

# USF Fraternity and Sorority Conduct History

January 1, 2021-March 11, 2024

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## Glossary of Statuses

**Good Standing:** No pending conduct action and no sanctions outstanding.

**Good Standing with Previous Misconduct:** Conduct violations within the past three years; organization is in good standing.

**Not In Good Standing:** The organization has current restrictions, incomplete sanctions, and/or is on probation or deferred suspension.

**Not Recognized/Suspended:** Separation from the University of South Florida. Currently not recognized by the University of South Florida.

**Pending Student Conduct and Ethical Development (SCED) Case(s):** The organization has a current case(s) pending with Student Conduct and Ethical Development.

**Interim Suspension:** During the period of the interim suspension, the organization is not allowed to hold or participate in any formal or informal meetings regarding the organization or the alleged violations; host/co-host/attend any programs, functions, or events; utilize any services/resources offered to the student organization through any University office/department (e.g. Intramurals, Center for Student Involvement, Center for Leadership and Civic Engagement, Fraternity and Sorority Life, Events and Meeting Services), participate in or hold leadership positions in their governing council; or conduct any recruitment/new member activities or have contact with any potential new members/new members. This interim suspension is to include any activity or events sponsored/co-sponsored by the chapter or any other entity.

## Student Code of Conduct

Current Regulation: USF Regulation 6.0021

### Alpha Delta Pi

Conduct Status: Good Standing

### Alpha Epsilon Pi

Conduct Status: Good Standing

### Alpha Kappa Alpha

Conduct Status: Good Standing

### Alpha Kappa Delta Phi

Conduct Status: Good Standing

### Alpha Omicron Pi

Conduct Status: Good Standing

### Alpha Phi Alpha

Conduct Status: Good Standing with Previous Misconduct

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1. **Incident Date:** October 29, 2021

**Charge(s):**

USF Student Code of Conduct/Health and Safety

**Sanction(s):**

Educational Program Referral (Completed): The student organization must create a plan to articulate how the organization will successfully engage in community service and philanthropic events moving forward to ensure compliance with USF COVID-19 guidelines.

Meeting with Staff Member (Completed): The organization must arrange a meeting to discuss the completed virtual community service action plan.

## **Alpha Sigma Phi**

**Conduct Status: Not Recognized/Suspended**

1. **Incident Date:**

January 12, 2023

November 14, 2022

**Charge(s):**

USF Student Code of Conduct/Student Organization Misconduct

USF Student Code of Conduct/Damage to Property

USF Student Code of Conduct/Alcohol/Alcohol 4

**Sanction(s):**

Suspension (Incomplete): Suspension until August 9, 2025. This means that Alpha Sigma Phi Fraternity will not be able to apply to have their membership reinstated until the fall 2025 semester. During this period of suspension, and until reinstated, Alpha Sigma Phi Fraternity is to cease and desist all chapter operations. This includes, but is not limited to, meetings, gatherings, intercollegiate competitions, intramural sports, social functions, retreats, philanthropic events, campus-related activities, recruitment, and all activities or interactions with new members.

Residence Hall Transfer/Removal (Completed): Immediate administrative relocation of all Alpha Sigma Phi Members living in the on-campus fraternity house. Members of Alpha Sigma Phi may not reside in the Greek Village. Housing and Residential Education Assignments will be in contact with each member living in the Alpha Sigma Phi Fraternity house with further instructions.

Please note, suspension or loss of recognition of a Greek organization will have implications on the Greek Village Master lease and occupancy of the house assigned to Alpha Sigma Phi members. This suspension will result in immediate loss of access to the residential building for out-of-house members/students.

Educational Program Referral (Incomplete): Completion of Incomplete Educational Sanctions

If any current members from Fall 2022 or Spring 2023 remain members at the time of re-application, Alpha Sigma Phi Fraternity must successfully finish all of the previous incomplete educational sanctions prior to Fraternity application for membership reinstatement.

2. **Incident Date:** October 6, 2022

**Charge(s):**

USF Student Code of Conduct/Alcohol/Alcohol 7

USF Student Code of Conduct/Residence Hall Policies

USF Student Code of Conduct/Student Organization Misconduct

**Sanction(s):**

*Date Last Updated: March 11, 2024*

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Educational Program Referral (Incomplete): Your leadership must meet with Travis Crudele-Roberts regarding USF and Alpha Sigma Phi alcohol policies. After this meeting, you must create a presentation on alcohol policies and safety to give to the entire fraternity and submit to Center for Student Involvement, Student Conduct and Ethical Development, and Alpha Sigma Phi Headquarters. Upon approval of all parties, you must give the presentation to the fraternity members.

Conduct Probation: Student Organization (Incomplete): Conduct probation until May 4, 2023. During the period of conduct probation, the student organization is considered not in good conduct standing with the University. Conduct probation may result in restrictions of privileges and/or activities which may include, but are not limited to, being prohibited from hosting/co-hosting/attending any programs, functions, socials, or events with other student organizations (including fraternities and sororities), utilizing any services/resources offered to student organizations through any University office/department (e.g. Intramurals, Center for Student Involvement, Center for Leadership and Civic Engagement, Fraternity and Sorority Life, Events and Meeting Services), participating in or holding leadership positions in your governing council. Conduct probation is a period of reflection on behavior and an opportunity to demonstrate satisfactory citizenship. Further conduct violations while on conduct probation may impact the severity of future sanctions

## 3. **Incident Date:** March 2, 2022

### **Charge(s):**

USF Student Code of Conduct /Hazing/Hazing 1

USF Student Code of Conduct/Hazing/Hazing 3

### **Sanction(s):**

Conduct Probation: Student Organization (Completed): Conduct probation until December 9, 2022. During the period of conduct probation, the student organization is considered not in good conduct standing with the University. Conduct probation may result in restrictions of privileges and/or activities which may include, but are not limited to, being prohibited from hosting/co-hosting/attending any programs, functions, socials, or events with other student organizations (including fraternities and sororities), utilizing any services/resources offered to student organizations through any University office/department (e.g. Intramurals, Center for Student Involvement, Center for Leadership and Civic Engagement, Fraternity and Sorority Life, Events and Meeting Services), participating in or holding leadership positions in your governing council. Conduct probation is a period of reflection on behavior and an opportunity to demonstrate satisfactory citizenship. Further conduct violations while on conduct probation may impact the severity of future sanctions.

Restriction of Activity (Completed): The organization is restricted from hosting and/or sponsoring any social events with alcohol for the Fall 2022 semester. Should the organization not complete all assigned sanctions by the University and Alpha Sigma Phi Headquarters before the conclusion of the Fall 2022 semester, this restriction will remain active until all sanctions are completed.

Educational Program Referral (Completed): The Chapter will be required to submit a draft new member education plan by September 1, 2022, to Alpha Sigma Phi and Melissa Graham, melissan1@usf.edu. The Chapter President, Vice President of Membership Enrichment, and Chapter Advisor will meet with Fraternity Staff to review the plan.

*Date Last Updated: March 11, 2024*

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Educational Program Referral (Completed): The Chapter will complete Responsible SIG, Alpha Sigma Phi's health and safety program with 90%-member attendance. The program should occur by September 15, 2022.

Educational Program Referral (Incomplete): All fall 2022 new members will be required to complete Tightrope, Alpha Sigma Phi's online health and safety program by September 30, 2022.

Educational Program Referral (Completed): All new members events for fall 2022 will take place on campus in a university classroom or meeting room. The Chapter is expected to reserve room space prior to the start of the semester so that they can have appropriate venues for all education sessions. The Vice President of Membership Enrichment and President are the only two members to lead educational efforts unless approved by the Chapter Advisor. The organization must notify Travis Crudele-Roberts, Assistant Director of the Center for Student Involvement where new member activities will be occurring on-campus.

Meeting with Staff Member (Completed): The organization must meet with Travis Crudele-Roberts, Assistant Director, Center for Student Involvement, on or before the deadline date to discuss the chapter's continued success as a student organization at the University of South Florida and the steps the organization is taking to ensure all members are educated on the dangers and implications of hazing. If you fail to meet with the assigned staff member, it will be considered a failure to complete your assigned sanction/s.

## **Beta Theta Pi**

**Conduct Status: Good Standing with Previous Misconduct**

1. **Incident Date:** October 29, 2021

**Charge(s):**

USF Student Code of Conduct/Disruptive Conduct/Disruptive Conduct 5

USF Student Code of Conduct/Student Organization Misconduct

**Sanction(s):**

Conduct Probation (Completed): Conduct probation until May 6, 2022. While on conduct probation, your student organization is not considered in good conduct standing with the University.

Educational Program Referral (Completed): The organization must arrange for a workshop/training on risk management.

Educational Program Referral (Completed): The organization must create a comprehensive social event-planning guide.

Meeting with Staff Member (Completed): The executive board must arrange a meeting to discuss the completion of the assigned sanctions and the plans for the student organization.

Restriction of Activity (Completed): The organization is restricted from hosting and/or sponsoring any social events with alcohol through the end of the Spring 2022 semester.

## **Chi Omega**

**Conduct Status: Good Standing**

## **Chi Upsilon Sigma**

**Conduct Status: Good Standing**

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## **Delta Chi**

**Conduct Status:** Not Recognized/Suspended

\*Previously suspended, but was eligible to return as of August 7, 2021

## **Delta Delta Delta**

**Conduct Status:** Good Standing with Previous Misconduct

**Incident Date:** Unknown (Notification was provided to Center for Student Involvement by Tri Delta Executive Office – incident was not reported to USF)

**Charge(s):** No violations of the USF Student Code of Conduct; the below violations are from the Executive Office of Tri Delta)

Failure to maintain proper social standards

Failure to comply with Fraternity policies and/or procedures or Bylaws to observe procedures relative to efficient chapter management

Contributing to the impairment of the welfare or prestige of the Fraternity

**Sanction(s):** Outlined by Tri Delta and supported by the University of South Florida

**Probation (Complete):** Probation until December 31, 2023.

**Restriction of Activity:** The chapter is not allowed to host any social events. This includes, but is not limited to, social functions, mixers, date parties, or events (excluding philanthropic events).

**Educational Program Referral (Complete):** Complete an alcohol and illegal substances education workshop to be presented to the chapter.

## **Delta Epsilon Psi**

**Conduct Status:** Good Standing

## **Delta Gamma**

**Conduct Status:** Good Standing

## **Delta Phi Omega**

**Conduct Status:** Good Standing

## **Delta Sigma Theta**

**Conduct Status:** Good Standing with Previous Misconduct

## **Delta Tau Delta**

**Conduct Status:** Good Standing with Previous Misconduct

1. **Incident Date:** October 14, 2023

**Charge(s):**

USF Student Code of Conduct/Student Organization Misconduct

**Sanction(s):**

**Meeting with Staff Member (Complete):** You must work with Travis Crudele-Roberts, travis42@usf.edu to ensure training of the incoming Executive Board on FSL policies, including event registration.

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## **Delta Tau Lambda**

**Conduct Status:** Good Standing

## **Gamma Phi Beta**

**Conduct Status:** Good Standing with Previous Misconduct

1. **Incident Date:** October 5, 2023

**Charge(s):**

USF Student Code of Conduct/Student Organization Misconduct

**Sanction(s):** Written Reprimand

## **Iota Phi Theta**

**Conduct Status:** Good Standing

## **Kappa Alpha Psi**

**Conduct Status:** Good Standing

## **Kappa Delta**

**Conduct Status:** Good Standing

## **Kappa Phi Lambda**

**Conduct Status:** Good Standing with Previous Misconduct

1. **Incident Date:** Unknown (Notification was provided to Center for Student Involvement by Kappa Phi Lambda Sorority, Inc.'s National Leadership Team – incident was not reported to USF)

**Charge(s):** No violations of the USF Student Code of Conduct; the below violations are from the National Leadership of Kappa Phi Lambda Sorority, Inc

Hazing

Violating risk management protocols, and standards set forth by the National Leadership and the Program Educator Manual.

**Sanction(s):** Outlined by Kappa Phi Lambda Sorority, Inc.'s National Leadership Team and supported by the University of South Florida

Probation (Complete): Probation through the Fall 2023 semester.

Educational Program Referral (Complete): Participate in an anti-hazing workshop.

Educational Program Referral (Complete): Membership is to attend a feedback development workshop.

## **Kappa Sigma**

**Conduct Status:** Not In Good Standing

1. **Incident Date:** October 11, 2023

**Charge(s):**

USF Student Code of Conduct/Disruptive Conduct/Disruptive Conduct 5

USF Student Code of Conduct/Damage to Property

**Sanction(s):**

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Lease, Local Ordinance, and Plan for Success Presentation (Incomplete): Your organization is required to present an overview of your leasing agreement with Aspen Heights Apartments as well as the local ordinance laws for noise and events.

Restitution (Complete): You have communicated with the Aspen Heights leasing office to resolve the tread mark damages. Confirmation of this agreement has been shared with Student Conduct and Ethical Development. No further action is required to complete this sanction.

## **Lambda Theta Alpha**

**Conduct Status: Good Standing**

## **Lambda Theta Phi**

**Conduct Status: Good Standing**

## **Lambda Upsilon Lambda**

**Conduct Status: Good Standing**

## **Mu Sigma Upsilon**

**Conduct Status: Good Standing**

## **Omega Phi Beta**

**Conduct Status: Good Standing**

## **Omega Psi Phi**

**Conduct Status: Good Standing**

## **Phi Beta Sigma**

**Conduct Status: Good Standing**

## **Phi Delta Theta**

**Conduct Status: Good Standing with Previous Misconduct**

1. **Incident Date:** October 14, 2023

**Charge(s):**

USF Student Code of Conduct/Student Organization Misconduct

**Sanction(s):**

Meeting with Staff Member (Complete): You must work with Travis Crudele-Roberts, travis42@usf.edu to ensure training of the incoming Executive Board on FSL policies, including event registration.

## **Phi Gamma Delta**

**Conduct Status: Not In Good Standing**

1. **Incident Date:** March 27, 2022

**Charge(s):**

USF Student Code of Conduct/Disruptive Conduct/Disruptive Conduct 5

**Sanction(s):**



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Educational Program Referral (Incomplete): The organization must arrange a time for Student Conduct and Ethical Development to present on how to be a good neighbor and student organization responsibility off-campus. This presentation can occur in-person or virtually through Microsoft Teams during a chapter meeting where at least 80% of the membership will be present.

Educational Program Referral (Incomplete): The organization must work with the Center for Student Involvement staff to plan and implement a workshop on how to appropriately plan and execute successful social events off-campus with consideration given to university policies and local ordinances regarding noise. Upon completion of the workshop conducted by a staff member within the Center for Student Involvement, Phi Gamma Delta is to create an action plan for membership regarding responsibility as an organization to engage appropriately off-campus during social events and membership activities. The purpose of this sanction is to engage members in purposeful thought about what it means to be a member of the University of South Florida community, Phi Gamma Delta fraternity, and how to be a good community partner. The plan should focus on maintaining appropriate noise levels and expectations about member behavior.

## 2. **Incident Date:** October 9, 2021

### **Charge(s):**

USF Student Code of Conduct/Disruptive Conduct/Disruptive Conduct 5

USF Student Code of Conduct/Student Organization Misconduct

### **Sanction(s):**

Educational Program Referral (Incomplete): The organization must create an action plan for your membership regarding your responsibility as an organization to engage appropriately off-campus during social events and membership activities.

Educational Program Referral (Incomplete): The organization must arrange a time for Student Conduct and Ethical Development to present on how to be a good neighbor and student organization responsibility off-campus.

## 3. **Incident Date:** March 1, 2021

### **Charge(s):**

USF Student Code of Conduct/Health and Safety

USF Student Code of Conduct/Student Organization Misconduct

USF Student Code of Conduct/Hazing/Hazing 1

USF Student Code of Conduct/Hazing/Hazing 3

### **Sanction(s):**

Deferred Suspension (Complete): Deferred suspension until September 17, 2021. During this period of deferred suspension, the organization is allowed to continue normal operations. Any violation of the Student Code of Conduct while on deferred suspension could result in immediate suspension of the organization from the University.

Educational Program Referral (Incomplete): The organization must comply with the conditions and timely complete the sanctions assigned by Phi Gamma Delta International Headquarters, as outlined in the March 26, 2021, Informal Conduct Process Resolution.

Meeting with Staff Member (Incomplete): Meet to discuss the organization's progress on completion of the assigned sanctions.

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Meeting with Staff Member (Incomplete): Meet to discuss the organization's adherence to the conditions of the deferred suspension.

## **Pi Delta Psi**

**Conduct Status: Good Standing**

## **Pi Kappa Alpha**

**Conduct Status: Good Standing with Previous Misconduct**

1. **Incident Date:** October 24, 2022

**Charge(s):**

USF Student Code of Conduct/Student Organization Misconduct

USF Student Code of Conduct/False Information/False Information 1

USF Student Code of Conduct/Failure to Comply

USF Student Code of Conduct/Damage to Property

**Sanction(s):**

Conduct Probation: Student Organization (Completed): Continuation of Conduct probation until May 1st, 2023.

During the period of conduct probation, the student organization is considered not in good conduct standing with the University. Conduct probation may result in restrictions of privileges and/or activities which may include, but are not limited to, being prohibited from hosting/co-hosting/attending any programs, functions, socials, or events with other student organizations (including fraternities and sororities), utilizing any services/resources offered to student organizations through any University office/department (e.g. Intramurals, Center for Student Involvement, Center for Leadership and Civic Engagement, Fraternity and Sorority Life, Events and Meeting Services), participating in or holding leadership positions in your governing council. Conduct probation is a period of reflection on behavior and an opportunity to demonstrate satisfactory citizenship. Further conduct violations while on conduct probation may impact the severity of future sanctions.

Educational Program Referral (Completed): You must schedule a meeting with Travis Crudele-Roberts, Assistant Director, Center for Student Involvement (travis42@usf.edu) regarding the Operating Procedure on Social Events. At least 75% of your Executive Board must be present and it must include your Social Chair and Chapter Advisor(s). After this meeting, you must send an email confirmation of your meeting and attendance list to Ian Carroll (icarroll@usf.edu) and cc Travis Crudele-Roberts.

Reflection/Research Paper (Completed): You must submit to Ian Carroll, a letter of apology addressed to Keel Farms regarding the behavior of your organization on 10/24/2022. The letter must be at least 500 words but your creativity in presentation can vary, should you wish to have more individuals involved or a unique format. Your letter must be completed and submitted on or before March 31st, 2023. The letter will be sent to Keel Farms by Ian after completion.

Community Service (Student Organization) (Completed): You must arrange with Beth Farrell (EMAIL: beth@keelandcurleywinery.com, PHONE: 813-752-3892 ext. 09) a community service event for the brothers of your organization. At least 50% of the brothers must attend (EXCLUDING any new members from the Spring 2023 semester). The service type, date, and time can be decided between your organization and Keel Farms, depending on the availability and need of both of your

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organizations. A group photo should be taken to be submitted along with an attendance roster. The community service must be completed by May 1st, 2023.

2. **Incident Date:** March 23, 2022

**Charge(s):**

USF Student Code of Conduct/Hazing/Hazing 1

**Sanction(s):**

Conduct Probation (Complete): Conduct probation until May 1, 2023.

Educational Program Referral (Complete): Chapter Recommitment Process.

Educational Program Referral (Complete): The organization will re-educate the membership on the Fraternity's Standards to ensure that every member understands the risks involved with hazing.

Educational Program Referral (Complete): Chapter Statement of Position on No Hazing – during the first meeting of new member process in Fall 2022, the organization shall educate on the dangers of hazing and review the Chapter Statement of Position on Hazing.

Educational Program Referral (Complete): The chapter and alumni advisory board will develop a monthly reporting system to measure the execution of all sanctions and overall progress. The chapter leadership will begin reporting to the International Fraternity beginning on August 1, 2022 and continue through the completion of all sanctions.

Educational Program Referral (Complete): The organization shall revise the following programs to ensure the entire program is consistent with the Fraternity's Standards and University policies: New Member Education Program, Member Development Program, Chapter Judicial Board, Membership Contract, Health and Safety program.

Meeting with Staff Member (Complete): The chapter officers shall schedule monthly meetings with members of the University administration in both the Center for Student Involvement and Student Conduct and Ethical Development.

3. **Incident Date:** September 15, 2021

**Charge(s):**

USF Student Code of Conduct/Disruptive Conduct/Disruptive Conduct 1

USF Student Code of Conduct/Student Organization Misconduct

**Sanction(s):**

Conduct Probation (Complete): Conduct probation until May 6, 2021. While on conduct probation, your student organization is not considered in good conduct standing with the University.

Educational Program Referral (Complete): Create a training for the organization's membership regarding responsibility as an organization to conduct yourselves with fairness and respect while participating in a sport.

Meeting with Staff Member (Complete): Meet to discuss the presentation and solicit feedback.

Restriction of Activity (Complete): Restricted from having fans attend and participate at any Intramural Sports Program until the membership training on sportsmanship is completed and approved by Student Conduct and Ethical Development.

## Pi Kappa Phi

**Conduct Status:** Not In Good Standing

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1. **Incident Date:** September 9, 2023

**Charge(s):**

USF Student Code of Conduct/Alcohol/Alcohol 4

USF Student Code of Conduct/Alcohol/Alcohol 7

USF Student Code of Conduct/Student Organization Misconduct

**Sanction(s):**

Conduct Probation (Incomplete): Pi Kappa Phi will be on Conduct Probation from October 30, 2023 to May 2, 2024. During the period of conduct probation, the student organization is considered not in good conduct standing with the university.

Completion of Headquarters Sanctions (Incomplete): The organization must complete their sanctions assigned by Pi Kappa Phi Headquarters.

2. **Incident Date:** February 11, 2022

**Charge(s):**

USF Student Code of Conduct/Alcohol/Alcohol 4

USF Student Code of Conduct/Hazing/Hazing 1

**Sanction(s):**

Conduct Probation (Completed): Conduct probation until December 15, 2022. While on conduct probation, your student organization is not considered in good conduct standing with the University.

Educational Program Referral (Completed): Completion of the Spring 2022 Associate Member Education Program by June 1, 2022.

Educational Program Referral (Completed): The National Headquarters staff will conduct a membership review pursuant to the established membership review process, which will be provided in a memorandum to the undergraduate members prior to the date of the review. As part of the membership review, members of the National Headquarters staff shall conduct individual interviews with any individual wishing to retain his status as an undergraduate member of the Chapter.

Educational Program Referral (Completed): The Executive Council and Risk Management Chairman will create an environment that is in compliance with the Fraternity's risk management policy by ensuring there are no tables/paraphernalia that give the appearance they are used for drinking games at any events a reasonable, objective observer would associate with the fraternity; ensuring there are no keg/common source alcohol containers at any events a reasonable, objective observer would associate with the fraternity; and re-enforcing proper associate member programming without alcohol.

Educational Program Referral (Completed): The Chapter will have at least 90% of the chapter (90% of initiated members and 90% of associate members) complete the Ladder of Risk online education program, which shall be completed by September 30, 2022. The chapter will work with the relevant staff member to complete the program through the Fraternity LMS.

Educational Program Referral (Completed): The Chapter must have 90% of the chapter in attendance for the Ultimate Respect in Action workshop, which will be held no later than October 15, 2022. The chapter will work with the Director of Program Logistics to schedule the program. A trained facilitator will educate members and associate members on the Fraternity's expectations related to the treatment of brothers, associate members, and guests. Additionally, through this 2.5-hour program, members and associate members will learn how to create a culture where all people are treated with dignity and respect, as well as the skills needed to intervene effectively when members violate established expectations.

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Educational Program Referral (Completed): The Zeta Eta Chapter, with the support of the Chapter Relationship Manager, Leadership Consultant, and Chapter Advisor, will host a staff member or fraternity volunteer for recruitment workshop during their visit. This training will include the Vice Archon and his recruitment committee on the chapter identity and finding the ideal potential new member. This workshop must be completed prior to a bid being extended in the Fall of 2022. Confirmation of attendance at this workshop needs to be relayed to Student Conduct and Ethical Development for this sanction to be considered complete.

Reflection/Research Paper (Completed): Reflect on the history of the organization and identify past traditions that have been or could potentially be harmful. Develop a plan that outlines how you plan to replace, modify or eliminate those traditions and what future traditions or events will look like. The Warden with the assistance of the chapter executive board will develop a 15-30-minute chapter presentation on the identified items and replacement activity. This program will outline the potential for harm created by each practice/tradition/activity and what the replacement practice/tradition/activity will be. This presentation will be reviewed by the CRM prior to being presented to the chapter.

Meeting with Staff Member (Incomplete): The Zeta Eta Chapter will have a virtual call by a Pi Kappa Phi staff member at least twice each month throughout the probationary period to lend ongoing support to the chapter leadership and volunteers. Calls can be cancelled for the month by staff, any canceled calls by the Chapter must be rescheduled. A standing agenda item will be what activities the chapter officers have planned either in person or virtually to ensure the chapter is compliant with university and Fraternity risk management policies.

## **Sigma Alpha Epsilon**

**Conduct Status: Good Standing**

## **Sigma Beta Rho**

**Conduct Status: Good Standing**

## **Sigma Chi**

**Conduct Status: Good Standing with Previous Misconduct**

1. **Incident Date:** April 4, 2022

**Charge(s):**

USF Student Code of Conduct/Hazing/Hazing 1

USF Student Code of Conduct/Student Organization Misconduct

**Sanction(s):**

Conduct Probation (Completed): Conduct probation until December 9, 2022. During the period of conduct probation, the student organization is considered not in good conduct standing with the University. Conduct probation may result in restrictions of privileges and/or activities which may include, but are not limited to, being prohibited from hosting/co-hosting/attending any programs, functions, socials, or events with other student organizations (including fraternities and sororities), utilizing any services/resources offered to student organizations through any University office/department (e.g. Intramurals, Center for Student Involvement, Center for Leadership and Civic Engagement, Fraternity and Sorority Life, Events and Meeting Services), participating in or holding leadership positions in your governing council. Conduct probation is a period of reflection on

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behavior and an opportunity to demonstrate satisfactory citizenship. Further conduct violations while on conduct probation may impact the severity of future sanctions.

Educational Program Referral (Completed): The chapter will undergo a membership review (MEMREV), before the end of the Fall 2022 semester, to evaluate and realign, if needed, undergraduate members' commitment to the values and policies of Sigma Chi. A group of alumni leaders selected by Sigma Chi's Chapter and Member Accountability Committee will conduct individual interviews with every undergraduate member over two days. These interviews are utilized to promote individual thought, discussion, and access to the values of the undergraduates.

Educational Program Referral (Completed): The chapter will participate in the following educational program by the end of the Fall 2022 semester. Values-Based Decision Making (VBDM): VBDM addresses accountability and the challenging issues on our college campuses today from a positive behavioral approach. It explores these topics to inspire change through positive reinforcement of brotherhood, healthy relationships, and Fraternity values. The core curriculum (pre-learning, in-person, and post-learning) invites undergraduate brothers to live more authentically by holding themselves and others accountable to the seven values of Sigma Chi. A trained alumnus facilitator will work with the undergraduate chapter to schedule a time and place for the workshop.

Educational Program Referral (Completed): The chapter will participate in the following educational program by the end of the Fall 2022 semester. Values-Based Decision Making (True Brotherhood): A trained Sigma Chi workshop facilitator will work with the chapter to identify the characteristics of true brotherhood, evaluate the power of belonging and vulnerability, and identify reasons why hazing impedes Sigma Chi brotherhood.

## **Sigma Delta Tau**

**Conduct Status: Good Standing**

## **Sigma Gamma Rho**

**Conduct Status: Good Standing**

## **Sigma Kappa**

**Conduct Status: Good Standing**

## **Sigma Lambda Beta**

**Conduct Status: Good Standing**

## **Sigma Lambda Gamma**

**Conduct Status: Good Standing**

## **Sigma Nu**

**Conduct Status: Not In Good Standing**

### **1. Incident Date**

June 16, 2023

### **Charge(s):**

USF Student Code of Conduct/Student Organization Misconduct

USF Student Code of Conduct/Residence Hall Policies

*Date Last Updated: March 11, 2024*

# USF Fraternity and Sorority Conduct History

January 1, 2021-March 11, 2024

USF Student Code of Conduct/Failure to Comply

USF Student Code of Conduct/Alcohol/Alcohol 4

## **Sanction(s):**

2 Year Modified Suspension (Incomplete): Modified Suspension until August 1, 2025.

## Modifications to the Suspension Listed Below as of December 19, 2023, after Progress Review by the Dean of Students

1. Chapter meetings may be held but must include an advisor.
2. Participation in Spring recruitment and new member education process. These events must follow IFC procedures and be held at locations that do not serve alcohol. All events must include an advisor.
3. Hosting events limited to one Philanthropy event and two Chapter fundraisers - these events and fundraisers must be registered following the social event policy process even though they will be alcohol free and not social events.
4. Required to complete 10 hours of community service per member - I encourage you to use these as brotherhood events.
5. Approved Brotherhood Events, including USF Basketball and Baseball Games and Big Brother Alumni Event

## Original Modified Suspension

1. The chapter may only function to implement the Plan of Action as currently drafted with a few modifications. This means that the chapter is not allowed to recruit, participate in events as a chapter, host social events, participate in or host philanthropy events, etc. All meetings must include an advisor. This is to give the headquarters and advisors the opportunity to implement the plan that they believe will reform this organization.
2. During this time, no member may serve on leadership of IFC.
3. Chapter members can live in the house (Building GVI) with the following caveats: In the first semester of residing in the house, headquarters will work with the House Corp to identify an adult, who is not an alum of this chapter for the past 5 years, to reside in the house and oversee risk management for the chapter and house before anyone can move in. FSL and SCED must approve this individual. Sigma Nu is responsible for any stipend or salary and any other costs associated with this staffing. This is in addition to the CM student position. In addition, only individuals on the chapter roster, House Corp members, and advisors and other university personnel as needed, may have access to the chapter house or chapter room (GKI and GVI). There will be no visitation during the first semester of residential living. If the master lease is retained, but no chapter members are living in the house, then access is restricted to the chapter room (GKI) and can only be used for meetings and study groups with an advisor present.
4. House (GVI) will be alcohol free including individual rooms, outdoor spaces, and chapter room (GKI) during the next 2 years.
5. Monthly meetings with the Chapter President, SCED, and FSL together with progress updates.
6. Implement the National organization's Plan of Action with a few additions:
  1. A plan for improving the scholarship of the chapter and especially new members will need to be added to the POA including a minimum GPA requirement for new membership and continued active membership.
  2. Consult with SCED and FSL in the membership review and share the results of membership review with SCED and FSL.

*Date Last Updated: March 11, 2024*

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3. Individual member statements of purpose and how they as individuals are going to support the organization need to be included in the membership review.
7. Complete all outstanding SCED sanctions with updated dates.
8. Meet all financial obligations to the university.

## 2. Incident Date

May 3, 2023

### Charge(s)

USF Student Code of Conduct/Student Organization Misconduct

USF Student Code of Conduct/Residence Hall Policies

USF Student Code of Conduct/Failure to Comply

USF Student Code of Conduct/Alcohol/Alcohol 7

### Sanction(s)

Deferred Suspension (Incomplete): In tandem with the Sigma Nu Fraternity High Council's status of "serious concern", the Theta Alpha Chapter of Sigma Nu Fraternity will be placed on deferred suspension until May 31, 2024.

During this period of deferred suspension, Sigma Nu can continue to operate as a recognized organization at the University of South Florida. Any violation of the Student Code of Conduct while on deferred suspension could result in the organization's immediate suspension from the University.

Restriction of Activity (Incomplete): The Theta Alpha Chapter of Sigma Nu Fraternity is prohibited from hosting, co-hosting, sponsoring, or participating in any activities with alcohol through December 31, 2023.

Restriction of Activity (Incomplete): All areas of the Theta Alpha chapter of Sigma Nu Fraternity house will remain entirely alcohol-free until May 31, 2024.

Meeting with Staff Member (In Progress): The president of the Theta Alpha chapter of Sigma Nu Fraternity must meet with Ian Carroll once per semester during the Summer 2023, Fall 2023, and Spring 2024 semesters. Email Ian at [icarroll@usf.edu](mailto:icarroll@usf.edu) to schedule. The meetings will be used to talk through and leadership struggles, organizational issues, and provide any other support or connections needed to support the organization.

Educational Program Referral (Complete): The organization must invite Student Conduct and Ethical Development to a chapter meeting within the first 4 weeks of the Fall semester to discuss past organizational conduct, expectations, ethical decision making, and any other topics requested by the fraternity or selected by SCED. Please email Ian Carroll at [icarroll@usf.edu](mailto:icarroll@usf.edu) to schedule a day and time before the start of the fall semester.

Deadline to schedule the presentation: August 20th, 2023

Deadline for the presentation: September 22nd, 2023

Educational Program Referral (Complete): You must provide proof that all members of Sigma Nu have participated in Step 12 of the Action Plan, Phase I: Session 5: Risk Reduction of Sigma Nu's LEAD Program. The session must be delivered by an alumnus volunteer, a campus staff or faculty member, or a member of the General Fraternity staff. Completion of this session should be documented using the Educational Program Verification Form and submitted to the General Fraternity by no later than September 25, 2023.

*Date Last Updated: March 11, 2024*



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January 1, 2021-March 11, 2024

Educational Program Referral (Complete): You must provide proof that all members of Sigma Nu have participated in Step 13 of the Action Plan, All Chapter Module B: Session 7: Accountability of Sigma Nu's LEAD Program. The session must be delivered by an alumnus volunteer, a campus staff or faculty member, or a member of the General Fraternity staff. Completion of this session should be documented using the Educational Program Verification Form and submitted to the General Fraternity by no later than October 9, 2023.

Educational Program Referral (Complete): You must provide proof that all members of Sigma Nu have participated in Step 15 of the Action Plan, AlcoholEdu for Sanctions, a unique online alcohol education course. Each member will receive an email with login instructions. Members must receive a final grade of at least 80% in order to complete the program. This component should be completed by no later than October 23, 2023.

Educational Program Referral (Complete): You must provide proof that all members of Sigma Nu have participated in Step 16 of the Action Plan, Phase I: Session 6: Values & Ethics of Sigma Nu's LEAD Program. The session must be delivered by an alumnus volunteer, a campus staff or faculty member, or a member of the General Fraternity staff. Completion of this session should be documented using the Educational Program Verification Form and submitted to the General Fraternity by no later than November 13, 2023.

Educational Program Referral (Complete): The Theta Alpha chapter of Sigma Nu Fraternity must complete all other pieces of the 17 step Plan of Action as assigned by the Sigma Nu Fraternity High Council by the assigned deadlines. The organization must provide proof of completion to Student Conduct and Ethical Development by emailing studentconduct@usf.edu with any proof, certificates, final products, or other details once approved by the High Council.

### 3. Incident Date

September 20, 2022

#### Charge(s):

USF Student Code of Conduct/Alcohol/Alcohol 4

USF Student Code of Conduct/Residence Hall Policies

#### Sanction(s):

Restriction of Activity (Completed): You are restricted from possessing, consuming, storing or otherwise having any alcoholic beverages in GKI House 9 for one semester. This residence is expected to remain dry until May 13, 2023.

Conduct Probation: Student Organization (Completed): Conduct probation until May 13, 2023. During the period of conduct probation, the student organization is considered not in good conduct standing with the University. Conduct probation may result in restrictions of privileges and/or activities which may include, but are not limited to, being prohibited from hosting/co-hosting/attending any programs, functions, socials, or events with other student organizations (including fraternities and sororities), utilizing any services/resources offered to student organizations through any University office/department (e.g. Intramurals, Center for Student Involvement, Center for Leadership and Civic Engagement, Fraternity and Sorority Life, Events and Meeting Services), participating in or holding leadership positions in your governing council. Conduct probation is a period of reflection on behavior and an opportunity to demonstrate satisfactory citizenship. Further conduct violations while on conduct probation may impact the

# USF Fraternity and Sorority Conduct History

January 1, 2021-March 11, 2024

severity of future sanctions.

## 4. Incident Dates

March 20, 2022

March 21, 2022

March 25, 2022

March 30, 2022

April 1, 2022

April 8, 2022

April 19, 2022

***\*All allegations were adjudicated at one time.***

### Charge(s):

USF Student Code of Conduct/Damage to Property

USF Student Code of Conduct/Disruptive Conduct/Disruptive Conduct 5

USF Student Code of Conduct/Failure to Comply

USF Student Code of Conduct/Health and Safety

USF Student Code of Conduct/Residence Hall Policies

### Sanction(s):

Deferred Suspension (Completed): Deferred suspension until December 9, 2022. During this period of deferred suspension, Sigma Nu can continue to operate as a recognized organization at the University of South Florida. Any violation of the Student Code of Conduct while on deferred suspension could result in the organization's immediate suspension from the University.

Civility and Community Standards Workshop (Completed): The organization will attend and complete the Civility and Community Standards Workshop offered by Student Conduct and Ethical Development within the beginning of Fall Semester 2022. It is the responsibility of the organization to make contact with SCED to schedule this workshop. This workshop must be attended by at least 80% of your active membership. The organization must submit to SCED an attendance sheet that includes the printed name, U-number, and signature of all attendees no more than 24 hours following the scheduled workshop.

Reflection/Research Paper (Completed): The organization must create an educational program regarding University's policies. The program will address fire, health, and safety. The chapter will work with the University of South Florida's Environmental Health and Safety - Fire Safety Department. Specifically, the chapter will educate members on the importance and purpose of not damaging fire safety equipment and propping doors.

Conduct Probation (Complete): Upon successful completion of the Deferred Suspension sanction, Sigma Nu Fraternity will be placed on Conduct probation until May 5, 2023. While on conduct probation Sigma Nu fraternity is considered not in good conduct standing with the University. Conduct probation may result in restrictions of privileges and/or activities which may include, but are not limited to, being prohibited from participating in intramurals, holding leadership positions, and access to University resources. Conduct probation is a period of reflection on behavior and an opportunity to demonstrate satisfactory citizenship. Further conduct violations while on conduct probation may impact the severity of future sanctions.

Meeting with Staff Member (Completed): The President of Sigma Nu must meet with Melissa

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Graham, Director of Student Conduct and Ethical Development on or before the deadline date to discuss a plan to ensure all required sanctions are met by the due dates. If the President fails to meet with the assigned staff member, it will be considered a failure to complete the organization's assigned sanction/s.

5. **Incident Date:** February 11, 2022

**Charge(s):**

USF Student Code of Conduct/Residence Hall Policies

USF Student Code of Conduct/Fire and Safety/Fire and Safety 4

**Sanction(s):**

Civility and Community Standards Workshop (Completed): The organization will attend and complete the Civility and Community Standards Workshop offered by Student Conduct and Ethical Development within the beginning of Fall Semester 2022. It is the responsibility of the organization to make contact with SCED to schedule this workshop. This workshop must be attended by at least 80% of your active membership. The organization must submit to SCED an attendance sheet that includes the printed name, U-number, and signature of all attendees no more than 24 hours following the scheduled workshop.

## **Sigma Phi Epsilon**

### **Conduct Status: Good Standing with Previous Misconduct**

1. **Incident Date:** October 21, 2023

**Charge(s):**

USF Student Code of Conduct/Student Organization Misconduct

USF Student Code of Conduct/Alcohol/Alcohol 4

**Sanction(s):**

Alcohol Edu for Sanctions (Completed): All members of the Executive Board must complete Part 1 of the VectorSolutions AlcoholEdu for Sanctions online program.

Reflection Paper (Completed): You are to write a reflection essay on the Alcohol Edu course and create an Alcohol Safety Plan with a signed Commitment to Safe Event Planning.

2. **Incident Date:** January 17, 2021

**Charge(s):**

USF Student Code of Conduct/Health and Safety

**Sanction(s):**

Conduct Probation (Completed): Conduct probation through the end of the March 2021. While on conduct probation, your student organization is not considered in good conduct standing with the University.

Educational Program Referral (Completed): Schedule a meeting with the Center for Student Involvement to gain information and understanding about policies and procedures regarding events during COVID-19.

Educational Program Referral (Completed): Create educational social media materials to promote proper COVID-19 mitigation measures.

Educational Program Referral (Completed): All members must complete a reflection. The topic of the reflection is the impact violating the University of South Florida's COVID-19 policies regarding

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January 1, 2021-March 11, 2024

events can have on the greater USF community and the individual member's responsibility in following University policies and procedures.

## **Sigma Pi**

**Conduct Status: Good Standing with Previous Misconduct**

1. **Incident Date:** October 28, 2023

**Charge(s):**

USF Student Code of Conduct/Student Organization Misconduct

**Sanction(s):**

Leadership Development Sessions (Complete): You must attend 2 Leadership Development Sessions hosted by the Center for Leadership and Civic Engagement.

## **Zeta Beta Tau**

**Conduct Status: Good Standing with Previous Misconduct**

1. **Incident Date:** July 28, 2023

**Charge(s):**

USF Student Code of Conduct/Failure to Comply

USF Student Code of Conduct/Student Organization Misconduct

**Sanction(s):**

Educational Program Referral (Complete): You must create a presentation on USF FSL event policies and any other important policies you believe all members of your organization should know to bolster the longevity of the organization.

Educational Program Referral (Complete): You must invite Ian Carroll to a chapter meeting present on Social Responsibility and Integrity.

2. **Incident Date:** March 26, 2022

**Charge(s):**

USF Code of Conduct/Residence Hall Policies

USF Code of Conduct/Damage to Property

**Sanction(s):**

Civility and Community Standards Workshop (Completed): 85% of the membership of Zeta Beta Tau must attend and complete the Civility and Community Standards Workshop offered by Student Conduct & Ethical Development. 85% of the membership must attend the workshop on your assigned date, actively participate, and complete all workshop requirements successfully before this sanction will be considered complete. Attendance must be taken and submitted to Melissa Graham, melissan1@usf.edu, in Student Conduct and Ethical Development.

3. **Incident Date:** Unknown (Notification was provided to SCED by Zeta Beta Tau's International Headquarters – incident was not reported to USF)

**Charge(s):** No violations of the USF Student Code of Conduct; the below violations are from the International Leadership of Zeta Beta Tau

ZBT Code Chapter 2, Section 1 and 2, hazing and pledge programs

**Sanction(s):** Outlined by Zeta Beta Tau's Leadership Team and supported by the University of South Florida

*Date Last Updated: March 11, 2024*

# **USF Fraternity and Sorority Conduct History**

**January 1, 2021-March 11, 2024**

The Journey: The Chapter President, Brotherhood Development Director, and Provost will engage with a ZBT Chapter Services staff member to review THE JOURNEY program designed for all brother education and development by March 10, 2023.

Hazing Education: The chapter will host a hazing prevention workshop where 100% of the brotherhood is required to be present.

Healthy Relationship Building Workshop: The Chapter will be responsible to host one healthy relationship building workshop for the Chapter by March 10, 2023.

IHQ Program Attendance: The Chapter will send delegates to all-sponsored programs (whether in-person or virtual), including International Convention, Recruitment University (a pre-Convention workshop with no additional cost), Regional Officer Institute, Presidents Leadership Academy and Emerging Leaders Institute.

## **Zeta Phi Beta**

**Conduct Status: Good Standing**

## **Zeta Tau Alpha**

**Conduct Status: Good Standing**