November 21, 2023

Delta Delta Delta Sorority
Sent electronically to [redacted]

Regarding Case Number: 2023054201

Dear Delta Delta Delta,

Based on the information presented and discussed, your organization, Delta Delta Delta Sorority, accepts Responsibility for their actions, which constituted a violation of LSU's Code of Student Conduct, specifically:

10.2 Coercive Behavior -- Responsible
10.2 Alcohol -- Responsible

As a result of the incident that occurred on August 22, 2023, where Delta Delta Delta Sorority new members were coerced to consume alcohol at an off campus gathering, your organization has submitted an Enhancement Plan. This will meet the requirements of the partnership process with Student Advocacy & Accountability:

Organization Warning
This accountability status will be effective November 21, 2022 through December 31, 2025. During this time, the organization may forfeit privileges as outlined below. The warning could be reflected on the Student Organization Scorecard.

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

1) Delta Omega's Membership Experience team will work with Dr. Mari Ann Callais, Sr. Director of Strategic Initiatives, to develop a two-year educational and experiential plan of action focused on:
• new member education and integration
• sponsor program expectations and implementation
• belonging and inclusion at all points of membership

The action plan will include in-person, interactive dialogues with set dates and topics. All officers on the Member Experience team are expected to contribute to the development of this plan and ensure that this plan is an integral part of new officer onboarding in both Spring 2024 and Spring 2025. Outline of this plan including key dates, desired outcomes and potential campus/community partners is due no later than February 1, 2024.

2) Delta Omega's Chapter Programming and Development and Community Relations team will work with [redacted] Sr. Director of Chapter Support, and Amanada Gordon, Collegiate Chapter Specialist, to develop a comprehensive risk reduction evaluation and educational plan for all members of Delta Omega. This plan will focus on:
•Alcohol expectations and education
•Social expectations and education (emphasis on activities outside of formal Delta Omega events)
•Integration of Tri Delta's Ritual and Growth and Development Philosophy in all activities and educational experiences
•Identification of opportunities to educate and collaborate with campus departments and the Greek community as a whole, in particular the sorority community at LSU

The plan will include key educational opportunities followed by action plans to ensure continued understanding and implementation of the content covered in the educational sessions. This plan, including key dates, desired outcomes and potential campus/community partners, is due no later than February 1, 2024.

3) Delta Omega's Executive Committee will collaborate with the LSU Fraternity and Sorority Life and Student Health Center to create dialogue opportunities within the Panhellenic community to discuss the current (pre)party culture, big/little campus traditions and expectations and other risky activities occurring in the community and develop strategies of how to create a safer and more educated community where all chapters understand expectations and potential consequences. Date(s) and format of these dialogues is due to the chapter's CCS no later than February 1, 2024.

4) 100% of the current active members of Delta Omega chapter will participate in an extensive, in-person hazing educational session to be led by [redacted] Sr. Director of Chapter Support, and other campus/community partners identified as experts in the definition, expectations, and potential violation outcomes of Louisiana specific hazing laws for organizations and individuals as well as LSU hazing and coercive behavior policy definitions, expectations, and potential violation outcomes. This training will be held before February 1, 2024, and refresher session will be held in Fall 2024 prior to the start of primary sorority recruitment. This will be repeated for Fall 2024 newly initiated members prior to the start of the Spring 2025 term.
Any time a new group of members joins this will be a part of their education. Education specific for new members will be done on the first day of their pledging as part of their introductory
meeting. Chapter advisors and key officers will be training on how to deliver this education moving forward each term once the two-year probationary period has ended.

5) The Director of Risk Management and Wellness and Director of Social Events shall develop & complete a general risk management plan. This plan will be worked into the collegiate chapter policies to be used moving forward. The risk management plan should be sent to the CCS for approval. The plan will include:
a. Tactics for avoiding pre-parties and post-parties
b. Plans for sober monitors
c. Plans for crisis response
d. Plan for how expectations will be communicated to the chapter
e. Plan for intervention during events
f. Plans for accountability post events
This plan must be approved prior to the first social event allowed during this probationary period. The

following restrictions will be placed on socials events involving alcohol during the probationary period:
a. Spring 2024 – Chapter will be allowed 2 social events with alcohol. ENFs much be submitted 5 weeks in advance of the events. No restriction on social events without alcohol but a full risk management plan must be submitted and approved before any event can occur and the full plan must be implemented with EVERY social event for the chapter moving forward.
b. Following Spring 2024, chapter progress will be reviewed each term by the volunteer team in collaboration with chapter leadership to determine any further limits on the number of events that include alcohol.

6) The chapter will communicate via email their status to Delta Omega chapter alumnae and local Baton Rouge alumnae. The letter will include, in general terms, the actions that led to the probation status, the chapter's plan to move forward and a call for alumnae members to help or get involved. The letter must be sent to the CCCo for approval by December 1, 2023, and will be sent out by the Fraternity on behalf of the chapter.

7) A committee comprised of key Delta Omega chapter officers and advisors will submit an additional 2 terms to this document based on what they identify as key areas of needed growth or education.

8) Delta Omega will fully comply with any additional sanctions or terms determined by LSU Fraternity and Sorority Life and/or the Student Advocacy and Accountability Office.

The following items will be completed by the deadline indicated and with verification of each item's completion submitted to Student Advocacy & Accountability using the online reporting form or via email to cnwilliams@lsu.edu.

The Enhancement Plan and Accountability Outcomes will be kept on file in Student Advocacy & Accountability. The Enhancement Plan will also be shared with all relevant LSU and headquarters staff.

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

Sincerely,

Crystal Williams
Case Manager, Student Advocacy & Accountability

CC: [redacted] Chapter Advisor, Delta Delta Delta Delta
[redacted] Sr. Director of Chapter Operations, Delta Delta Delta
Dr. Brandon Common, Vice President for Student Affairs
Dr. Jonathan Sanders, Associate Dean of Students and Director, Student Advocacy & Accountability
Kyrsti Wyatt, Assistant Director & Senior Case Manager, Student Advocacy & Accountability

Shawnna Eberhard-Smith, Director of Greek Life