



March 23, 2022

Phi Kappa Psi Fraternity

Sent electronically to [REDACTED]

PERSONAL AND CONFIDENTIAL

Regarding Case Number: 2021030101

Dear Phi Kappa Psi Fraternity ([REDACTED]):

Enclosed is the signed mediation agreement. Please contact me if you have any questions or concerns.

Thank you,

Tracy Murry

Director of Conflict Resolution & Student Conduct

CC: Brent Marsh, Assistant Vice Chancellor for Student Affairs/Dean of Students

Brandon Ball, Regional Officer

Brian Hopkins, Chapter Advisor



Introduction

After an investigation, the University of Mississippi officially charged the Mississippi Alpha Chapter of Phi Kappa Psi Fraternity for being in violation of the University's Hazing Policy. While the University of Mississippi maintains there may be some evidence of hazing by the chapter, the chapter maintains that there is not. Nonetheless, everyone believes that the new member process and anti-hazing initiatives can be enhanced by the chapter to ensure a safe and more positive experiences for the future. Therefore, after several discussions between the chapter's executive team, advisors, and university officials, the following mediation agreement has been approved by the University of Mississippi and the Mississippi Alpha chapter of Phi Kappa Psi Fraternity. Both parties will coordinate and work to help ensure the articles below are completed in a timely manner. Furthermore, the items below will help restore any distress that may have been caused by the Mississippi Alpha chapter to the University of Mississippi and its constituents.

Action Plan

General Guidance

1. A representative from the national headquarters will visit and stay with the chapter during the first week of the new member education program to stress the importance of adhering to the new membership education program and to make clear that the organization does not allow or tolerate hazing to both the active member and new members.
2. Each active member shall review and sign an anti-hazing agreement on an annual basis. The agreement will confirm that the member is aware of the University's policies regarding hazing and the processes in place to address violations. In addition, the agreement should confirm that the student will abide by policies related to hazing and will not violate those policies. The agreements are due to the Office of Fraternity & Sorority Life and the Office of Conflict Resolution and Student Conduct **two weeks prior to recruitment.**
3. Each new member shall review and sign the Phi Kappa Psi's Fraternity's Code of Conduct and a document which details expectations throughout the new member education process. Copies of these signatures will be due to the Office of Fraternity & Sorority Life and The Office of Conflict Resolution and Student Conduct **within the first week of the new member education process.**
4. Chapter Advisors and housing corporation (alumni advisors) will address all members during the first week of new member education. The purpose will be to clarify the new member program and expectations that come with it, as well as provide information concerning the prevention and reporting of hazing.



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5. Revision of New Member Education:

- i. All new member educational activities and initiation must be completed no later than six (6) weeks from the date the new member becomes associated with the Chapter.
- ii. A new member education plan must be developed, submitted and approved by the Office of Fraternity & Sorority Life before bid day.
- iii. Alumni advisors will be identified. Their names and contact information will be submitted to the Office Fraternity & Sorority Life and the Office of Conflict Resolution and Student Conduct prior to the beginning of the new member education process. The aforementioned Alumni will be presented with a weekly agenda by the chapter's new member educators.
- iv. Meetings will strictly take place with the entire group of new members. New members will never be subjected to be alone or alone with an active member or members during their new member education process.
- v. As new member education meetings typically begin around 8pm, the new member education meetings will dismiss before 12am.

6. Accountability & Culture:

- i. Two mandatory anti-hazing speakers: one for active members prior to formal recruitment and one for new members after formal recruitment. The Chapter must have at least 90% attendance for both programs.
- ii. At least three times during the new member education program, new members will take an anonymous survey administered by the Chapter, much like the one distributed to the new members in the fall of 2021 by the Office of Conflict Resolution and Student Conduct. Any member will be able to report any hazing or uncomfortable interaction. It will also allow the Chapter to respond proactively and be able to address the situation immediately.
- iii. Any active member reported to be hazing will be subject to an investigation and sanctioned by the Chapter and reported to the Office of Conflict Resolution and Student Conduct.
- iv. The executive council will meet with new members at the mid-point on the new member education program to give space and opportunity for new members to provide information and feedback. A composite statement will be presented to the Office Fraternity & Sorority Life and the Office of Conflict Resolution and Student Conduct after these meetings take place.

7. Modifications to Events Calendar:

- i. The Chapter will sponsor an activity where members and new members will attend two Ole Miss sporting events. The chapter will create promotional material encouraging other students to attend the game.
- ii. The Chapter will host two philanthropy events during the calendar year of 2022.
- iii. The Chapter will host a non-alcohol social event in the spring of 2022, as well as one in the fall of 2022.



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8. Support and Accountability:

- i. The Chapter's president, vice president, and new member educators will meet once a month with the Office of Fraternity & Sorority Life (Office), at the Office's discretion.
- ii. The aforementioned group and the alumni advisors will meet with the Office of Fraternity & Sorority Life and the Office of Conflict Resolution and Student Conduct before commencement of the Chapter's new member education program to discuss hazing and accountability.
- iii. The Chapter executives will meet with staff from the Office of Fraternity & Sorority Life and the Office of Conflict Resolution and Student Conduct towards the end of each semester to review the progress of the items listed in this agreement. These meetings will continue each semester until all parties agree that the items have all been satisfied and completed.

Should any allegation regarding a violation of the hazing policy occur prior to the completion of this agreement, the University shall follow established procedures in determining the validity of the allegation. In addition, The University will communicate this allegation to the chapter's Advisory Team, who will also conduct an investigation and report findings to the University as well as to Phi Kappa Psi HQ. If the investigation reveals findings of hazing, the Chapter and HQ will assist in levying sanctions as deemed appropriate by all parties up to, possible suspension, chapter review and expulsion of members, if deemed necessary. Further, if there is a determination that there was a violation of the hazing policy by the Mississippi Alpha Chapter of Phi Kappa Psi Fraternity, the University would advocate for a suspension and/or Membership Review. If the allegation is self-reported, the University would take that action into account and would work with the Chapter and National Organization to resolve the issue.

Providing that all elements of this Mediation Agreement are completed by the end of the new member education program in fall of 2022, the Alpha Lambda chapter of Phi Kappa Psi Fraternity will have completed all responsibility related to this agreement. Any uncompleted items could result in additional conduct charges.




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

03/23/22
Date




MS Alpha Chapter
Phi Kappa Psi Fraternity

03/22/22
Date