

## AGREEMENT

This agreement is entered on November \_\_\_\_, 2017, between the University of Mississippi (University), and Sigma Alpha Epsilon Fraternity (SAE).

### SECTION 1

1. The University, through the Vice-Chancellor for Student Affairs, has conducted an investigation into hazing allegations involving the Mississippi Gamma Chapter of SAE
2. During the course of that investigation, the University learned of violations of various University rules by SAE's Mississippi Gamma chapter or some of its members, or both. The chapter's conduct and conduct of some of its members is not consistent with the values shared by the University community or SAE, as a result of the violations the University and SAE, with the support of local alumni advisors in cooperation with the House Corporation have concluded this Agreement is appropriate.
3. SAE acknowledges and accepts as fact the violations uncovered during the University's investigation. As a result, SAE has determined that the charter of the Mississippi Gamma Chapter shall be suspended and the undergraduate chapter disbanded.
4. The University agrees that all operations of SAE will cease immediately, and until such time as SAE later receives recognition as a student organization at the University.
5. SAE Fraternity Headquarters will provide the University with the final decision of the SAE Board of Directors regarding the Mississippi Gamma chapter and the status of each chapter member at the time the charter is suspended and the chapter disbanded. To the extent allowable by applicable law, the University agrees to maintain the confidentiality of any information shared by SAE.
6. The University acknowledges that upon the final decision of SAE Board of Directors, to suspend the charter and disband the Mississippi Gamma Chapter, all members who joined SAE prior to the fall of 2017, will be suspended indefinitely. SAE and the University agrees that individuals who joined SAE in the fall of 2017, will be released from membership by SAE and are free to join another fraternity if they so elect.
7. SAE warrants to the University that the Mississippi Gamma Chapter, and all other entities supporting its operation have been disbanded, except the local House Corporation's continued operation of physical property management in accordance with the House Corporation's lease with the University and any supporting alumni association. Further, SAE acknowledges the loss of official recognition by the University as a student organization.

8. During the period that SAE is not a recognized student organization, SAE agrees that it will not support an underground group or use any underground group as a basis for a future colony. Should an underground group exist that is supported in any form by alumni or parents, the clock on the suspension will not begin until said group disbands. SAE agrees to cooperate with the University to address any such behavior.
9. The University and SAE agree that SAE will not seek recognition from the University or attempt to recruit any new members for the purpose of colonization before August 1, 2021.
10. If SAE meets the terms of this agreement, they may petition the Inter-Fraternity Council (IFC) as early as August 1, 2020 for a recolonization to take place and University recognition as a student organization to be granted on August 1, 2021. If IFC does not grant the petition in 2021, SAE may return to campus with University recognition granted without IFC approval on August 1, 2023.
11. Should SAE fail to comply with the terms of this Agreement or violate other University policies before August 1, 2021, SAE may not petition the IFC for recolonization or receive official recognition until August 1, 2023. If IFC does not grant the petition they cannot delay our return with University recognition as a student organization for more than 24 months.
12. At the point SAE is allowed to recolonize, staff from the national SAE organization agree to:
  - Train new officers and general members about operating a successful chapter at the University
  - Assist and educate the chapter at the University about the year-long recruiting process to ensure alignment with national SAE values, including how to recruit effectively during formal recruitment and to do so without the use of alcohol. These plans should serve as a long-term guide for the chapter.
  - Create a member education program that can serve as a long-term guide for the chapter.
  - Have staff of the Fraternity Headquarters or locally trained volunteers available during the entire process of formal recruitment for the first three years after the chapter is recognized;
  - Have a staff member of the Fraternity Headquarters make at least one visit of four (4) days to the chapter per term during the first two semesters after

recognition to ensure that appropriate measures are being taken to create a chapter aligned with the values of the National Fraternity

- Create a plan for hosting successful and safe social events, both on and off campus
- Implement the True Gentleman Experience (or related future program) with the chapter at the University
- The Chapter will create a Chapter Advisory Board to consist of no less than 5 members that are appointed and trained by SAE Staff at the time of recognition and thereafter; this board must meet with some frequency and remain actively engaged in fraternity activities.
- The Chapter will have a live-in house director.

Agreed on November \_\_\_\_, 2017.

**On behalf of the University:**

**On behalf of Sigma Alpha Epsilon Fraternity:**

\_\_\_\_\_  
Brandi Hephner LaBanc, Ed.D  
Vice Chancellor for Student Affairs  
University of Mississippi

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[Redacted Signature]

SECTION II

Upon the suspension of the charter and disbandment of the current undergraduate membership of the Mississippi Gamma Chapter of Sigma Alpha Epsilon as prescribed above, The University and local SAE House Corporation with the support of the National Fraternity agree and commit:

13. All suspended SAE members currently residing in the house will vacate the premises on or before 5:00 pm on Sunday, December 10, 2017, that are the subject of the lease between the University and the House Corporation, dated April 8, 1987.
14. The House Corporation may continue to occupy the premises by allowing a House Corporation employee, such as a house parent or graduate advisor, to occupy and maintain the premises to the extent required by any applicable insurance policy or lienholder. This Agreement modifies the April 8, 1987, Lease to the extent that its terms are not consistent with the provisions of this Agreement.

15. The House Corporation may pursue a sublease of the house consistent with the terms of the Housing Association's Lease Agreement with the University.

Agreed on November \_\_\_\_, 2017.

**On behalf of the University:**

**On behalf of Sigma Alpha Epsilon Fraternity:**

\_\_\_\_\_  
Brandi Hephner LaBanc, Ed.D  
Vice Chancellor for Student Affairs  
University of Mississippi

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[Redacted Signature]

**On behalf of the House Corporation:**

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Mississippi Gamma House Corporation  
Sigma Alpha Epsilon Fraternity

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