

Introduction

On January 20, 2020, the University of Mississippi issued an interim suspension and initiated an investigation of the Delta Gamma Chapter of Phi Kappa Tau Fraternity based upon an incident report. After an investigation, the University of Mississippi officially alleged the Delta Gamma Chapter of Phi Kappa Tau Fraternity of being in violation of the University's Hazing Policy. After discussing the matter between chapter leadership/advisors and university officials, the following mediation agreement was approved by the University of Mississippi and the Delta Gamma Chapter of Phi Kappa Tau Fraternity in which the chapter admits responsibility for violating the University of Mississippi's Hazing Policy. Both parties will work together to help ensure that the items included in the action plan are completed and the Chapter is successful in repairing the harm endured as a result of these negative and dangerous behaviors.

Action Plan

The Chapter, BOG, and National Organization acting in concert to address the violations of University policy submit the following for consideration:

1. Suspension: That Chapter is placed on suspension for the date of this agreement until July 31, 2020, having already been interim suspended since January 22, 2020.
2. Probation: That Chapter be placed on four semesters of a graduated social probation (formals, swaps, date parties, etc.). Effective the semester classes start based on COVID pandemic. The probation to include both on campus and off campus activities.
 - a. First semester: No social events
 - b. Second semester: One social event approved by FSL, CRSC and Ole Miss Student Union
 - c. Third: Two social events (at least one substance-free) approved by FSL, CRSC and Ole Miss Student Union
 - d. Fourth: Three social events (at least one substance-free) approved by FSL, CRSC and Ole Miss Student Union
3. Extensive Membership Review: That each member shall be considered to be a member not in good standing. To be re-instated to good standing each member must:
 - a. Possess a resident, cumulative GPA of 2.7
 - b. Be enrolled as a full-time student with the University
 - c. Participate in a member interview with selected members of the BOG and national organization (Tristan Conroy, etc.)
 - d. Have zero debt with the Chapter or establish and maintain a payment plan to attain a zero balance.
4. Revision of New Member Education: The Chapter will initiate a redesigned membership education plan. This plan will incorporate updates from the National Organization and include the following

- a. 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.
 - b. All Membership Orientation Officers and those wishing to serve orientation committee must be approved by the BOG prior to assuming responsibilities.
 - c. New member education plan must be submitted to and reviewed by the Office of Fraternity & Sorority Life and approved by the University, BOG and the National Organization.
 - d. A trained advisor must attend and observe all new member meetings and activities. The new member program must be submitted to the Office of Fraternity & Sorority Life and the Office of Conflict Resolution & Student Conduct prior to formal recruitment
5. Accountability & Culture
- a. Removal of the entire Executive Board from office.
 - b. The Chapter must have an advisor that lives within fifty miles of Oxford and who will be actively involved in the operations of the chapter.
 - c. At its own expense, the Chapter will host an educational program focused on individual accountability and organizational culture following the Membership Review during the fall 2020 term. All members will be required to attend. This program will be conducted with input and direction from the University at its discretion.
 - d. Chapter executive board and recruitment team will complete the Disrupt the Culture program in conjunction with the William Magee Center for Wellness Education, incurring any associated costs for the program.
 - e. Two mandatory anti-hazing speakers: one for active members prior to formal recruitment and one for new members after formal recruitment. Phi Kappa Tau must have at least 90% attendance for both programs, and will cover all costs associated with programming.
 - f. The chapter agrees to host an alcohol and/or risk management speaker or program in the fall of 2020 and the spring of 2021. At least one of these programs must be open to the University of Mississippi community and must be approved by the Office of Conflict Resolution & Student Conduct and the Office of Fraternity Sorority Life. The Chapter will cover all costs associated with programming.
 - g. Each active member will review and sign an anti-hazing agreement and an anti-substance abuse agreement on an annual basis. The agreement will include the state of Mississippi statute, University of Mississippi policy, and specific examples based, in part, upon this incident.
6. Chapter Standards Board Training: The Chapter, with support from and under the direction of the National Organization and BOG will utilize the approved Standards Board manual. Members sitting on the Chapter's standard board will be trained fully on the manual and develop individual accountability under the direction of the BOG and National Organization.

- a. Chapter will also work with the Office of Conflict Resolution & Student Conduct to facilitate a training for the Standards Board.
 - b. Chapter will provide a document to the University that will detail how the Chapter will specifically handle individual and chapter hazing in the future through the internal processes of the Chapter. It should also include how hazing incidents and any standards process regarding hazing allegations will be communicated to the University.
7. Support and Accountability: The Chapter's President, Vice President, Membership Chairman and Orientation Officers will meet monthly with the Office of Fraternity & Sorority Life (Office), at the Office's discretion.
8. Community Service Activities: The Chapter will actively seek opportunities, with input from the Office of Fraternity & Sorority Life, to promote the Chapter and the University through community action.
 - a. The Chapter will undertake and complete no less than two (2) community service projects per semester through the spring term of 2021.
 - b. The membership will be required to participate at no less than ninety percent (90%) of the membership.
 - c. Participation will be recorded and forwarded to the Office of Fraternity & Sorority Life, BOG and National Organization.
9. Other:
 - a. The Chapter will provide a statement acknowledging responsibility for the violation of the University's hazing policy. The statement will condemn the hazing and pledge a commitment that hazing has no place in the Chapter nor at the University.
 - b. The Chapter will provide a document that explains how the Chapter, advisors, and the national organization will address and correct individual instances of hazing by members through the Chapter's standards board. Further, the document shall provide an avenue of notifying the University of those instances, should they occur, and action taken by the Chapter.
10. Chapter shall take all possible steps to eliminate the underage consumption of alcohol and those that promote, support and/or condone the irresponsible consumption of alcoholic beverages. These steps shall include efforts to prevent underage individuals from obtaining alcoholic beverages through the use of security, bartenders, providing alternate beverages, etc., and may include suggestions put forward by the University.
11. The Chapter leadership and advisors will meet with staff from the Office of Conflict Resolution and Student Conduct and the Office of Fraternity & Sorority Life 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.

During the time of suspension, the Delta Gamma chapter should not engage in any recruitment activities. The current suspension ends on May 2, 2022. At that time, the Delta Gamma chapter of Phi Kappa Tau Fraternity may be reinstated as an active organization on the University of Mississippi campus pending any additional requirements of the Phi Kappa Tau Fraternity

Headquarters, the Office of Fraternity and Sorority Life, and the Inter Fraternity Council. In addition, chapter would also need to completed the complete the re-registration process for recognized student organizations with The Gertrude C. Ford Ole Miss Student Union.

Providing that all elements of this Administrative Agreement are completed by August 1, 2022, the Delta Gamma chapter of Phi Kappa Tau Fraternity will have completed all sanctions related to this incident and will return in good standing with the Office of Conflict Resolution and Student Conduct. Any uncompleted items could result in additional conduct charges.