



November 27, 2019

Delta Gamma Sorority
Sent electronically to [REDACTED]

PERSONAL AND CONFIDENTIAL

Regarding Case Number: 2019066801

Dear Delta Gamma Sorority:

On Thursday, November 14, 2019, you accepted responsibility for violating the following University Conduct Rule(s) and Regulation(s):

Alcohol - Distribution of Alcohol
Student Organizational Conduct

As such, you have been issued the following sanction:

The Office of Conflict Resolution and Student Conduct supports the sanctions and directives imposed from the national organization. If the Alpha Psi chapter of Delta Gamma Sorority fails to complete the terms expressed in the letter, additional conduct charges could occur.

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 the content of this letter differs from your recollection, you must contact me via email as soon as possible. Students who do not complete sanctions within the time frame required are subject to the Educational Sanction Non-Compliance and Monitoring Policy in the M Book.

I hope that this has been an educational experience for you and that even while you may disagree with the outcome, you experienced an equitable process in alignment with our community values identified in the Creed. If you have questions concerning the decision, sanctions, or appeal process, please feel free to contact me at studentconduct@olemiss.edu.

Sincerely,

—

Tracy Murry
Director of Conflict Resolution & Student Conduct

CC: Brent March, Vice Chancellor for Student Affairs/Dean of Students
Arthur Doctor, Director of Fraternal Leadership & Learning
Brooke Hubbard, Associate Director of Fraternal Leadership & Learning
Will Takewell, Associate Director for Leadership & Learning
Leslie McMormick, Advisor
Ginger Brown, Advisor
Kim Ward, Regional Officer



November 4, 2019

[REDACTED]
Alpha Psi chapter of Delta Gamma Fraternity
University of Mississippi

Dear [REDACTED] and Alpha Psi chapter:

Delta Gamma's purpose as stated in Article II of the Fraternity Constitution is as follows:

The objects of this Fraternity shall be to foster high ideals of friendship among women, to promote their educational and cultural interests, to create in them a true sense of social responsibility and to develop in them the best qualities of character

Understanding and living by Article II, coupled with adherence to the 12 Fraternity Standards, positions a collegiate chapter for success and provides a positive experience for its members.

Prompted by the unregistered event with alcohol that occurred on the night of Bid Day, which violated many Delta Gamma policies and state and Federal laws, Delta Gamma Council has evaluated Alpha Psi chapter's status and has voted to place Alpha Psi on **Probation** status.

Probation is the most serious status for chapters, as it not only indicates that Council is deeply concerned about the chapter's viability, but it also renders your chapter in poor standing with the Fraternity; Alpha Psi will be ineligible to receive Fraternity awards and cannot be seated at Convention 2020. Probation status will remain in effect for at least one year.

As part of this Probation status, Alpha Psi will be assigned a Council Appointed Coordinator (CAC) that will serve as the primary contact and resource person for the chapter. This volunteer will help guide the chapter toward creating and embracing the cultural changes needed to improve and strengthen the bonds of sisterhood while following Fraternity policies, procedures and best practices. As soon as a CAC is appointed, you will be notified.

Aligning with and reflecting on Delta Gamma's Fraternity Standards, the initial terms of Probation status are as follows:

- **Demonstrating an understanding of and respect for Delta Gamma's larger purpose and values. (Fraternity Standard 1) and Fostering positive and collaborative relationships with their campus, community, alumnae and the larger Fraternity. (Fraternity Standard 4)**

- Alpha Psi chapter will abide by any sanctions rendered by Panhellenic or the University as a result of the Bid Day Party
- Alpha Psi will host your CAC for an Action Planning Visit in spring 2020. This visit could potentially include Region 3 Team members.

➤ **Executing all necessary operations to have a successfully functioning chapter. (Fraternity Standard 10)**

- Officers need to demonstrate clear knowledge of their roles, the content of the chapter's Bylaws and Standing Rules, and communicate relevant policies at chapter meetings and through other chapter communications.
- All required chapter officers will attend the Regional Training Day.
- The vice president: member education and director of new members should work closely with the Fraternity Director: Member Education to implement the following:
 - Add an additional week (e.g. Week 10) of the new member pursuit upon return to campus in the spring semester. This meeting should review the participation and goals of the new member class in making a cultural change and progressing the chapter which aligns with the Fraternity Standards.
 - Host an outside speaker (Fraternity or university level) regarding bystander intervention within the spring 2020 semester. Also host a class-specific intervention and discussions regarding status, Fraternity Standards and obligations, as well as and bystander interventions. This shall occur within the Spring 2020 semester.
 - The new leadership team, both collegians and advisers (transitioning in January 2020) should work closely with CAC, RD, and Fraternity Director: Member Education, to examine status and plans for moving forward.
 - Chapter should complete the Recommitment Ceremony, located in the DG Rituals Handbook, prior to the end of January 2020.

➤ **Empowering members to make informed decisions in high-risk situations based on Delta Gamma Fraternity's purpose and organizational values, while promoting risk management and personal safety. (Fraternity Standard 12)**

- Alpha Psi may not host events with alcohol from now through the spring 2020 semester.
- Educate Alpha Psi chapter members on the importance of policies relating to events with alcohol and holding all members accountable for their actions and behaviors. Every member of the chapter should immediately stop inappropriate behavior, not just those in officer positions. Include this education piece throughout the chapter's programming for the 2019- 2020 academic year.

- Due to the incidence of unregistered events, all officers involved in the planning and execution of events with alcohol must schedule a call with the Operations Specialist, Abby Kolczun, and CDS, Sarah Clark, to discuss proper event registration.

Immediately following elections, send your RCS a letter of commitment signed by all officers and directors of the incoming and outgoing Chapter Management Team and Honor Board. This letter should describe your intentions to meet the terms described in this letter and must specifically address your plan to adhere to Delta Gamma policy and procedure. This response will provide confirmation that your leadership understands the Probation status of Alpha Psi chapter. Refer to Appendix A, attached hereto, to provide guidance on how to meet the Fraternity Standards and include the ways to meet these standards in your letter. Send a copy of the commitment letter by November 15, 2019, to your RD, Mary Jensen (DirReg3@deltagamma.org) and Director: Chapter Operations, Alison Brackins (ChapterOperations@deltagamma.org).

It will be the responsibility of all chapter members to work toward meeting the initial terms outlined within this letter. As the chapter progresses on Probation status, additional terms may be communicated, as needed.

The Delta Gamma Council values Alpha Psi chapter as an important part of our Fraternity and will continue to track your progress via your CAC and the Region 3 Team. Alpha Psi's compliance with these terms can only come with a commitment and awareness from all members. I look forward to news that Alpha Psi has a plan to move forward.

In The Bonds,



Joanna Rosenow Shook, Alpha Upsilon-Southern Methodist
Council Trustee: Collegians

cc: Chapter Advisory Team
Fraternity Council
Fraternity Directors
Region 3 Team
Collegiate Development Specialist
Executive Offices

Appendix A: The abbreviated Fraternity Standards:

1. Demonstrating an understanding of and respect for Delta Gamma's larger purpose and values.
2. Championing authentic sisterhood that challenges women to become better versions of themselves.
3. Fostering chapter morale, enforcing policies and procedures and upholding Delta Gamma values through a functioning Honor Board.
4. Fostering positive and collaborative relationships with their campus, community, alumnae and the larger Fraternity.
5. Welcoming new members into our Fraternity utilizing values-based recruitment and adhering to all membership related policies and procedures.
6. Encouraging members to achieve their potential through participation in leadership and personal development opportunities.
7. Cultivating an environment that encourages and expects academic achievement.
8. Supporting the Delta Gamma Foundation and engaging in service to others in the spirit of "Doing Good."
9. Honoring all fiscal-related responsibilities to be in financial good standing.
10. Executing all necessary operations to have a successfully functioning chapter.
11. Fulfilling all required programming expectations in a thoughtful and intentional way.
12. Empowering members to make informed decisions in high-risk situations based on Delta Gamma Fraternity's purpose and organizational values, while promoting risk management and personal safety.