

July 26, 2024

Sigma Lambda Gamma Sorority

Sent electronically to [REDACTED]

Regarding Case Number: 2023559201

Dear Sigma Lambda Gamma,

Based on the information presented and discussed, your organization, Sigma Lambda Gamma 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 Endangerment -- Responsible

10.2 Complicity -- Responsible

10.2 Hazing -- Responsible

As a result of the incident that occurred on April 8, 2024, where Sigma Lambda Gamma Sorority new members were forced to do "physical activities" causing emotional distress, your organization has submitted an Enhancement Plan. This will meet the requirements of the partnership process with Student Advocacy & Accountability:

#### Organization Suspension/Rescission of Registration

This accountability status will be effective July 23, 2024 through May 31, 2026. Suspension/rescission of registration will be reflected on the Student Organization Scorecard. The Organization that has completed a period of suspension may be reinstated by complying with the Greek Life New & Returning Organization Policy and all outcomes designated as due prior to reorganization.

The University will also ask that any national charter or affiliation that the organization has be revoked immediately. During this time, the organization will forfeit certain privileges, including:

- The organization may not sponsor, cosponsor, or participate in any and all social, intramural, athletic, or other similar activities on or off campus;
- The organization may not solicit any new members or pledges;
- The organization may not initiate any new members;
- Organizations that maintain a residence or meeting facility on University property may not occupy or utilize that facility unless and until the organization returns as a registered student organization in good standing.

Additional stipulations of the suspension/rescission of registration or qualifications for registering in the future will be outlined below.

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

#### Investigation Outcome

1. Eta Epsilon Chapter - 2 year suspension
2. ██████████ - 4 year suspension
3. ██████████ - 1 year suspension
4. ██████████ - 2 year suspension or upon graduation
5. ██████████ - 2 year suspension or upon graduation

#### Sanctions

1. Must complete a Hazing Prevention Course
2. Must complete a Bystander Intervention Course
3. Complete 20 hours of community service
4. Write (4 -8 pages) reflection paper to include information on the following topics:
  - a. Read the book “Hazing: Destroying Young Lives” by Hank Nuwer
  - b. Bystander Intervention
  - c. Define what hazing is and explain its various forms.
    - i. Discuss how hazing manifests in different organizations (e.g., fraternities, sororities, sports teams, military).
    - ii. Provide a brief history of hazing practices.
    - iii. Discuss how hazing traditions have evolved over time and how society's perception of hazing has changed.
  - d. Analyze the psychological effects of hazing on individuals, including short-term and long-term consequences.
  - e. Discuss the social dynamics and peer pressure that contribute to hazing practices.
  - f. Include specific case studies or examples of hazing incidents.
  - g. Analyze the outcomes of these incidents and the measures taken in response.
  - h. Personal Reflection and Experiences
    - i. Reflect on any personal experiences or observations related to hazing.
    - ii. Discuss how these experiences have shaped your understanding and perspective on the issue.
  - i. Preventative Measures and Solutions
    - i. Explore strategies for preventing hazing in organizations
    - ii. Discuss the role of education, policy changes, and cultural shifts in combating hazing.
  - j. Preventative Measures and Solutions
    - i. Explore strategies for preventing hazing in organizations.
    - ii. Discuss the role of education, policy changes, and cultural shifts in combating hazing.
  - k. Impact on Organizational Culture
    - i. Analyze how hazing affects the culture and reputation of organizations.
    - ii. Discuss the potential benefits of fostering a positive, inclusive environment instead.
  - l. Role of Leadership and Accountability
    - i. Examine the responsibility of leaders in preventing and addressing hazing.
    - ii. Discuss the importance of accountability and transparency in organizations.
  - m. Future Outlook and Recommendations

- i. Reflect on the future of hazing prevention efforts.
- ii. Offer recommendations for individuals, organizations, and society to address and eliminate hazing.

Upon the completion of your suspension, please follow up with Headquarters to be in good standing. Failure to complete these sanctions will lead to a membership review.

#### Chapter Sanction- 2 years

1. During this time chapter operations will be suspended, this includes but is not limited to:
  - a. Entity members cannot officially participate in university activities on behalf of Eta Epsilon. Members are allowed to participate in university activities as students.
  - b. Entity cannot host intake or recruitment events.
  - c. Entity cannot post on their official social media pages or website.
  - d. Entity cannot host fundraisers on behalf of Eta Epsilon.
  - e. Entity cannot conduct chapter meetings.
  - f. Entity cannot host social or academic events.
  - g. Entity cannot participate in campus-wide Fraternity and Sorority Life meetings or events.
2. Re-establishment of Entity
  - a. The Expansion Advisory Committee will be selected and trained by Headquarters.
  - b. Alumni from Eta Epsilon will need to be approved to participate by Headquarters.
    - i. Must complete the National Sorority's Journey 101 Education Course
    - ii. Be an active dues-paying member
    - iii. Must complete the Hazing Prevention Course
    - iv. No involvement in any hazing cases within the past 5 years
3. While the chapter is suspended, the members who have not received direct sanctions will be in good standing with the national organization if they opt-in for Collegiate at Large dues.

#### Organizational Learning Outcomes

1. Education:
  - a. SLG will update the advisor manual which includes proper communication protocol and reporting incidents, risk management and chapter operation resources.
  - b. SLG will conduct live/recorded advisor training to inform them on sorority policies and procedures.
  - c. The Membership Intake Process Guidelines: The Journey will be updated to include additional hazing training and provide clear guidelines on when and how new member practices should begin and how they should be conducted. Additionally, it will include the communication channels and how to report an incident if a member suspects hazing or unethical behavior.
  - d. SLG will participate in national anti-hazing campaigns and initiatives to raise awareness and foster a broader cultural change.
  - e. SLG will conduct regular assessments and surveys to measure the effectiveness of anti-hazing educational efforts and make necessary adjustments.
  - f. SLG will continue to inform all members are aware of the sorority's strict no-hazing policy and the consequences of violating it through the following channels:  
SLG's Annual Orientation, New Member Orientation, National Update Emails and Social Media.
  - g. SLG will create a Standards and Ethics Committee training to assist members and advisors on navigating interpersonal conflict and improving sisterhood.

2. Paperwork:

a. SLG will share clear and specific expectations regarding intake paperwork submissions and changes to paperwork throughout the year through the following methods: SLG's Annual Orientation, New Member Orientation, National Update Emails and Social Media.

3. Regional Directors (RDs)

a. RDs will host regional conferences and dedicate a workshop to anti-hazing education, ensuring participation from all chapters in their region.

b. While conducting regular visits to each chapter, RDs will personally address the importance of a hazing-free environment.

c. RDs will continue to establish clear and open communication channels between regional directors and chapter leaders to ensure ongoing dialogue about hazing prevention.

d. RDs will collect feedback from chapters regarding the effectiveness of anti-hazing programming and deliver this information to Headquarters for assessment.

4. Alumni

a. SLG will continue to require all alumni, advisory boards and active members to complete Journey 101 training which includes hazing prevention education to participate in journey education.

b. SLG will create hazing awareness and prevention educational materials specifically for alumni.

c. SLG will engage alumni in national anti-hazing campaigns and initiatives, fostering a sense of community and shared responsibility.

d. SLG will educate Advisors regarding risk management procedures and require Advisors to sign code of conduct form prior to accepting advisory chapter positions.

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](mailto: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,

A handwritten signature in black ink, appearing to read 'C. Williams', with a long horizontal line extending to the right.

Crystal Williams  
Case Manager, Student Advocacy & Accountability

CC: [REDACTED], Chief Risk Management Officer  
Dr. Fran'cee Brown-McClure, Associate Vice-President and Dean of Students  
Dr. Jonathan Sanders, Associate Dean of Students and Director, Student Advocacy & Accountability  
Beth Newell, Director, Greek Life  
Kyrsti Wyatt, Assistant Director & Senior Case Manager, Student Advocacy & Accountability