

February 7, 2018

Pi Kappa Phi Fraternity  
Sent electronically to [REDACTED]

Regarding Case Number: 2017122701

Dear Pi Kappa Phi,

As a result of the outcome below, the Interim Suspension of Activities for your organization has been lifted.

Based on the information presented and discussed, the Gamma Iota chapter of Pi Kappa Phi Fraternity accepts responsibility for their actions, which constituted a violation of LSU's Code of Student Conduct, specifically violating a rule of the university. As a result, your chapter has submitted the chapter enhancement plan, to meet the requirements of the partnership process with Greek Life and Student Advocacy & Accountability:

LETTER OF REPRIMAND - EFFECTIVE through December 31, 2018

As a result of the incident that occurred on October 13, 2017, where Pi Kappa Phi Fraternity held a social event that was not in compliance with the Greek Life Status Update dated October 4, 2017, the following will occur:

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](#).

Organization Letter of Reprimand

This accountability status will be effective February 7, 2018 through December 31, 2018.

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

#### CHAPTER & INDIVIDUAL SANCTIONS

1. Probation- Effective immediately, the Gamma Iota Chapter shall be placed on probation until December 31, 2018. The suspension does not restrict the chapter's ability to participate in fraternal functions beyond those restrictions outlined herein, however, any further violation of Fraternity and/or University policies may result in more severe sanctions.
2. Suspension of Events with Alcohol- On November 15, 2017, the chapter agreed to cancel all remaining events with alcohol through the conclusion of the Fall 2017 semester, including the previously-planned Christmas Cocktail.
3. Restriction of Events with Alcohol – The chapter may not host, sponsor, organize, or endorse more than one event per month – on and off campus, beginning in February until May 15, 2018 and must follow LSU, IFC, and Pi Kappa Phi's risk management policies. The Greek Accountability Team

approved no February events, two events in March and one in April. Events without alcohol are permissible without restrictions and must follow Pi Kappa Phi policies with event registration.

4. Membership Reaffirmation- The chapter's Executive Council, with the support of the Fraternity's Assistant Executive Director of Prevention & Accountability, will develop an expectations agreement outlining the chapter's minimum standards for members. Each member will be required to sign the expectations agreement, reaffirming his commitment to Pi Kappa Phi Fraternity at LSU. Signed copies of the membership expectations agreement from each individual wishing to remain classified as an undergraduate member of the Fraternity shall be submitted to the Assistant Executive Director of Prevention & Accountability no later than February 28, 2018. Verification shall be submitted to LSU SAA office by March 15, 2018 via an email.

5. Revision of the Associate Member Education Program- The Gamma Iota Chapter shall revise its associate member education program. The revised program shall utilize the associate member education resources available from the National Headquarters, as well as The White Diamond, and be no longer than six (6) weeks from Pre-Initiation to final exam, unless approved by the Director of Prevention Education or Assistant Director of Education. The revised associate member education program must be submitted to the Assistant Director of Education no later than March 31, 2018. Verification of the completed program shall be submitted to LSU SAA office by May 15, 2018 via an email from HQ.

#### EDUCATIONAL PROGRAMS

6. Leadership Retreat- The Executive Council will work with the University's Associate Dean and IFC Advisor, as well as the Fraternity's Director of Chapter Development and Chapter Advisor, to schedule a leadership retreat at the start of the Spring 2018 semester. The retreat should help the chapter leadership identify current strengths and opportunities, set goals for their term in office, and develop a plan to communicate this information to the chapter and hold members accountable for actively engaging in chapter activities. Verification shall be submitted to LSU SAA office by March 15, 2018 via an email.

7. Revised Written Risk Management Procedures- The chapter must submit revised written risk management procedures document to the Director of Prevention Education at least fourteen (14) days prior to the chapter's first event with alcohol during the Spring 2018 semester. The document will outline the Fraternity's risk management policies, as well as the procedures/steps the chapter will take to ensure compliance with Pi Kappa Phi and university policies. Verification shall be submitted to LSU SAA office by March 1, 2018 via an email by the HQ.

8. Ultimate Respect in Action Workshop- The Gamma Iota Chapter must have 80% of the chapter (80% of initiated members and 80% of associate members) in attendance for the Ultimate Respect in Action workshop, which will be held no later than March 15, 2018. The chapter will work with the Director of Program Logistics to schedule the program. Verification shall be submitted to LSU SAA office by March 31, 2018 via an email to include a sign in sheet and name of facilitator.

9. Written Behavioral Expectations for Associate Member Events & Activities- The Executive Council will work with the Assistant Director of Education to develop written behavioral expectations for associate member events and activities by April 15, 2018. The Archon and Warden will educate all members of the Gamma Iota Chapter (initiated members and associate members) on the policies for associate member events and activities. Additionally, each member of the chapter will agree, in writing, to abide by the expectations by the following deadlines: Fall 2018 Semester: August 31, 2018, Spring 2019 Semester: January 31, 2019, Fall 2019 Semester: August 31, 2019. Verification shall be submitted to LSU SAA office by May 15, 2018 via an email from the HQ.

10. Ritual of Initiation Training- The Gamma Iota Chapter must have 70% of all initiated members in attendance for a training on the Ritual of Initiation, which shall be held no later than March 15, 2018. The chapter will work with the Fraternity's Assistant Director of Education to schedule the training.

Verification shall be submitted to LSU SAA office by March 31, 2018 via an email.

#### ACCOUNTABILITY MEASURES

11. Chapter Standards Board Training- The chapter, with the support of the Chapter Advisor and Leadership Consultant, will utilize the nationally-approved curriculum to train the entire Gamma Iota Chapter Standards Board no later than February 28, 2018. The Standards Board Chair and Executive Council will propose amendments to the chapter's Standards Board bylaws as appropriate. A revised copy of the chapter's bylaws (if applicable) will be submitted to the Assistant Executive Director of Prevention & Accountability no later than March 15, 2018. Verification shall be submitted to LSU SAA office by March 31, 2018 via an email from the HQ.

12. Advisor Recruitment- The Fraternity's Director of Chapter Volunteers recruited a Chapter Advisor. The Chapter Advisor shall be introduced to the entire chapter during a meeting prior to February 15, 2018. The Director of Chapter Volunteer shall also recruit additional members for the chapter's Council of Advisors. Verification shall be submitted to LSU SAA office by March 1, 2018 via an email from the HQ.

13. Associate Member Education Activity Monitoring- The Chapter Advisor, a member of the Council of Advisors, a designated alumnus, or a representative of the national staff must be present at all associate member activities, including, but not limited to, associate member education sessions, subordinate rituals, and the Ritual of Initiation until the conclusion of the probationary period in order to monitor compliance with stated University and Fraternity policies. If a designated alumnus is unable to attend one of the chapter's associate member education activities, the Warden must notify the Office of Greek Life and make accommodations for the activity to occur in a campus classroom or meeting space.

14. Meetings with the Greek Life Staff- In order to offer continuing support to the chapter and ensure compliance with applicable University policies, the Archon will meet with the Greek Life staff at least once per month during the regular academic year until the conclusion of the probationary period, unless the Greek Life staff indicates the meetings can occur less frequently.

The enhancement plan and accountability outcome will be kept on file in Student Advocacy & Accountability within the Office of the Dean of Students. The enhancement plan will also be shared with all relevant LSU and headquarters staff.

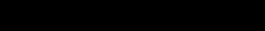
If you have any questions, please email me directly by replying to this message or call 225.578.4307 to speak with us.

Sincerely,



Chelsie Bickel  
Assistant Director, Student Advocacy & Accountability

CC: Angela Guillory, Associate Dean of Students and Director, Greek Life  
Dr. Jonathan Sanders, Associate Dean of Students and Director, Student Advocacy & Accountability  
Dr. Mari Fuentes-Martin, Associate Vice President and Dean of Students  
Dr. Kurt Keppler, Vice President for Student Affairs  
Donald Abels, Assistant Director, Greek Life  
[REDACTED] Pi Kappa Phi Chapter Advisor  
[REDACTED] Assistant Executive Director of Education & Accountability  
[REDACTED] Chief Executive Officer

 Director of Prevention Education  
Bart Thompson, LSU Police Department  
Laurie Braden, Executive Director, University Recreation