 2016-17, Phi Delta Theta Cont'd

Charges

University Policies

Findings

In Violation

Sanctions:

Disciplinary Probation through 12-31-16

1. During the fall semester 2016 and spring semester 2017, Phi Delta Theta will hold a chapter meeting where a member(s) of the Office of Fraternity and Sorority Life educate the group about what constitutes a chapter event under university policy and FIPG guidelines.
2. During the fall semester 2016 and spring semester 2017, Phi Delta Theta will hold an educational session for all new members where a member(s) of the Office of Fraternity and Sorority Life educate the group about what constitutes a chapter event under university policy and FIPG guidelines.
3. Phi Delta Theta will ensure that an intentional transition meeting related to risk management where a member(s) of the Office of Fraternity and Sorority Life guides the education and discussion will be held for the following officers/committees prior to the date they officially transition into their new roles. The officers/committees include:
 - a. President
 - b. Vice President
 - c. Social Chairman and Social Committee
 - d. Risk Manager and Risk Committee
 - e. Warden and Judicial Committee
4. In the spring semester 2017, after new members are welcomed but before the end of the semester, Phi Delta Theta must collaborate with Healthy Campus to offer a workshop for at least 75% of the chapter membership on the responsibilities of being a sober monitor.

2016012301 Phi Kappa Tau Incident Date: 8/13/16 Investigation Start Date: 8/24/16 Charge Date: 8/29/16 Date Resolved: 9/28/16

Incident Description: it was reported that your organization is still participating in recruitment and rush while no longer being recognized by the university

Charges

Findings

Contempt In Violation

Sanctions:

Suspension extended until May 2022

Academic Year 2015-16

2015160901 Sigma Nu Incident Date: 12-5-15 Investigation Start Date: 3/28/16 Charge Date: 3/28/16 Date Resolved: 4/4/16

Incident Description: it was reported the organization had an event off-campus with alcohol present and it was unregistered through the Office of Fraternity and Sorority Life.

Charges

Findings

Student Organizational Conduct In Violation

University Policies In Violation

Sanctions:

Oral Reprimand

Written Reprimand

Restriction of Privileges: There are to be no social events for organization with alcohol present until after Spring 2016 graduation, May 7, 2016. Can have social events as an organization, there can't be alcohol present.

Additional Sanctions: Organization is to work with Fraternity and Sorority Life to have one of their staff members present at a meeting or gathering with at least 90% of membership present to go over the New Student Organizational Social Policy before the end of the Spring 2016 semester.

2015140701 Alpha Kappa Alpha Incident Date: AY 15-16 Investigation Start Date: 2/25/16 Charge Date: 4/6/16 Date Resolved: 4/6/16

Incident Description: It was reported that members of organization engaged in hazing, bullying, and harassment of and against new members.

Charge(s)

Finding(s)

Harassment In Violation

Harm to Person In Violation

Hazing In Violation

Student Organizational Conduct In Violation

Sanction(s):

Suspension 4-28-2016 through 8-1-2017

Disciplinary Probation through 12-31-2018

The Lambda Theta Chapter and the Alpha Kappa Alpha National Organization will work on a plan together to get the chapter back on track. This involves current members as of the Fall 2017 working with the chapter to prepare for successful reinstatement in the Fall 2017 semester. This can include discussions, trainings, etc., involving the current members and the organization as long as the organization is not recruiting new members, having social events or partaking in any other activities or attempting to access privileges available only to recognized student organizations at Clemson.

Academic Year 2015-16, Alpha Kappa Alpha Cont'd

Prior to being re-recognized, the Lambda Theta chapter will need to complete the student organization re-recognition review process. The national office of Alpha Kappa Alpha Sorority, Inc. may forward a letter of intent to the Office of the Dean of Students and Associate Vice President for Student Affairs, no earlier than July 1, 2017, expressing interest in re-establishing the formerly suspended student organization. The letter should explain plans that assure appropriate guidance, support, advice, and supervision of the student organization and a copy of the plan that has been developed.

2015136302 Beta Theta Pi Incident Date: 1/15/16 Investigation Started: 2/19/16 Charge Date: 3/2/16 Date Resolved: 5/3/16

Incident Description: it was reported that you held an unregistered event with an unrecognized student organization.

Charges

Findings

Student Organizational Conduct

In Violation

University Policies

In Violation

Sanctions:

Oral Reprimand

Written Reprimand

Disciplinary Probation through 5-3-2017

Restriction of Privileges: Organization is not allowed to have social events with alcohol until October 1, 2016.

Organization is to work with the Office of Fraternity Sorority Life for approval of and host a Risk Management workshop or program of your choosing with at least 75% of your membership present.

2015081702 Beta Theta Pi Incident Date: 11/6/15 Investigation Start Date: 2/10/16 Charge Date: 3/2/16 Date Resolved: 5/10/16

Incident Description: it was reported that your organization hosted an event with another fraternity where two underage students were drinking and one was transported to the hospital.

Charges

Findings

Student Organizational Conduct

In Violation

University Policies In Violation

Sanctions:

Oral Reprimand

Written Reprimand

Disciplinary Probation through 6-3-2017

Restriction of Privileges- Organization is not allowed to have social events with alcohol until October 1, 2016. Your organization is to work with the Office of Fraternity Sorority Life for approval of and host a Risk Management workshop or program of your choosing with at least 75% of your membership present.

The following two cases involving Kappa Alpha were adjudicated at one administrative hearing and sanctioned together:

2015097101 Kappa Alpha Incident Date: 12/5/15 Investigation Start Date: 12/10/15 Charge Date: 1/27/16 Date Resolved: 2/1/16

Incident Description: it was reported that members of your organization were involved in a physical altercation with guests at a football game in Charlotte, NC.

Charges(s)

Finding(s)

Student Organization Alcohol

In Violation

Student Organizational Conduct

In Violation

University Policies

In Violation

2015117801 Kappa Alpha Incident Date: 10/10/15 Investigation started: 1/26/16 Charge Date: 1/27/16 Date Resolved: 2/1/16

Incident Description: it was reported that damage was done to the common bathroom on your organization's hall in on-campus housing

Charges

Findings

Damage to Property

In Violation

Sanction(s):

Disciplinary Probation 1/29/16 – 12/31/17

Restriction of Privileges: Kappa Alpha Order will not be permitted to have any functions where alcohol is present (this includes but not limited to date parties, mixers, mountain weekend, formals, alumni events or parent receptions) through December 31,2016. It is critical that all members of your chapter, new and initiated, are educated on this restriction as individual or group decisions related to gatherings and alcohol could prove to be negatively impactful for your chapter. It is highly recommended that when in doubt, first consult with the staff in the Office of Fraternity and Sorority Life.

In-Kind Restitution: Kappa Alpha Order must pay a total of \$3,709.32 payable to Clemson University Housing and Dining for the damages in Wannamaker Hall resulting from the vandalism to the third floor bathroom sink. This total includes \$1000 deductible plus 10% of the total repair invoice (which totaled \$27,093.23). Full payment of this restitution must be received no later than March 31, 2016.

Presentation to Greek Chapter Presidents: Kappa Alpha Order is required to create and deliver a presentation regarding the chapter's experience through the investigative and administrative process of the Office of Community and Ethical Standards. This presentation must be coordinated with the advising staff in the Office of Fraternity and Sorority Life, reviewed by Marijohn Boyd with the Office of Community and Ethical Standards and delivered during the Spring semester of 2016 at one of the President' meetings for all Greek councils.

Academic Year 2015-16, Kappa Alpha Cont'd

Mandatory Chapter Risk Management Education: Kappa Alpha Order must hold a thorough risk management education workshop each semester with at least a 90% attendance rate, inclusive of new and initiated members. These workshops must begin in Spring 2016 and continue each regular semester (summers not included) through Fall of 2017. These workshops must cover all national risk management expectations as well as the policies and procedures required for National Interfraternity Conference (NIC) organizations at Clemson University.

Additionally, the content and delivery must be coordinated with your national office and the Office of Fraternity and Sorority Life.

2015093001 Sigma Pi Incident Date: 12/3/15 Investigation Started: 12/3/15 Charge Date 12/3/15 Date Resolved: 1/8/15

Incident Description: it was reported that your organization was planning to host a social event while under interim suspension.

<u>Charges</u>	<u>Findings</u>
Contempt	In Violation
Student Organizational Conduct	In Violation

Sanctions:

Suspended 12/11/15 – 12/1/20

Suspension of Organizational Recognition is defined as the denial of privileges of a recognized organization for a designated period of time, which will be no less than one semester. Any organization whose recognition is suspended must:

- a. Cease all organizational activities.
- b. Vacate any appointed or elected office with that organization's governing body for the duration of the organization's period of suspension.
- c. Surrender balances of all organizational funds granted by Student Government.
- d. Vacate office or housing space assigned by the University. Space vacated due to suspension may be reassigned to other eligible University organizations.

In the case of housing, individual members will be reassigned provided space is available. There will be no University Housing contract cancellations. The suspension of organizational recognition for Sigma Pi Fraternity will be in effect from December 2015 - December 2020. In order to be considered to begin the

recolonization process in the spring of 2021 the organizational review process must be completed. The international office of Sigma Pi Fraternity may forward a letter of intent to the Office of the Dean of Students, no earlier than August 1, 2019, expressing interest in re-establishing the formerly suspended student organization. The letter should explain plans that assure appropriate guidance, support, advice, and supervision of the student organization. The letter must also provide documentation of completion of any requirements placed upon the student organization by the University through the student conduct process including the presentation of evidence that:

e a full local advisory board for the Clemson Chapter has been appointed; and current members of the local chapter (fall of 2015) are not serving in any advisory capacity to the chapter. The first time that Sigma Pi will be eligible to accept new members will be following approval from the Suspended Student Organization Committee and the formal recruitment process of the interfraternity council in the spring of 2020.

2015088801 Phi Kappa Tau Incident Date: 11/21/15 Investigation Started: 11/24/15 Charge Date: 2/19/16 Date Resolved: 3/24/16

Incident Description: it was reported that your organization held a social event while on interim

Charges

Findings

Contempt

In Violation

Sanctions:

Oral Reprimand: An oral statement to the organization explaining that their behavior has violated a student regulation.

Written Reprimand: An official written statement to the organization explaining that they have violated a student regulation. It is intended to communicate most strongly both the disapproval and the reprimand of the University community. This statement will remain on file with the Office of Community and Ethical Standards until you are no longer enrolled as a result of graduation, transferring, or withdrawing permanently from the University.

Suspension of Organizational Recognition: It is defined as the denial of privileges of a recognized organization for a designated period of time, which will be no less than one semester. Any organization whose recognition is suspended must:

1. Cease all organizational activities. This includes social or other activities involving or affiliated with Phi Kappa Tau Fraternity which may include the new membership process, social gatherings, philanthropy activities, etc.
2. Vacate any appointed or elected office with that organization's governing body for the duration of the organization's period of suspension.
3. Surrender balances of all organizational funds granted by Student Government.
4. Vacate office or housing space assigned by the University. Space vacated may be reassigned to other eligible University organizations. In the case of housing, individual members will be reassigned provided space is available. There will be no University housing contract cancellations.

Your organization is suspended an additional three years, so would be eligible to return as a recognized student organization in Fall 2019.

The earliest your organization may return as a recognized student organization is Fall 2019. In order to be considered to begin recolonization process in the Fall 2019, the student organization review process must be completed. The International Office of Phi Kappa Tau Fraternity may forward a letter of intent to the Office of the Dean of Students, no earlier than December 1, 2018, expressing interest in re-establishing the formerly suspended student organization. The letter should explain plans that assure appropriate guidance, support, advice, and supervision of the student organization. The letter must also provide documentation of completion of any requirements placed upon the student organization by the University through the student conduct process including the presentation of evidence that:

1. A full local advisory board for the Phi Kappa Tau Fraternity has been appointed. The first time that Phi Kappa Tau Fraternity will be eligible to accept new members will be following approval from the Suspended Student Organization Committee and the formal recruitment process of the Inter-Fraternity Council in the Fall 2019.

2015081701 Pi Kappa Alpha Incident Date: 11/6/15 Investigation Start Date: 11/17/15 Charge Date: 12/3/15 Date Resolved: 1/15/16

Incident Description: it was reported that an underage student was transported to the hospital after being at an event at your house

Charge(s)

Alcohol

Finding(s)

In Violation

Sanctions:

Suspended 1/15/16 through 5/1/17: Reinstatement Plan: The chapter and PKA National Office worked on a plan together to get the chapter back on track. This involves current members working with the Chapter to prepare for successful reinstatement in Fall 2017.

1. Cease all organizational activities. This includes social or other activities involving or affiliated with Pi Kappa Alpha Fraternity which may include the new membership process, social gatherings, philanthropy activities, etc.
2. Vacate any appointed or elected office with that organization's governing body for the duration of the organization's period of suspension.
3. Surrender balances of all organizational funds granted by Student Government.
4. Vacate office or housing space assigned by the University. Space vacated may be reassigned to other eligible University organizations. In the case of housing, individual members will be reassigned provided space is available. There will be no University housing contract cancellations.

The suspension of organizational recognition for Pi Kappa Alpha Fraternity will be in effect immediately until May 2017. The earliest your organization may return as a recognized student organization is Fall 2017. In order to be considered to begin recolonization process in the Fall 2017, the student organization

review process must be completed. The International Office of Pi Kappa Alpha Fraternity may forward a letter of intent to the Office of the Dean of Students, no earlier than December 1, 2016 expressing interest in re- establishing the formerly suspended student organization. The letter should explain plans that assure appropriate guidance, support, advice, and supervision of the student organization. The letter must also provide documentation of completion of any requirements placed upon the student organization by the University through the student conduct process including the presentation of evidence that:

1. A full local advisory board for the Pi Kappa Alpha Fraternity has been appointed.

The first time that Pi Kappa Alpha Fraternity will be eligible to accept new members will be following approval from the Suspended Student Organization Committee and the formal recruitment process of the Inter-Fraternity Council in the Fall 2017

The following two cases involving Sigma Pi were adjudicated at one administrative hearing and sanctioned together:

2015082201 Sigma Pi Incident Date: 11/15/15 Investigation Started: 11/18/15 Charge Date: 11/18/15 Date Resolved: 1/8/16

Incident Description: it was reported that members of your organization rented a cabin out of town under the name of another organization falsely, damaged property, and the police were called for noise while under Interim Suspension as an organization.

<u>Charges</u>	<u>Findings</u>
Contempt	In Violation
Damage to Property	In Violation

2015070801 Sigma Pi Incident Date: 11/2/15 Investigation Start Date: 11/3/15 Charge Date: 11/18/15 Date Resolved: 1/8/16

Incident Description: it was reported that your new members are required to participate in inappropriate activities.

<u>Charges(s)</u>	<u>Finding(s)</u>
Alcohol	In Violation
Harm to Person	In Violation
Hazing	In Violation
Student Organizational Conduct	In Violation
University Policies	In Violation

Sanction(s):
Suspension December 2015 through December 2020

Suspension of Organizational Recognition is defined as the denial of privileges of a recognized organization for a designated period of time, which will be no less than one semester. Any organization whose recognition is suspended must:

- a. Cease all organizational activities.
- b. Vacate any appointed or elected office with that organization's governing body for the duration of the organization's period of suspension.
- c. Surrender balances of all organizational funds granted by Student Government.
- d. Vacate office or housing space assigned by the University. Space vacated due to suspension may be reassigned to other eligible University organizations.

In the case of housing, individual members will be reassigned provided space is available. There will be no University Housing contract cancellations.

The suspension of organizational recognition for Sigma Pi Fraternity will be in effect from December 2015 - December 2020. In order to be considered to begin the recolonization process in the spring of 2020, the organizational review process must be completed. The international office of Sigma Pi Fraternity may forward a letter of intent to the Office of the Dean of Students, no earlier than August 1, 2019, expressing interest in re-establishing the formerly suspended student organization. The letter should explain plans that assure appropriate guidance, support, advice, and supervision of the student organization. The letter must also provide documentation of completion of any requirements placed upon the student organization by the University through the student conduct process including the presentation of evidence that:

A full local advisory board for the Clemson Chapter has been appointed; and current members of the local chapter (fall of 2015) are not serving in any advisory capacity to the chapter. The first time that Sigma Pi will be eligible to accept new members will be following approval from the Suspended Student Organization Committee and the formal recruitment process of the Interfraternity Council in the spring of 2020.

2015067101 Alpha Tau Omega Incident Date: 10/17/15 Investigation Started: 10/28/15 Charge Date: 11/6/15 Date Resolved: 3/24/16

Incident Description: it was reported that an underage minor was taken into police custody for underage drinking at an off-campus event that you co-sponsored and eventually the event was shut down.

<u>Charges</u>	<u>Findings</u>
Student Organizational Conduct	In Violation
University Policies	In Violation

Sanctions:

Disciplinary Probation through 1-20-17

Restriction of Privileges: Your privileges have been restricted, specifically: Social Probation: There are to be no functions with alcohol until after February 1, 2016
Your organization is to work with Fraternity and Sorority Life, your advisors, and Nationals to ensure you are following the new social policy for organizations.

2015067001 Sigma Nu Investigation Started: 10/28/15 Incident Date: 10/17/15 Charge Date: 11/3/16 Case Resolved: 1/15/16

Incident Description: it was reported that an underage minor was taken into police custody for underage drinking at an off-campus event that you co-sponsored and eventually the event was shut down.

<u>Charges</u>	<u>Findings</u>
Student Organizational Conduct	In Violation
University Policies	In Violation

Sanctions:

Disciplinary Probation through 1-17-17

Restriction of Privileges: Your privileges have been restricted, specifically: Social Probation: There are to be no functions with alcohol until after February 1, 2016
Your organization is to work with Fraternity and Sorority Life, your advisors, and Nationals to ensure you are following the new social policy for organizations.

2015029501 Sigma Alpha Epsilon Incident Date: 9/13/15 Investigation Start Date: 9/18/15 Charge Date: 9/18/15 Date Resolved: 10/7/15

Incident Description: it was reported that your organization engaged in hazing activities that included but is not limited to physical activities, underage consumption, performing errands, and driving brothers and others in the community.

<u>Charge(s)</u>	<u>Finding(s)</u>
Alcohol	In Violation
Harm to Person	In Violation
Hazing	In Violation
Student Organizational Conduct	In Violation

Sanction(s):

Suspended 10/7/15 – 5/15/19

2015015801 Psi Upsilon Incident 8/29/15 Investigation Start Date: 9/1/15 Charge Date: 9/21/16 Date Resolved: 10/15/15

Incident Description: it was reported that your organization hosted a social event and provided alcohol to students under the age of 21 and as a result, a student was transported to the hospital due to the overconsumption of alcohol

<u>Charge(s)</u>	<u>Finding(s)</u>
Alcohol	In Violation

Harm to Person In Violation
Student Organizational Conduct In Violation

Sanction(s):

Disciplinary Probation through May 1, 2017

Restriction of Privileges: Suspension of all social activities until August 1, 2016. The organization is not to engage in any social activity, function or event.

Probation: Probation through May 2017. The organization will retain a probationary status through the month and year indicated.

Educational Initiatives: Complete any and all required educational initiatives set forth by the Fraternity's International Office to include, but not limited to, the Commitment to Excellence Retreat, and the Campus Clarity Trainings.

Organization must provide documentation of completion by all members to the Office of Community and Ethical Standards.

Aspire Training; Arrange for and have all members a session of Aspire before the completion of the Spring 2016 semester.

Academic Year 2015-16 Psi Upsilon (cont'd)

International Staff: Maintain frequent appropriate, and progressive conversation with the International headquarters staff including having a staff member present on the Clemson campus during the recruitment period. International staff is to provide a statement of completion to the Office of Community and Ethical Standards at the completion of all sanctions and no later than August 1, 2016.

Risk Management: Conduct a comprehensive review of all chapter risk management policies and processes to assure alignment with University and organization policies.

2015015401 Sigma Chi Incident Date 8/29/15 Investigation Started: 8/31/15 Charge Date 9/1/15 Date Resolved: 12/2/15

Incident Description: it was reported that your organization was recruiting new members while currently on suspension from Clemson University

Charges

Findings

Contempt

In Violation

Sanction: Extension of current suspension; now ending in May, 2025

2015003601 Phi Kappa Tau Incident Date: 8/17/15 Investigation Start Date: 8/17/15 Charge Date: 8/28/15 Date Resolved: 1/22/16

Incident Description: it was reported that there was an event at your off-campus house prior to rush with alcohol present and underage students drinking alcohol.

Charges

Finding(s)

Alcohol	In Violation
Student Organizational Conduct	In Violation
University Policies	In Violation

Sanction(s):

Complete the membership review and advisor review as mentioned/outlined in action plan by their Nationals to be eligible to return upon returning to campus, the organization will be on Disciplinary Probation for three years.

Suspension of Organizational Recognition: It is defined as the denial of privileges of a recognized organization for a designated period of time, which will be no less than one semester. Any organization whose recognition is suspended must:

Academic Year 2015-16 Phi Kappa Tau (cont'd)

1. Cease all organizational activities. This includes social or other activities involving or affiliated with Phi Kappa Tau Fraternity which may include the new membership process, social gatherings, philanthropy activities, etc.
 2. Vacate any appointed or elected office with that organization's governing body for the duration of the organization's period of suspension.
 3. Surrender balances of all organizational funds granted by Student Government.
 4. Vacate office or housing space assigned by the University. Space vacated may be reassigned to other eligible University organizations. In the case of housing, individual members will be reassigned provided space is available. There will be no University housing contract cancellations.
- The suspension of organizational recognition for Phi Kappa Tau Fraternity will be in effect from September 2015 until September 2016. In order to be considered to begin the re-colonization process in the fall of 2016, the student organizational review process must be completed. The International Office of Phi Kappa Fraternity may forward a letter of intent to the Office of the Dean of Campus Life, no earlier than December 1, 2015, expressing interest in re establishing the formerly suspended student organization. The letter should explain plans that assure appropriate guidance, support, advice, and supervision of the student organization. The letter must also provide documentation of completion of any requirements placed upon the student organization by the University through the student conduct process including the presentation of evidence that: (1) A full local advisory board for the Phi Kappa Tau Fraternity has been appointed. The first time that Phi Kapa Tau Fraternity will be eligible to accept new members will be following approval from the Suspended Student Organization Committee and the formal recruitment process of the Inter-Fraternity Council in the fall of 2016.

Academic Year 2014-15

2014188901 Sigma Chi Incident Date: 4/11/15 Investigation Start Date: 4/14/15 Charge Date: 4/30/15 Date Resolved: 8/5/15

Incident Description: members of your organization were reported to have damaged private property, allowed underage drinking, used illegal substances, possessed false IDs and acted in a disruptive and belligerent manner

<u>Charges</u>	<u>Finding(s)</u>
Alcohol	In Violation
Damage to Property	In Violation
Student Organizational Conduct	In Violation
Violation of Federal, State, or Local Law	In Violation

Sanction(s):

Suspended 5/14/15 – 5/15/20

Suspension of Organizational Recognition: It is defined as the denial of privileges of a recognized organization for a designated period of time, which will be no less than one semester. Any organization whose recognition is suspended must:

- a. Cease all organizational activities. This includes social or other activities involving or affiliated with Sigma Chi Fraternity which may include the new membership process, social gatherings, philanthropy activities, etc.

Academic Year 2014-15 Sigma Chi Cont'd

- b. Vacate any appointed or elected office with that organization's governing body for the duration of the organization's period of suspension.
- c. Surrender balances of all organizational funds granted by Student Government.
- d. Vacate office or housing space assigned by the University. Space vacated may be reassigned to other eligible University organizations. In the case of housing, individual members will be reassigned provided space is available. There will be no University housing contract cancellations. Individual members scheduled to live on the Quad will be contacted by University Housing & Dining to see if they wish to cancel their contract. All members who do not cancel will be reassigned to available spaces on campus.

The suspension of organizational recognition for Sigma Chi Fraternity will be in effect from May 2015 until May 2020. In order to be considered to begin the recolonization process in the fall of 2020, the student organizational review process must be completed. The International Office of Sigma Chi Fraternity may forward a letter of intent to the Office of the Dean of Campus Life, no earlier than December 1, 2019, expressing interest in re-establishing the formerly suspended student organization. The letter should explain plans that assure appropriate guidance, support, advice, and supervision of the student organization. The letter must also provide documentation of completion of any requirements placed upon the student organization by the University through the student conduct process including the presentation of evidence that:

1. A full local advisory board for the Eta Psi Chapter has been appointed.
2. Current members of the local chapter are prohibited from participating in the newly recolonized undergraduate chapter activities of any kind.
3. Such activities specifically include but are not limited to chapter meetings, social events, philanthropic events, any recruitment activities and intramural activities throughout the remainder of their undergraduate careers.

The first time that Sigma Chi Fraternity will be eligible to accept new members will be following the formal recruitment process of the Inter-Fraternity Council in the fall of 2020.

2014159001 Alpha Phi Alpha Incident Date: 2/21/15 Investigation Started: 3/3/15 Charge Date: 4/30/15 Date Resolved: 5/22/15

Incident Description: your organization was reported to have hosted a social event on February 21, 2015, while under restrictions imposed by the Office of Fraternity and Sorority Life

<u>Charges</u>	<u>Findings</u>
Failure to comply with official request	In Violation
Student Organizational Conduct	In Violation

Sanctions:

Disciplinary Probation: A specified period of review, observation and/or restrictions during which a student organization is under official warning that its misconduct was very serious. Subsequent violations of University rules, regulations, or policies could result in more severe sanctions, including suspension or

Academic Year 2014-15 Alpha Phi Alpha (cont'd)

dismissal of recognition. During the probationary period, a student organization is deemed "not in good standing" with the University and may be subject to specific limitations upon its behavior or University privileges. Disciplinary Probation effective immediately until December 31, 2015.

Restriction of Privileges: Alpha Phi Alpha Fraternity will not be allowed to host any social events until the chapter is no longer on academic probation and a plan of action to ensure that Alpha Phi Alpha remains in good standing is developed. The plan of action should outline the objectives and action steps to ensure academic success, successful event planning and public service projects, and adherence to University policies and expectations. The plan is due no later than August 1, 2015.

Other: As a result of hosting the social event in direct violation of your academic probation, Alpha Phi Alpha will provide fifty percent of the proceeds collected during the inappropriate event on February 21, 2015 to Clemson's NPHC. NPHC should use these funds to sponsor programs on academic success, financial management, successful fundraising, community service, etc for all NPHC chapter members to attend. The funds need to be transmitted to Dr. Kendra Stewart-Tillman, NPHC advisor, by May 29, 2015.

Failure to comply with the sanctions outlined above will result in more severe sanctions which may include suspension of the chapter's recognition.

2014144401 Men's Lacrosse Team Incident Date: 2/6/15 Investigation Start Date: 2/13/15 Charge Date: 2/16/15 Date Resolved: 3/7/15

Incident Description: it was reported that senior members of the Lacrosse Team required new members to consume beer with egg yolks in them

<u>Charges</u>	<u>Findings</u>
Alcohol	In Violation
Harm to Person	In Violation

Hazing In Violation
Student Organizational Conduct In Violation

Sanctions:

Disciplinary Probation through 5-12-17

Hazing Education: The team will participate in a hazing education program. The program will be coordinated with the Office of Community and Ethical Standards. This program will cover the definitions, state laws, and University policies for hazing at Clemson University. All members of the Men's Lacrosse Team must attend. Attendance must be taken and any absences must be approved through Randall Williams, Senior Associate Director, Office of Community and Ethical Standards. This program must be completed by April 10, 2015.

Approval: All team building/member development activities for the team or players must be approved by either the advisor or coach prior to completion. No activities should take place without prior knowledge or approval. Any unapproved activities could result in further disciplinary action.

2014123701 Phi Sigma Kappa Incident Date: 1/10/15 Investigation Started: 1/23/15 Charge Date: 3/13/15 Date Resolved: 4/23/15

Incident Description: Phi Sigma Kappa organization was reported to have provided alcohol to underage students

Charges Findings

Student Organizational Conduct In Violation

Sanctions:

Disciplinary Probation - Extension of your current Disciplinary Probation through May 17, 2016. This is a period of review and adjustment during which you are under official warning that your violations are serious. You are considered to be "not in good standing:" with the University and may face specific restrictions on your behavior and/or University privileges.

Social Probation - Due to our concern for your lack of understanding of and adherence to policy and procedures, your social privileges will be restricted through December 18, 2015. Specifically - there should be no chapter sponsored social events with alcohol present.

The Board has also chosen two educational sanctions that you will be required to complete in order to return to good standing.

Presidential Succession Planning -The chapter will do a presentation to the entire IFC on how to have a successful officer transition before November 15, 2015. They must also conduct an officer transition retreat before December 18, 2015. This retreat must have an advisor present, and it must be documented for the Standards of Excellence Program.

Co-Sponsor FSL Risk Management Training -The chapter will sponsor half of Dr. Lori Hart's speaking fee for the annual Fraternity and Sorority Life risk management training for chapter officers in January 2016. Phi Sigma Kappa's portion of the speaking fee will be \$1750. Payment will be required on the day of the training.

2014117401 Sigma Phi Epsilon Incident Date: Fall 2014 Investigation Start Date: 1/16/15 Charge Date: 1/16/15 Date Resolved: 1/30/15

Incident Description: It was reported that members of Sigma Phi Epsilon Fraternity required pledges/new members to perform personal servitude, purchase or obtain illegal drugs, provide rides for brothers, and/or other inappropriate favors

<u>Charges</u>	<u>Finding(s)</u>
Hazing	In Violation
Disruption of Community	In Violation

Academic Year 2014-15 Sigma Phi Epsilon (cont'd)

Sanction(s):

Suspension Beginning 1/1/15 through 12/1/19

1. Suspension of Organizational Recognition is defined as the denial of privileges of a recognized organization for a designated period of time, which will be no less than one semester. Any organization whose recognition is suspended must:
 - a. Cease all organizational activities.
 - b. Vacate any appointed or elected office with that organization's governing body for the duration of the organization's period of suspension.
 - c. Surrender balances of all organizational funds granted by Student Government.
 - d. Vacate office or housing space assigned by the University from the date of the notice of suspension. Space vacated due to suspension may be reassigned to other eligible University organizations. In the case of housing, individual members will be reassigned provided space is available. There will be no University Housing contract cancellations.

The suspension of organizational recognition for Sigma Phi Epsilon Fraternity will be in effect from January 2015 - December 2019. In order to be considered to begin the recolonization process in the spring of 2020, the organizational review process must be completed. The national office of Sigma Phi Epsilon Fraternity may forward a letter of intent to the Office of the Dean of Campus Life, no earlier than August 1, 2019, expressing interest in re-establishing the formerly suspended student organization. The letter should explain plans that assure appropriate guidance, support, advice, and supervision of the student organization.

The letter must also provide documentation of completion of any requirements placed upon the student organization by the University through the student conduct process including the presentation of evidence that:

- a full local advisory board for the South Carolina Beta Chapter has been appointed.

- men identified as having sent text messages requesting acts of personal servitude during the fall of 2014 are not serving in any advisory capacity to the chapter; and
- current members of the local chapter {initiated and new members during the fall of 2014) cannot be active participants in the recolonized chapter.
- The first time that Sigma Phi Epsilon will be eligible to accept new members will be following the formal recruitment process of the Interfraternity Council in the spring of 2020.

In terms of the chapter's on campus residential space, the current residents may remain in this space but will be considered unaffiliated student residents and are expected to follow all polices outlined in the

Code of Conduct and their individual housing contracts. It will be the responsibility of Sigma Phi Epsilon to immediately:

- remove all chapter property from the chapter room, study room and designated storage cage.
- clean the chapter room in preparation for it to be locked for the remainder of the year; and
- inform non-resident members that their access to the residential space will be deactivated.

The students who will remain on the hall will have continued use of the hall's study room. Any vandalism or damage to the residential space will be forwarded to the Office of Community and Ethical Standards and responsible parties will be charged. If it is determined that collective, intentional damage is done, the future of Sigma Phi Epsilon's re-recognition may be jeopardized.

- Upon return, the local chapter must fully participate in all aspects of the Balanced Man Project.

2014101901 Sigma Alpha Epsilon Incident Date: 12/7/14 Investigation Start Date: 12/8/14 Charge Date: 2/10/15 Date Resolved: 3/11/15

Incident Description: It was reported that you sponsored an event that was not registered with the interfraternity counsel

<u>Charges</u>	<u>Finding(s)</u>
Alcohol	In Violation

Sanction(s):

Disciplinary Probation until 2-10-2017

Complete a comprehensive Risk Management Program: The chapter will need to complete the following programs as part of that Risk Management Program.

Alcohol Education: The chapter must review the Fraternity, FIGP, and NFC Risk Management and BYOB policies for social activities. After reviewing this policies, the chapter will need to develop a Risk Management policy consistent with those entities listed. The policy will need to be reviewed and approved by Fraternity and Sorority Life. Once approved, all members of the chapter will need to sign a statement agreeing to abide by that policy.

Social Justice Education: The chapter will coordinate a program to discuss the effects of theme parties on the Fraternity/Sorority and University communities. This program will need to be coordinated with the Gantt Center for Student Life. The contact persons would be Becky Morgan (Associate Director of Diversity Education) and Dr. Kendra Stewart-Tillman (Director of Diversity and Inclusion). All members must attend this workshop. Any absences must be approved by Randall Williams, Senior Associate Director for OCES not later than 24 hours prior to the date of the program. Attendance must be taken at this program. This program must be completed by April 30, 2015

Gang Education: The chapter will coordinate a gang education program with a law enforcement agency. This program will discuss gang history, gang violence, and the dangers of portraying gang images falsely. All members must attend this program. Any absences must be approved by Randall Williams, Senior Associate Director for OCES no later than 24 hours prior to the date of the program. Attendance must be taken at this program. This program must be completed no later than April 30, 2015

2014081501 Pershing Rifles Incident Date: 10/22/14 Investigation Start Date: 11/12/14 Charge Date: 11/19/14 Date Resolved: 4/4/15

Incident Description: it was reported that new members of your organization were required to complete training exercises that were not approved by your faculty advisors and were considered to be hazing activities.

<u>Charges</u>	<u>Findings</u>
Harm to Person	In Violation
Hazing	In Violation
Student Organizational Conduct	In Violation

Sanctions:

Disciplinary Probation through 5/12/17

Hazing Education: The group will participate in a hazing education program. This program will be coordinated with the Office of Community and Ethical Standards. This program will cover the definition, state laws, and University policies for hazing at Clemson University. All members of the Pershing Rifles must attend. Attendance must be taken and any absences must be approved through Randall Williams, Senior Associate Director, Office of Community and Ethical Standards. This program must be completed by April 1, 2015

Membership Activities Approval: All activities, trainings, and exercises pertaining to admission into the Pershing Rifles must be approved by Lt. Colonel James Mullinax or his designee prior to completion. No activities will place without his knowledge or approval. Any unapproved activities could result in further disciplinary action.

2014081401 Arnold Air Society Incident Date: 10/22/14 Investigation Start Date: 11/12/14 Charge Date: 11/19/14 Date Resolved: 3/7/15

Incident Description: it was reported that new members of your organization were required to complete training exercises that were not approved by your faculty advisors and were considered to be hazing activities.

<u>Charges</u>	<u>Finding(s)</u>
Harm to Person	In Violation
Hazing	In Violation
Student Organizational Conduct	In Violation

Sanction(s):

Disciplinary Probation through 5/12/17

Academic Year 2014-15 Arnold Air Society (cont'd)

Hazing Education: The group will participate in a hazing education program. This program will be coordinated with the Office of Community and Ethical Standards. This program will cover the definition, state laws, and University policies for hazing at Clemson University. All members of the Arnold Air Society must attend. Attendance must be taken and any absences must be approved through Randall Williams, Senior Associate Director, Office of Community and Ethical Standards. This program must be completed by April 1, 2015

Membership Activities Approval: All activities, trainings, and exercises pertaining to admission into the Arnold Air Society must be approved by Colonel Christopher Mann prior to completion. No activities will place without his knowledge or approval. Any unapproved activities could result in further disciplinary action.

2014067801 Alpha Gamma Rho Incident Date: 10/16/14 Investigation Started: 10/30/14 Charge Date: 10/31/14 Date Resolved: 12/2/14

Incident Description: You were reported to have been involved in hazing activities

<u>Charges</u>	<u>Findings</u>
Student Organizational Conduct	In Violation

Sanctions:

Regular, Sustainable Chapter Education

- a. It is required the chapter work with the Office of Fraternity and Sorority Life to develop and implement a sustainable plan to regularly educate all new and continuing members of Alpha Gamma Rho on Clemson University's Student Code of Conduct as well, as the risk management expectations, policies and procedures of your national organization.
- b. Additionally, for the spring and fall semesters of 2015, it is required that Alpha Gamma Rho have a Clemson University staff member who is well-versed in Clemson University's Student Code of Conduct lead an educational session and open discussion with Alpha Gamma Rho's entire chapter. The staff member

must be approved in advance by the Office of Community and Ethical Standards. These educational sessions must take place within the first two weeks of membership of the new member classes.

2014039801 Sigma Phi Epsilon Incident Date: 9/22/14 Investigation Start Date 10/1/14 Charge Date: 10/30/14 Date Resolved: 1/30/15

Incident Description: it was reported that your organization engaged in activities that endangered the safety and health of new members of your organization

<u>Charge(s)</u>	<u>Finding(s)</u>
Alcohol	In Violation
Failure to Comply with Official Request	In Violation
Harm to Person	In Violation
Hazing	In Violation
Student Organization Conduct	In Violation

Sanction(s):

- Suspension of Organizational Recognition is defined as the denial of privileges of a recognized organization for a designated period of time, which will be no less than one semester. Any organization whose recognition is suspended must:
 - Cease all organizational activities.
 - Vacate any appointed or elected office with that organization's governing body for the duration of the organization's period of suspension.
 - Surrender balances of all organizational funds granted by Student Government.
 - Vacate office or housing space assigned by the University. Space vacated due to suspension may be reassigned to other eligible University organizations. In the case of housing, individual members will be reassigned provided space is available. There will be no University Housing contract cancellations.

The suspension of organizational recognition for Sigma Phi Epsilon Fraternity will be in effect from January 2015 - December 2019. In order to be considered to begin the recolonization process in the spring of 2020, the organizational review process must be completed. The national office of Sigma Phi Epsilon Fraternity may forward a letter of intent to the Office of the Dean of Campus Life, no earlier than August

1, 2019, expressing interest in re-establishing the formerly suspended student organization. The letter should explain plans that assure appropriate guidance, support, advice, and supervision of the student organization. The letter must also provide documentation of completion of any requirements placed upon the student organization by the University through the student conduct process including the presentation of evidence that:

- a) a full local advisory board for the South Carolina Beta Chapter has been appointed;
- b) men identified as having sent text messages requesting acts of personal servitude during the fall of 2014 are not serving in any advisory capacity to the chapter; and current members of the local chapter (initiated and new members during the fall of 2014) cannot be active participants in the recolonized chapter.
- c) The first time that Sigma Phi Epsilon will be eligible to accept new members will be following the formal recruitment process of the Interfraternity Council in the spring of 2020.

In terms of the chapter's on campus residential space, the current residents may remain in this space but will be considered unaffiliated student residents and are expected to follow all polices outlined in the

Code of Conduct and their individual housing contracts. It will be the responsibility of Sigma Phi Epsilon to immediately:

- a) remove all chapter property from the chapter room, study room and designated storage cage;
- b) clean the chapter room in preparation for it to be locked for the remainder of the year; and
- c) inform non-resident members that their access to the residential space will be deactivated.

The students who will remain on the hall will have continued use of the hall's study room. Any vandalism or damage to the residential space will be forwarded to the Office of Community and Ethical Standards and responsible parties will be charged. If it is determined that collective, intentional damage is done, the future of Sigma Phi Epsilon's re-recognition may be jeopardized.

- Upon return, the local chapter must fully participate in all aspects of the Balanced Man Project.

2014031701 Phi Kappa Tau Incident Date: 9/16/14 Investigation Start Date: 9/23/14 Charge Date: 10/7/14 Date Resolved: 10/21/14

Description of Incident: organization was reported to have provided alcohol to an underage student and hazing activities

<u>Charge</u>	<u>Finding(s)</u>
Harm to Person	In Violation
Student Organizational Conduct	In Violation

Sanctions:

- Annual Risk Management Training

It is required the chapter implement a sustainable plan to annually educate all members, including new members, on the risk management expectations and procedures of Phi Kappa Tau.

- Provide intensive risk management training of all current members including hazing awareness and prevention. This training will need to be completed prior to the formal recruitment process for Interfraternity Council Organizations for the Spring 2015 Semester. Phi Kappa Tau will submit a New Member/Associate Member Plan to be shared with all active members. Each active member must sign a document noting that they understand and agree to adhere to the plan. This plan must be submitted and approved by the Office of Fraternity and Sorority Life before the formal recruitment process for Interfraternity Council organizations begins for the Spring 2015 Semester.
- Members will also need to demonstrate a high level of awareness and competency of policies and procedures as outlined by IFC and facilitated by Fraternity and Sorority Life. Additionally, Phi Kappa Tau will need to provide a written plan prior to being reinstated that will specifically outline protocol for social events in accordance with the FIPG risk management policies and the NIC BYOB guidelines. This includes check-in procedures, attendance list and ID checks which consist of ways to identify participants under the age of 21; how they secure multiple entry ways into events where alcohol is served; and how they plan to provide appropriate staffing to monitor events. This plan will need to be submitted to the Office of Fraternity and Sorority Life by December 1, 2014

2014023401 Lambda Chi Alpha Incident Date: 9/12/14 Investigation Start Date: 9/15/14 Charge Date: 9/15/14 Date Resolved: 9/29/14

Description of Incident: it was reported that new members of organization of your organization were provided alcohol.

<u>Charge</u>	<u>Finding(s)</u>
Alcohol	In Violation
<u>Sanction(s):</u>	
Written Reprimand	

2014035001 Alpha Sigma Phi Incident Date: 8/22/14 Investigation Start Date: 9/25/14 Charge Date: 9/25/14 Date Resolved: 10/3/14

Description of Incident: It was reported that a student under the age of 21 consumed alcohol at your organization's event

<u>Charges</u>	<u>Findings</u>
Alcohol	In Violation

2014035101 Alpha Sigma Phi Incident Date: 9/9/14 Investigation Start Date: 9/25/14 Charge Date: 9/25/14 Date Resolved: 10/3/14

Description of Incident: It was reported that new members were required to consume alcohol as part of the new membership process

<u>Charges</u>	<u>Findings</u>
Alcohol	In Violation
Harm to Person	In Violation

Hazing In Violation
Student Organizational Conduct In Violation

2014021301 Alpha Sigma Phi Incident Date: 9/4/14 Investigation Start Date: 9/11/14 Charge Date: 9/23/14 Date Resolved: 10/3/14

Description of Incident: It was reported that members engaged in unauthorized activities and were present in unauthorized locations.

Charges

Alcohol
University Facilities

Findings

In Violation
In Violation

Academic Year 2014-15 (cont'd)

2014021301 Alpha Sigma Phi (cont'd)
2014035001 Alpha Sigma Phi (cont'd)
2014035101 Alpha Sigma Phi (cont'd)

One hearing was held on 9/26 for all three cases involving Alpha Sigma Phi with the following sanctions:

Sanction(s)

- Suspension 9-10-14 through 9-10-15: Suspension of Organizational Recognition is defined as the denial of privileges of a recognized organization for a designated period of time, which will be no less than one semester. Any organization whose recognition is suspended must:
 - a. Cease all organizational activities.
 - b. Vacate any appointed or elected office with that organization's governing body for the duration of the organization's period of suspension.
 - c. Surrender balances of all organizational funds granted by Student Government.
 - d. Vacate office or housing space assigned by the University. Space vacated due to suspension may be reassigned to other eligible University organizations. In the case of housing, individual members will be reassigned provided space is available. There will be no University Housing contract cancellations.

RELATED SANCTION: The suspension of organizational recognition for Alpha Sigma Phi will be for one year which is equal to one calendar year from the date the chapter was placed on interim suspension. Therefore, no earlier than September 10, 2015, the national office of Alpha Sigma Phi may forward a letter of intent to the Office of the Dean of Students expressing interest in re-establishing the formerly suspended student organization. The letter should explain plans that

assure appropriate guidance, support, advice, and supervision of the student organization. The letter must also provide documentation of completion of any requirements placed upon the student organization by the University through the student conduct process. The first time that Alpha Sigma Phi will be eligible to accept new members will be through the formal recruitment process of the Interfraternity Council in the spring of 2016.

In terms of the chapter's on campus residential space, the current residents may remain in this space but will be considered unaffiliated student residents and are expected to follow all polices outlined in the Code of Conduct and their individual housing contracts. It will be the responsibility of Alpha Sigma Phi to immediately:

- remove chapter property from the chapter room, study room and designated storage cage;
- clean the chapter room in preparation for it to be locked for the remainder of the academic year; and
- inform non-resident members that their access to the residential space will be deactivated.

The students who will remain on the hall will have continued use of the hall's study room. Any vandalism or damage to the residential space will be forwarded to the Office of Community and Ethical Standards and responsible parties will be charged. If it is determined that collective, intentional damage is done, the future of Alpha Sigma Phi's re-recognition may be jeopardized.

Academic Year 2014-15 (cont'd)

2014021301 Alpha Sigma Phi (cont'd)
2014035001 Alpha Sigma Phi (cont'd)
2014035101 Alpha Sigma Phi (cont'd)

Sanction(s)(cont'd):

Since the timing of this suspension will not end until after the beginning of a new housing contract period, Alpha Sigma Phi is effectively removed from Fraternity and Sorority Housing and will have to apply for space through a future application process.

- Disciplinary Probation is defined as a specified period of review, observation and/or restrictions during which a student organization is under official warning that its misconduct was very serious. Subsequent violations of University rules, regulations, or policies could result in more severe sanctions, including suspension or dismissal of recognition. During the probationary period, a student organization is deemed "not in good standing" with the University and may be subject to specific limitations upon its behavior or University privileges. Alpha Sigma Phi fraternity will remain on disciplinary probation for two calendar years after the chapter's recognition is reinstated.
- Mandatory Alpha Phase Implementation: Upon return to active, recognized status at Clemson University, the chapter must participate as a fully implemented Alpha Phase chapter of Alpha Sigma Phi fraternity.

- Annual Risk Management

It is required the chapter implement a sustainable plan to annually educate all members, including new members, on the risk management expectations, policies and procedures of Alpha Sigma Phi.

Academic Year 2013-14

2013191901 Pi Kappa Alpha Incident Date: 4/11/14 Investigation Start Date: 4/14/14 Charge Date: 4/25/14 Date Resolved: 4/30/14

Description of Incident: It was reported that associate members of Pi Kappa Alpha Fraternity attempted to kidnap an initiated member of its organization and were required to participate in other activities that can be considered hazing

<u>Charges</u>	<u>Findings</u>
Harm to Person	In Violation
Hazing	In Violation
Student Organizational Conduct	In Violation

Sanction(s)

Disciplinary Probation through May 11, 2016

New Membership Pledge Programs: Pi Kappa Alpha Fraternity must present a detailed outline of plans regarding the new member pledge program for the Fall 2014 semester to the Office of Fraternity and Sorority Life (F&SL) and the Office of Community and Ethical Standards (OCES). The outline must include plans to recruit men that possess and will uphold the qualities and standards set forth by the National Headquarters of Pi Kappa Alpha Fraternity. The proposed plan should ensure that all traditions that have the potential to endanger the safety and health of members and/or potential members are eliminated. The outline is due by July 1, 2014.

In-Kind Restitution: Pi Kappa Alpha Fraternity will work with Fraternity and Sorority Life to coordinate and host a workshop on "Hazing and Other Inappropriate Activities during Pledge Season" so that there is a clear understanding of what constitutes a safe and productive new membership recruitment process. All members of the Pi Kappa Alpha Fraternity must attend. The workshop should be held prior to the start of Fall 2014 rush activities.

In addition, the chapter must co-sponsor an Anti-Hazing Summit with Fraternity and Sorority Life to be facilitated by Kim Novak, Director of Risk Education and Prevention for Pi Kappa Alpha in Fall 2014. This summit will be for all fraternity and sorority officers, advisors, and headquarters staff. Contact Gary Wiser at (864) 656-4928 by May 2, 2014 to schedule an appointment to start the planning of the workshop and Anti-Hazing Summit.

Restriction of Privileges: Restrictions placed upon a student organization which limits University privileges for a specified period of time. These limitations include the following: Pi Kappa Alpha Fraternity will be allowed to host only two social functions that must be approved by Fraternity and Sorority Life for the

Fall 2014 semester. The social functions will need to be approved one week prior to the actual date of the event. Failure to get advanced approval may result in you not being able to have the social function. Pi Kappa Alpha Fraternity will not be allowed to sponsor nor co-sponsor any other social events for the Fall 2014 semester except for the two social functions outlined above. Philanthropy/service events and tailgates during home football games do not fall under this restriction and are still allowed to occur.

Academic Year 2013-14 (cont'd)

2013190701 Sigma Chi Incident Date: 4/4/14 Investigation Start Date: 4/10/14 Charge Date: 4/21/14 Date Resolved: 5/5/14
Description of Incident: It was reported that members of Sigma Chi were engaged in hazing activities

<u>Charges</u>	<u>Findings</u>
Student Organizational Alcohol	In Violation
Harm to Person	In Violation
Stealing	In Violation

Sanction(s)

Disciplinary Probation through 5/12/16

Restriction of Privileges: During the Academic Year, 2014-15, Bid Night Ritual may NOT include the presence of, or the serving of, any alcohol beverages to either associate members (pledges) or brothers.

Sigma Chi Fraternity must comply with all sanctions listed above in addition to the actions provided to the hearing board by the National Fraternity which are listed below:

Attendance at a summer educational program: Prior to August 10, 2014, the following must be completed and attendance documentation submitted to the Office of Community and Ethical Standards.

- The past and present Executive Board members of the Clemson chapter of Sigma Chi must attend the Sigma Chi Rituals Retreat as outlined by their executive members, and show documentation of attendance.

Termination of new members: Removal of the new members involved in the incident which occurred on April 3, 2014 because their actions were not aligned with Sigma Chi Fraternity ideals and values.

Suspension of Members: Formal suspension from all Sigma Chi Fraternity activities for those members who were involved in the theft of campus newspapers for a minimum period of 180 days effective August 18, 2014 through February 18, 2015.

New Member Education Program: Mandated revision of chapter bylaws concerning new member education and expectations for new members. In order to ensure a proper new member education process occurs, the chapter will be required to:

- Institute the fraternity's recommended eight week new member program.
- Revise the current Eta Psi new member program through the implementation of the Fraternity's online New Member Education System
- Submit the revised new member program to the Grand Praetor, the designated Headquarters' Staff member, and Dr. Gary Wiser, Director of Fraternity and Sorority Life, for approval before any new member activities occur.
- Besides the events included in the approved program, no new member events can occur.

Staff Visits: For the 2014 fall semester, the International Fraternity Headquarters will dedicate a member of the Chapter Support Team to visit and consult with the Eta Psi chapter twice throughout the semester. The staff will work with the chapter to establish proper chapter operations with the remaining undergraduate members of the chapter. Other staff visits may be deemed necessary by the Membership Review Committee, and those will become required.

Educational Programing:

- The chapter will be required to host an anti-hazing speaker open to the entire Clemson Fraternity and Sorority Life community. This should be coordinated closely with Dr. Gary Wiser, Director of Fraternity and Sorority Life. You will need to contact Dr. Wiser by May 19, 2014 to schedule a meeting to discuss the program.
- Sigma Chi Fraternity will develop a plan for bystander intervention and/or referral for brothers of concern and a plan for environmental strategies showing evidence that the Sigma Chi Fraternity house, its chapter meetings/events are physically and visually indicative of the values of Sigma Chi Fraternity. The plan is due to the Office of Community and Ethical Standards and Fraternity and Sorority Life by August 10, 2014.

Establishment and related tasks of an Internal Review Board. An internal review Board will be developed and will meet every other week with approximately 8-10 members that will report directly to administration within Clemson's Student Affairs with the chairs being a member of the Dean of Campus Life's office paired with the President of Sigma Chi Fraternity. Suggestions for this group include: Student Affairs Organization administration, F/S Life, Sigma Chi National

office, Grad students that work with this chapter, and non-fraternity or sorority life members. The group will meet bi-weekly until at such time, as the board's chairs determines that face to face meetings are no longer necessary. The Internal Review Board will oversee all sanctions listed above.

2013070501 Phi Sigma Kappa Incident Date: 1/13/14 Investigation Start Date: 1/21/14 Charge Date: 1/21/14 Date Resolved: 3/26/14

Description of Incident: It was reported that members of Phi Sigma Kappa Fraternity engaged in inappropriate organizational conduct

Charges

Hazing
Student Organizational Conduct

Findings

In Violation
In Violation

Sanction(s)

Disciplinary Probation through 12/11/15

Restriction of Privileges:

Phi Sigma Kappa will not be allowed to participate in recruitment of new members for the Spring 2014 Semester. Recruitment for the Fall 2014 Semester is contingent upon completing the other sanctions listed.

Other: Phi Sigma Kappa must present a detailed outline of all new membership activities planned for the Fall 2014 Semester to the Office of Fraternity and Sorority Life and the Office of Community and Ethical Standards. The outline must include new membership activities approved by the International Headquarters of Phi Sigma Kappa Fraternity. The outline must be signed by all current members of the chapter and there will be need to be stipulations in place for all members who refuse to sign. The outline is due by April 4, 2014.

Phi Sigma Kappa must present a detailed outline of plans regarding the recruitment of new members for the Fall 2014 semester to the Office of Fraternity and Sorority Life (F&SL) and the Office of Community and Ethical Standards (OCES). The outline must include plans to recruit men that possess and will uphold the qualities and standards set forth by the International Headquarters of Phi Sigma Kappa Fraternity. The outline must be signed by all current members of the chapter and there will need to be stipulations for all members who refuse to sign. The outline is due by April 4, 2014.

Phi Sigma Kappa must comply with all sanctions listed above in addition to the actions provided to OCES by the International Headquarters of Phi Sigma Kappa as stated below:

- There needs to be representation from the International Headquarters or their designee present during the initiation of the Fall 2013 Pledge Class. The names and contact information of those individuals must be submitted to F&SL and OCES prior to the initiation for verification purposes.

- The chapter must sanction the following individuals with social suspension. These members are not allowed to be involved in any social events, activities, or functions for the remainder of the year. They are allowed to participate in philanthropic events that have no social component (i.e. fundraising socials) Those individuals are:
 - Redacted
 - Redacted
 - Redacted
 - Redacted
 - Redacted
- The chapter must conduct a chapter retreat to set up the following:
 - A new New Member Education structure
 - Committee structure
 - Detailed communication plan
 - Financial/Operational transparency plan
 - Educational programs on risk management
 - Members of the IHQ or Graduate Advisory Board must be present to facilitate this retreat. All plans must be approved by the IHQ. The chapter must have 100% attendance to include the Associate Members of the Fall 2013 Pledge Class. Phi Sigma Kappa must provide record of attendance. There will need to be sanctions for all members who do not attend without an excused absence. This retreat needs to be complete by April 26, 2014
- The chapter will conduct ritual chapter meetings for the remainder of the academic year. After this academic year, only one non-ritual meeting may be held per month.
- An advisory team will be identified to help facilitate yearly goal setting and accountability practices. This team will be recruited and vetted by the IHQ. The advisory team needs to be in place prior to any new membership recruitment
- Those members involved in the areas of concern (Designated Driver Program, scavenger hunt, asked to keep a fire burning, cleaning of apartments and off campus house) must attend additional training on values based recruitment and risk management.
- This will need to be completed at the Chapter Retreat and must be completed prior to any New Member Recruitment or Education Processes.
- The chapter must participate in community service/philanthropy once a semester with Special Olympics. (possible partner with Council for Exceptional Children) Area 13 Spring Games on April 25.

2013039301 Sigma Pi Incident Date: 12/13/13 Investigation Start Date: 1/10/14 Charge Date: 1/10/14 Date Resolved: 3/19/14

Description of Incident: Sigma Pi Fraternity was reported to have been engaged in inappropriate activities during the new membership process.

Charges

Hazing
Student Organizational Conduct

Findings

In Violation
In Violation

Sanction(s)

Disciplinary Probation through 5/15/15

Restriction of Privileges: Not be allowed to participate in recruitment of new members for the Spring 2014 Semester. Recruitment for the Fall 2014 Semester is contingent upon completing the other sanctions listed:

Other: Sigma Pi must present a detailed outline of all new membership activities planned for the Fall 2014 Semester to the Office of Fraternity and Sorority Life and the Office of Community and Ethical Standards. The outline must include new membership activities approved by the International Headquarters of Sigma Pi Fraternity. The outline must be signed by all current members of the chapter and there will be stipulations in place for all members who refuse to sign. The outline is due by February 28, 2014.

Sigma Pi must present a detailed outline of plans regarding the recruitment of new members for the Fall 2014 semester to the Office of Fraternity and Sorority Life and the Office of Community and Ethical Standards. The outline must include plans to recruit men that possess and will uphold the qualities and standards set forth by the International Headquarters of Sigma Pi Fraternity. The outline must be signed by all current members of the chapter and there will need to be stipulations for all members who refuse to sign. The outline is due by February 28, 2014.

Sigma Pi must comply with all sanctions listed above in addition to the actions provided to OCES by the International Office of Sigma Pi as stated below:

- All current members must attend the Hazing Prevention, Risk Management, and Recruitment Presentations conducted by Sigma Pi Executive Director, Michael Ayalon or his designee. These presentations will be conducted on February 8, 2014. Sigma Pi will be required to provide proof of attendance.

2013097901 Tau Kappa Epsilon Incident Date: 10/29/13 Investigation Started: 10/30/13 Charge Date: 1/10/14 Date Resolved: 1/10/14

Description of Incident: It was reported that associate members of Tau Kappa Epsilon were required to complete activities that may have been considered a violation of the hazing policy.

Charges

Hazing
Student Organizational Conduct

Findings

In Violation
In Violation

Sanction(s)

Disciplinary Probation through December 31, 2014

Tau Kappa Epsilon must comply with all sanctions listed above in addition to the actions provided by the International Office of Tau Kappa Epsilon as stated below:

Sanction(s)

- The chapter will develop a New Member Education Program that adheres to TKE, FIPG (www.fipg.org), and university policies. The program must be created by a collaborative effort between the chapter and TKE International Headquarters. Once completed, the chapter must present the document to the university. This plan is to be completed by January 31st, 2014.
- The chapter will only utilize rituals approved by Tau Kappa Epsilon Headquarters. Any "unofficial" rituals must cease.
- The chapter will partner with the Clemson University Office of Fraternity and Sorority Life to complete a hazing Prevention Workshop. This is a mandatory education session for all members of the chapter. Once completed, Clemson University will provide notification to Tau Kappa Epsilon International Headquarters verifying this event has taken place. This event is to take place prior to May 31st, 2014.
- The Prytanis (President) and Hegemon (Member Educator) of the chapter at the time of the incident will be removed from their offices and will not be allowed to return to the office for the period of 12 months. These members are Stewart Bryant and Ian Rickard respectively. The chapter will hold elections as soon as possible to fill the two vacant positions.

2013097901 Tau Kappa Epsilon (cont'd)

Sanction(s)(cont'd):

- In an effort to continue the development of the Sigma-Psi Chapter, Chapter leadership will partner with the International Headquarters to recruit and train an active Board of Advisors to act as mentors to the group moving forward.

Failure to comply will result in a recommendation of Suspension of the chapter's recognition and a referral to an administrative hearing.

Tau Kappa Epsilon will not be able to participate in any recruitment activities for Clemson University. You will also not be allowed to host, sponsor, or collaborate on any social events or programs. These stipulations will be in place until all sanctions have been completed and until Fall 2014.

2013027901 Sigma Alpha Epsilon Incident Date: 9/11/13 Investigation Started: 9/20/13 Charge Date: 9/20/13 Date Resolved: 9/24/13

Description of Incident: It was reported that Sigma Alpha Epsilon was reported to have engaged in disorderly conduct at the UGA game.

Charges

Student Organizational Conduct

Findings

In Violation

Sanction(s)

Handwritten apology letters to both Alpha Phi Sorority and Gamma Sigma Sigma Sorority
Required non-candidate sober monitors for home football games
Loss of block seating for the Wake Forest home game (Homecoming)

2013027801 Lambda Chi Alpha Incident Date: 8/31/13 Investigation Start Date: 9/20/13 Charge Date: 9/20/13 Date Resolved: 9/25/13

Description of Incident: It was reported that Lambda Chi Alpha provided alcohol to a student who was underage

Charges

Student Organization Alcohol

Findings

In Violation

Sanction(s)

Oral and Written Reprimand
Organization will develop a new action plan regarding the distribution of alcohol at social functions. Also, the organization will develop new policies for co-sponsoring social activities involving alcohol.

Academic Semester Spring 2013

2012128301 Sigma Chi Incident Date: 11/30/12 Investigation Start Date: 1/29/13 Charge Date: 1/29/13 Date Resolved: 2/19/13

Description of Incident: It was reported that members of Sigma Chi required their new members to engage in activities that may have been considered hazing.

Charges

Hazing
Student Organizational Conduct

Findings

In Violation
In Violation

Sanction(s)

Disciplinary Probation through May 11, 2014
In-Kind Restitution: Sigma Chi must present a detailed outline of all new membership activities planned for the Spring and Fall 2013 semesters to the Office of Fraternity and Sorority Life and the Office of Community and Ethical Standards. The outline is due by February 25, 2013.

Sigma Chi Fraternity will work with Fraternity and Sorority Life to coordinate and host a workshop on "Hazing" so that there is a clear understanding of what constitutes hazing. All members of the Sigma Chi Fraternity must attend. Contact Christina Wellhouser at (864) 656-4928 by March 1, 2013 to schedule an appointment to start the planning of the workshop. The workshop should be held prior to the start of Fall 2013 rush activities.

Restrictions: No associate or pledge members will be allowed to participate in the sober or designated driver program. You are only allowed to have fully initiated members participate as sober or designated drivers for the Spring and Fall 2013 pledge class.

Sigma Chi must comply with all sanctions listed above in addition to the actions provided to OCES in the membership review report received in December 2012. Failure to comply may result in more severe sanctions.

2012095001 Sigma Alpha Epsilon Incident Date: 11/7/12 Investigation Start Date: 11/28/12 Charge Date: 11/28/12 Date Resolved: 2/18/13

Incident Description: It was reported that associate members of Sigma Alpha Epsilon were participating in the homecoming float building activity without full members being present which may have violated University policy.

<u>Charges</u>	<u>Findings</u>
Student Organizational Conduct	In Violation

Sanction(s)

Oral and Written Reprimand

Disciplinary Probation through 5/13/13

Action Plan for Organization Moving forward:

- No longer hold organizational events at the Ski Lodge for the Spring 2013 semester.
- For future homecoming float builds, have a sign-in sheet for the float build to document who was present and the time and day.
- Provide educational opportunities for members related to proper and appropriate Student Organizational conduct.
- Include Alcohol and Drug education as part of the New Member education program and handbook.
- Have Executive Board members participate in a leadership retreat in Spring 2013
- Remove associate members (pledges) involved and found in violation of general student regulations in this incident in Fall 2012.