

March 24, 2022

Sigma Alpha Epsilon Fraternity

Sent electronically to [REDACTED]

PERSONAL AND CONFIDENTIAL

Regarding Case Number: 2020125501

Dear Sigma Alpha Epsilon,

On February 25, 2022, you, on behalf of your organization, met with Kyrsti Wyatt, 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 Coercive Behavior -- Responsible

10.2 Endangerment -- Responsible

10.2 Hazing -- Responsible

Subsequently, you are assigned the following outcome:

Organization Suspension/Rescission of Registration

This accountability status will be effective March 24, 2022 through May 31, 2023. Suspension/Rescission of Registration will be reflected on the Student Organization Scorecard. The Organization that has completed a period of suspension may seek reinstatement by complying with the registration requirements of the appropriate University department.

The University will also ask that any national charter or affiliation that the organization has be revoked immediately. During this time, the organization will forfeit certain privileges, including:

- The organization may not sponsor, cosponsor, or participate in any and all social, intramural, athletic, or other similar activities on or off campus;
- The organization may not solicit any new members or pledges;
- The organization may not initiate any new members;
- Organizations that maintain a residence or meeting facility on University property may not occupy or utilize that facility unless and until the organization returns as a registered student organization in good standing.

Additional stipulations of the Suspension/Rescission of Registration or qualifications for registering in the future will be outlined below.

Organization Disciplinary Probation

This accountability status will be effective June 1, 2023 through May 31, 2025. 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) Prior to any request to return, Sigma Alpha Epsilon must be in compliance with the IFC Expansion Policy and Greek Life New/Returning Fraternity and Sorority Expansion/Re-Organization/Re-Chartering/Re-Activation Policy.

a) Sigma Alpha Epsilon must submit to SAA a copy of their completed Chapter Advisory Board Requirement Form showing that they have the required minimum of 3 advisors, most of whom live in the local area.

2) Prior to any request to return, Sigma Alpha Epsilon must have a zero-balance owed to the University for any outstanding debt.

3) Prior to any request to return, the organization must meet with the Office of the Dean of Students to develop and agree upon a two year plan to ensure the chapter's successful reintegration into LSU's Greek community. Successful development of the plan is a pre-requisite for Sigma Alpha Epsilon's reinstatement as a registered student organization.

4) No socials, on or off campus, sponsored or co-sponsored by any perceived Sigma Alpha Epsilon third party that would represent the Sigma Alpha Epsilon undergraduate chapter may be held through May 31, 2023. This will include, but is not limited to, participation of any undergraduate Sigma Alpha Epsilon chapter attempting to represent Sigma Alpha Epsilon on the LSU campus or LSU associated events.

5) The current residents of the Sigma Alpha Epsilon fraternity house must be vacated from the on-campus house by May 15, 2022.

6) Upon reinstatement as a registered student organization, Sigma Alpha Epsilon will successfully complete all educational requirements of the SAE Fraternity Service Center during the probationary period.

7) Sigma Alpha Epsilon Fraternity Service Center has agreed to conduct a membership review prior to the end of the suspension period, and as a condition of having the chapter suspension lifted. Requirements of this review will be conducted by the SAE Fraternity Service Center at the organization's expense. The membership review may not serve as an opportunity for the chapter to assemble in any official capacity. Documentation upon completion of the membership review must be provided to SAA.

The following rationale has been provided by the hearing officer / panel:

After a thorough investigation, the following facts have been determined to be true by preponderance of the evidence:

- The LSU SAE chapter engaged in "Hell Week" during 2017-2020 (at minimum) in which pledges were engaged in various levels of personal servitude, including running errands, purchasing food, cleaning member houses, cars, or the SAE chapter house. Pledges were also forced to eat condiments, do line ups, and do calisthenics.

- On October 18, 2020, a large group of individuals, as part of their initiation process, kidnapped and

assaulted an active member. This activity was a tradition within the chapter as part of Hell Week.

Based on the facts of this case, Sigma Alpha Epsilon has violated the policies of Coercive Behavior, Endangerment, and Hazing. Per Louisiana State Law, a violation of the Hazing policy must result in an outcome of suspension. It should be noted that the LSU Sigma Alpha Epsilon student leadership and members continually provided false and misleading information to police and SAA. However, I considered several mitigating factors in determining the length of the suspension, including the length of time that has passed since the events in 2020, the chapter's hiring of What Good Looks Like as a driving force to culture change, and the high level of collaboration between the SAE Fraternity Service Center and the University. As such, I am issuing a suspension of the LSU Sigma Alpha Epsilon chapter through May 31, 2023. Due to the severity of the violations, a probationary period of 2 years after suspension will allow SAE and LSU to work closely together in completing educational goals established in this outcome and the SAE Fraternity Service Center requirements.

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 call 225.578.4307.

Sincerely,

A handwritten signature in black ink that reads "Kyrsti Wyatt". The signature is written in a cursive, flowing style.

Kyrsti Wyatt
Assistant Director & Sr. Case Manager, Student Advocacy and Accountability

CC: Dr. Jeremiah Shinn, Vice President for Student Affairs
Dr. Brandon Common, Associate Vice President & Dean of Students
Shawna Eberhard-Smith, Director of Greek Life
Bart Thompson, LSU Police Department

Peter Trentacoste, Executive Director, Residential Life

Laurie Braden, Executive Director, University Recreation

██████████ SAE Chief Executive Officer & Eminent Supreme Recorder

██████████ SAE Manager of Redevelopment

██████████ SAE Manager of Chapter Development

██████████ SAE Chapter Advisor

██████████ SAE House Corporation President