

June 11, 2020

Tau Kappa Epsilon Fraternity
Sent electronically to [REDACTED]

PERSONAL AND CONFIDENTIAL

Regarding Case Number: 2019050001

Dear [REDACTED],

On May 15, 2020, you, on behalf of your organization, Tau Kappa Epsilon, met with Chelsie Bickel, who after a review of the information, has made the following determinations regarding your responsibility for the following charges from the LSU Code of Student Conduct:

- 10.2 Hazing -- Not Responsible
- 10.2 Coercive Behavior -- Responsible
- 10.2 Complicity -- Responsible
- 10.2 Disorderly Conduct -- Not Responsible
- 10.2 Failure to Comply -- Responsible
- 10.2 Endangerment -- Not Responsible

Subsequently, you are assigned the following outcome:

Organization Deferred Suspension

This accountability status will be effective June 11, 2020 through December 31, 2020. Any subsequent finding of responsibility for a violation of the Code or University policy shall include the outcome of suspension/rescission of registration. During this time, the organization will be required to complete outcomes and may forfeit certain privileges which may include, but is not limited to, loss or limitation of social events or inability to participate in University events or activities. Deferred suspension will be reflected on the Student Organization Scorecard.

Organization Disciplinary Probation

This accountability status will be effective January 1, 2021 through May 31, 2021. During this time, the organization will be required to complete outcomes and may forfeit certain privileges which may include, but is not limited to, loss or limitation of social events or inability to participate in University events or activities. Disciplinary probation will be reflected on the Student Organization Scorecard.

With respect to the information listed above, the following additional sanctions/stipulations apply:

1. TKE Members will attend a hazing workshop facilitated by a TKE HQ representative with at least 85% attendance. Plan for workshop to include logistics, speaker, agenda, and date submitted to SAA and Greek Life for review and approval by July 31, 2020. Workshop should be held prior to taking new

members. Agenda and attendance for workshop sent to SAA by September 15, 2020.

2. The chapter will recruit an advisory board with TKE HQ assistance of at least 5 advisors and will be trained by Greek Life staff by July 31, 2020.

3. All active members will sign a Recruitment Contract that will reinforce quality recruitment practices and respect for prospective new members and new members. No recruitment activities (including summer) can take place until the recruitment contract is finalized and all active members have signed. Failure to sign or adhere to the Recruitment Contract will result in chapter suspension. Final recruitment Contract sent to SAA by July 1, 2020.

4. The chapter will work with Greek Life to restructure and develop a new member education process via virtual workshop with the executive board and members of the new member education team by July 1, 2020. The new plan will redesign the New Member (NM) plan including bid day and other activities associated with new members. The NM Plan will be submitted for review by Greek Life and HQ by July 13, 2020. At least one advisor must attend new member events. The plan should include which advisor is attending, to include a substitute advisor in case primary is unable to attend. New members are not required to attend any events, meetings, or activities not outlined in the NM Plan. Final plan sent to Greek Life and SAA by July 31, 2020.

5. All active members will be required to attend a meeting, with an advisor present, prior to Fall 2020 events/semester to discuss SAA outcomes, organization change, and the updated membership contract and recruitment contract. Attendees will be required to sign the updated Membership Contract. Failure to sign or adhere to the Membership Contract will result in chapter suspension. Contract, agenda and attendance sent to SAA by August 31, 2020.

6. TKE will host a drug use/mental health workshop with at least 80% attendance. Plan for workshop submitted to SAA and Greek Life for review by August 31, 2020. Agenda and attendance sent to SAA by September 30, 2020.

7. Membership Quality Board (MQB) will hold members accountable for violating chapter policies including alcohol/drug/hazing policies. MQB will hold accountability meetings with members associated with Fall 2019 concerns.

The following rationale has been provided by the hearing officer: New members participated in acts of personal servitude and demeaning behaviors in which the organization did not intervene and did not follow the NM plan. Based on this information, I have reached preponderance for coercive behavior, complicity, and failure to comply.

Per Section 6.0 of the Code of Student Conduct, you, on behalf of your organization, have the right to **accept** or **decline** this outcome. By accepting the outcome, your organization agrees to comply with the outcome and deadlines included in this letter, as well as accept responsibility for the organizations' actions in this case. To accept, you and your organization may simply work towards the deadlines for educational outcomes, there is no need to respond.

However, you, on behalf of your organization, may also decline the outcome in this letter and request that the case be reheard by a University Hearing Panel (UHP). In this instance, a UHP will issue a decision that will replace the outcome in this letter. Please refer to the [UHP Guide for Students](#) for more information on the hearing process. **You may request a UHP by completing following link [UHP Request form](#) within three (3) business days of the date of this letter.**

Your organization will be required to complete any conditions or activities as directed in this letter. Please understand that should the organization fail to complete any portion of this outcome, there may be additional outcomes or restrictions.

If you have any questions, please email dossaa@lsu.edu or email [REDACTED].

Sincerely,

Chelsie Bickel

Chelsie Bickel
Assistant Director, Student Advocacy & Accountability

CC: Dr. Jonathan Sanders, Associate Dean of Students and Director, Student Advocacy & Accountability
Angela Guillory, Associate Dean of Students and Director, Greek Life
Donald Abels, Assistant Director, Greek Life
Dr. Jeremiah Shinn, Vice President for Student Affairs
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[REDACTED] Local Advisor
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