

December 6, 2018

Kappa Alpha Order
Sent electronically to [REDACTED]

PERSONAL AND CONFIDENTIAL

Regarding Case Number: 2018069301

Kappa Alpha Order ([REDACTED]):

Enclosed is the Administrative Agreement upon which we have agreed. Please contact me if you have any questions.

Sincerely,

Tracy Murry
Director of Conflict Resolution & Student Conduct

CC: Brandi Hephner LaBanc, Vice Chancellor for Student Affairs
Melinda Sutton, Assistant Vice Chancellor for Student Affairs and Dean of Students
Arthur Doctor, Director of Fraternal Leadership and Learning
Alexis Arndt, Interim Director of Leadership and Advocacy
Tullis Beasley, Director of Leadership Education - Kappa Alpha Order
Trey Horne, Advisor
O'Keefe Graham, Advisor



On December 6, 2018, through an administrative agreement, Kappa Alpha Order took responsibility for violating the following University Conduct Rule(s) and Regulations(s):

Student Organizational Conduct
Hazing

As a result, the following sanctions have been agreed upon:

- Three mandatory anti-hazing speakers or programs:

Spring 2019- This event will be open to the University of Mississippi Community. The proposed event must be approved by the Office of Fraternal Leadership and Learning and the Office of Conflict Resolution and Student Conduct by **February 1, 2019**. The approved event must occur by **May 1, 2019**. At the event, chapter advisors must be present. Each KA active member must "sign-in" to the event. The "sign-in" sheets must be turned into both the Office of Fraternal Leadership and Learning and Office of Conflict Resolution and Student Conduct within **24 hours** of the event. The sheets must demonstrate that 90% or more of the chapter attended the event. This may be a campus-wide event or designed specifically for Kappa Alpha Order. Collaboration opportunities with other organizations are allowed.

Fall 2019- This event should be designed for active members. The speaker or program must occur **at least two weeks prior to recruitment**. The proposed event must be approved by both the Office of Fraternal Leadership and Learning and the Office of Conflict Resolution and Student Conduct by **June 1, 2019**. At the event, chapter advisors must be present. Each KA active member must "sign-in" to the event. The "sign-in" sheets must be turned into both the Office of Fraternal Leadership and Learning and Office of Conflict Resolution and Student Conduct within **24 hours** of the event. The sheets must demonstrate that 90% or more of active members attended the event.

Fall 2019- This event should be designed for new members and it should occur **within the week after Bid Day**. The proposed event must be approved by both the Office of Fraternal Leadership and Learning and the Office of Conflict Resolution and Student Conduct by **June 1, 2019**. At the event, chapter advisors must be present. Each KA new member must "sign-in" to the event. The "sign-in" sheets must be turned into both the Office of Fraternal Leadership and Learning and Office of Conflict Resolution and Student Conduct within **24 hours** of the event. The sheets must demonstrate that all new members attended the event.



- A new member education program must be submitted to the Office of Fraternal Leadership and Learning and the Office of Conflict Resolution and Student Conduct by **June 1, 2019** and must be approved no later than **August 1, 2019**. The new member education program is not to exceed four weeks. The new member education program is limited to two activities per week (including meetings), of which only one may be social. Meetings and required activities must occur between the times of 5:00pm and 10:00pm. Advisors must be present at all new membership meetings and required activities. For non-required social events, alumni advisors are not required to attend and they may extend beyond 10:00pm. The program must include dates, times, location, and any attending advisors for each meeting and required activity. During the approved meetings and activities, university staff may attend to make observations to ensure a safe environment. In addition, no explicit or implicit expectation for new members to be at the house for anything other than these approved activities is allowed.
- A new accountability process must be submitted to the Office of Fraternal Leadership and Learning and the Office of Conflict Resolution and Student Conduct by **June 1, 2019** and approved by **August 1, 2019**. The process will detail how the chapter will inform and educate active members and new members as to the definitions of hazing and the chapter's response to allegations and evidence of hazing within the chapter, including internal processes and its relationship with the university's processes. The process should include information on how this accountability process, once approved, will be shared with active members, new members, and other invested parties.
- Each active member will review and sign an anti-hazing agreement. The agreement will confirm that the member is aware of the university's definitions of hazing and the processes in place to address violations of hazing. In addition, the agreement should confirm that the student will abide by policies related to hazing and will not participate in hazing. The agreements are due to the Office of Fraternal Leadership and Learning and the Office of Conflict Resolution and Student Conduct **two weeks prior to recruitment, Fall 2019**.
- The chapter will provide a report to the Office of Fraternal Leadership and Learning and the Office of Conflict Resolution and Student Conduct **within five days** of the date of this agreement. The report will contain a detailed list of all disciplinary actions taken against individual members based upon their involvement in these hazing incidents. If any actions are still pending, an update should be provided to both offices once the process is complete.

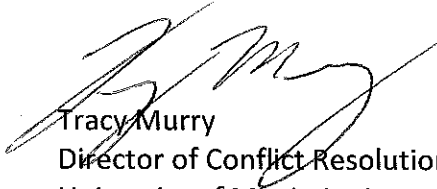


- A fine in the amount of \$20 per member (active membership based upon the October 19, 2018 roster submitted to the Office of Fraternal Leadership and Learning) is to be delivered by **January 31, 2019** to the Office of Fraternal Leadership and Learning to support future risk-management initiatives by the University of Mississippi.

You will be held accountable for completing **all** of the sanctions as described. Failure to comply with sanctions may result in additional charges from the Office of Conflict Resolution and Student Conduct.

If you have questions concerning the agreement, sanctions, or judicial process, please feel free to contact me at temurry@olemiss.edu

Sincerely,



Tracy Murry
Director of Conflict Resolution and Student Conduct
University of Mississippi