



Louisiana State University

President's
Task Force
on Greek Life
Report &
Recommendations

2017-2018

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Louisiana State University President's Task Force on Greek Life Final Report and Recommendations February 21, 2018

Introduction and Background

Greek letter organizations have been part of student and campus life at Louisiana State University since 1867. Currently, the Greek community on the LSU campus includes approximately 5,400 student members across 20 Inter-Fraternity Council chapters, 14 Panhellenic chapters, and 5 National Pan-Hellenic Council chapters. The LSU Office of Greek Life is the primary point of administrative contact between the University and Greek community, providing training, education, policy guidance and enforcement, and other support to Greek chapters and members.

On September 14, 2017, Maxwell Gruver, an LSU freshman and pledge member of the Phi Delta Theta chapter on campus, died after a tragic alleged hazing incident that is still under investigation as of the time of this report submission. Following this incident, all Greek activities were temporarily suspended at LSU with limited activities permitted thereafter if Greek chapters and members met specific requirements set forth by the University. Additionally, the University and national office of Phi Delta Theta suspended the LSU chapter indefinitely.

On September 29, 2017, President Alexander created a Task Force on Greek Life to review the overall governance and oversight of Greek organizations on the LSU campus, including current practices surrounding internal governance and accountability of the organizations by campus councils, chapter advisors, alumni, and chapter house corporations, with a particular focus on new member ("pledge") recruitment and education. The Task Force included 11 members ranging from students, staff, administrators, and external volunteers, and was chaired by Rob Stuart, an LSU alumnus and current Chair of the LSU Foundation Board of Directors. The Task Force was asked to complete its work and make recommendations to President Alexander by January 30, 2018.

The overall direction by President Alexander to the Task Force was to examine the major aspects of Greek student organizations on the LSU campus and make recommendations for change to promote a safe and educationally beneficial environment to all students participating in Greek organizations. Given that other student organizations (including intercollegiate athletics) also engage in induction and education activities for new members, the Task Force was also asked to review current

University oversight of these groups and make recommendations for change as necessary. The specific aspects of the charge to the Task Force were to:

- 1) Review University governance and oversight of Greek organizations and make recommendations regarding changes to current University policies and practices governing:
 - a) Recruitment and education of new Greek members (i.e., pledging);
 - b) Greek organization social, educational, and philanthropic activities;
 - c) Greek organization/member disciplinary matters; and,
 - d) Ongoing training and education of Greek organization leaders and members.

- 2) Review internal governance and accountability mechanisms for Greek organizations related to 1. a-d above and make recommendations regarding changes to current policies and practices that are employed by the following groups:
 - a) Campus councils (IFC, PHC, NPHC);
 - b) Chapter advisors and alumni groups; and,
 - c) Chapter house corporations.

- 3) Review University governance and oversight of other student organizations and groups (including intercollegiate athletics) that engage in induction and education-related activities for new members, and make recommendations regarding changes to current policies and practices as necessary.

The Task Force created three subcommittees aligned with each of the three aspects of the charge above to serve as the primary means of gathering information on these topics for deliberation and formulation of recommendations. The Task Force and its subcommittees held several public meetings from October 2017 through February 2018, gathering relevant information and input from relevant University offices, current Greek community members and alumni, and other interested parties.¹

During the same time that the Task Force was engaged in its work, similar tragic events nationally prompted a number of universities and organizations across the country to take action regarding hazing and other unsafe and negative activities surrounding Greek letter organizations on college campuses. In light of the related work being done nationally, President Alexander extended the deadline for the Task Force's report and recommendations to February 21, 2018 to allow for full consideration of the recommendations and programs which are being discussed nationally and that could have benefit for LSU and its Greek community.

¹ See <http://www.lsu.edu/greek-life-taskforce/> for Task Force meeting agendas, minutes, and related information.

The information and input gathered by the Task Force over the past five months have provided a unique and invaluable look into LSU's Greek community, the University structures and policies that support it, and the strengths, weaknesses, challenges, and opportunities therein. The remaining sections of the Task Force's report and recommendations are as follows:

- Major Issues and Challenges Identified by the Task Force
- Primary Causes/Contributions to Major Issues and Challenges
- Task Force Recommendations
- Proposed Process and Timeline for Implementation of Recommendations
- Summary and Conclusions

The Task Force is grateful to all who took the time to provide expertise, information, and other input during this process.

Major Issues and Challenges Identified by the Task Force

The Greek community has had an active and vibrant presence at LSU during the 150 years it has been present on campus. Members of Greek organizations have consistently played a leadership role in Student Government and other student organizations that make important contributions on campus and in the local community. As alumni, they are willing volunteers and donors to the University. Unfortunately, some members and chapters have also been the focus of numerous incidents and activities over time that have not put the Greek community or LSU in a positive light, most recently with the tragic death of Maxwell Gruver. As noted by President Alexander when he established the Task Force:

“Many of our Greek organizations represent all that is good about our university. They volunteer, fundraise for charities, and provide opportunities for students to make lifelong connections that extend far beyond their time at LSU. However, a small minority of these groups engage in behavior that undermines all these benefits, and that will be identified and discontinued.”

The Task Force and its subcommittees dove deeply into these problem areas and behaviors during the past five months, gathering information from a wide variety of individuals, groups, and other resources. The primary negative (and interrelated) behaviors that are consistent contributors to the issues and challenges facing LSU and the Greek community on campus are:

1. Hazing
2. Alcohol/Drug Abuse
3. Sexual Violence

There have certainly been other negative behaviors (e.g., vandalism, fighting) engaged in by members of the Greek community (and other students), but they are secondary in impact to the three noted above.

As noted earlier, the charge to the Task Force encompassed Greek organizations, other student organizations, and intercollegiate athletics. The comprehensive information and input provided by campus experts and others in support of this study demonstrated that the primary risks as outlined above affect all student organizations investigated by the Task Force to some extent, however, we found that the IFC fraternities are more predisposed to such negative behaviors and generally lack the necessary oversight and accountability mechanisms to deal with them.

Primary Causes and Contributors to Major Issues and Challenges

The three major problem areas outlined in the previous section clearly did not develop in a vacuum – they emerged over time as the result of a number of factors. Information and input provided to the Task Force indicated five primary causes and contributors as outlined below (in no particular order of importance):

1. **Active and Engaged Alumni Involvement and Oversight Across Fraternity Chapters Has Become Inconsistent and/or Ineffective.** Positive alumni involvement and oversight is critical to creating clear expectations of appropriate behaviors for student members and fostering a collective sense of accountability regarding appropriate behaviors. While the Task Force found that sorority chapters on campus generally have a strong and comprehensive system of alumni involvement and oversight, the same can't be said about LSU's fraternity system. Some fraternity chapters do have active and engaged alumni, but that is far from uniform and consistent across the system.
2. **Lack of Personal Accountability Among Fraternity Chapter Members.** When fraternity members do not hold themselves or fellow members accountable for exercising appropriate judgment and behavior, negative behaviors and activities such as hazing, alcohol and drug abuse, and sexual violence are bound to occur. It would be unfair to broadly paint all IFC chapters in this light, but the fact that these negative behaviors and activities have occurred and continue to occur, primarily in fraternities, clearly demonstrates that there are a number of individual members (and chapters) that do not meet University and society expectations. Moreover, this lack of personal accountability appears to be clearly related to a lack of positive and active alumni engagement and oversight as noted above.
3. **Ambiguous/Overly Broad Definition of "Hazing" and Related Implications.** LSU's Policy Statement 108 provides guidance on "hazing" and the implications for engaging in such behavior.² Unfortunately, over time, the operationalization of what is actually considered by the University to be "hazing" has been perceived by some in the Greek community as inconsistent and unclear at times due to the breadth of this policy. As an example, requiring pledge members to wear coats and ties to football games as well as requiring pledge members to drink excessive amounts of alcohol can both be considered "hazing" under this policy. Such breadth fosters ambiguity and takes the focus away from "hazing" activities that are truly dangerous and contrary to the fundamental goal of this policy – to stop "hazing" and provide clear guidance on what will happen if a member or chapter engages in it.
4. **University Policies and Procedures Surrounding Greek Life Have Not Been Uniformly Effective.** Over time, the University and its Office of Greek Life have developed a comprehensive system of policies, procedures, and

² See <https://sites01.lsu.edu/wp/policiesprocedures/files/2014/09/PS108-R00.pdf>. See also the Appendix.

educational/training requirements for the Greek community. While there are clearly aspects of this system that are working well, the vast proliferation of policies, regulations, and education/training requirements over time can also be overwhelming and ambiguous, sometimes creating a “check the box” mentality rather than a clear set of guidelines and expectations for the Greek community, and frankly for the Office of Greek Life as well. Moreover, this system has created a sense among many in the fraternity system particularly that there is no incentive for proactive “self-policing” by chapters or notification to University officials when wrongdoing occurs by member, and a lack of clarity on how this would be received and handled by the Office of Greek Life. As a result, problematic behaviors and activities can go unreported and unchecked, and behavior can escalate until a tragic event such as Maxwell Gruver’s death bring them out in the open.

5. ***Basic Lack of Trust Between the Greek Community and University Officials.***

A final contributor to the current situation is a broad and basic lack of trust between the Greek community (both current members and alumni) and University officials generally. While there are certainly examples of positive, functioning relationships between Greeks and the University, there are certainly many more examples where the relationship is antagonistic and hostile, in large part due to some of the factors highlighted previously in this section. Without mutual trust and proactive communication on issues of concern, there can be no improvement in the current, troubling situation or positive culture change.

Task Force Recommendations

To Be Implemented by Fall 2018 Unless Otherwise Noted

Following are the recommendations proposed by the Task Force which cover six different areas:

- A. University Process Improvements
- B. Organizational Process Improvements
- C. Greek Organization Accountability and Oversight Improvements
- D. New Member Recruitment and Education Policy and Process Improvements
- E. Ongoing Training and Educational Activity Improvements
- F. Social Activity Policy and Process Improvements

A. University Policy Improvements

- i. Establish standing committee with University (faculty, staff, administration) and Greek community representation to review all Greek-related policies, procedures, and training/educational requirements on a staggered four-year cycle and make recommendations on additions, deletions, and revisions.
- ii. Develop a specific, operational definition of “hazing”.
- iii. Develop “amnesty” policy for reporting of certain infractions that covers both medical and non-medical situations.
- iv. Develop “Uniform Code of Infractions” (e.g., alcohol/drug violations, hazing, sexual misconduct) and create a “progressive/tiered discipline” system related to the code, including those matters that can be primarily adjudicated by the chapter and those that require joint adjudication by the chapter and University.
- v. Review PS-78 (“Serving, Possessing, and Consuming of Alcoholic Beverages”) for potential changes/refinements, with particular focus on the sections pertaining to “University Regulations” and “Registered Student Organization Events”³.
- vi. Review PM-68 (“Construction, Modification, Maintenance, Care and Operation of Sorority and Fraternity Houses Located on University Property”) for implementation of policy changes applicable to resident organizations⁴.
- vii. Review leases of University property by Greek organizations for risk management considerations.

³ See <https://sites01.lsu.edu/wp/policiesprocedures/policies-procedures/78/>.

⁴ See <http://www.lsu.edu/administration/policies/pmfiles/pm-68.pdf>. It is assumed that some of the recommended improvements included in this report will be incorporated in PM-68.

B. Organizational Process Improvements

- i. Actively involve Greek chapter advisory boards in Office of Greek Life planning, policy development, training/education and accountability/oversight activities via a standing Greek Alumni Advisory Committee⁵ (see C.ii and C.iii below).

C. Greek Organization Accountability and Oversight Improvements

- i. Require each Greek chapter to develop a comprehensive program for chapter and member accountability and reporting, which will include appropriate oversight by the University and chapter advisory boards (see C.ii below).
- ii. Require all Greek chapters to create “chapter advisory boards” with a minimum of three members, the majority of whom should be from the Baton Rouge area. Each chapter shall submit the names and bios of proposed board members to the Office of Greek Life for review prior to finalizing board composition.
- iii. Create a standing Greek Alumni Advisory Committee to the Office of Greek Life which is comprised of representatives from the chapter advisory boards.
- iv. Verify annually that each Greek chapter has a functioning, active Judicial Board with chapter advisory board oversight.
- v. Revise the current annual Greek assessment process to be more holistic, including both quantitative and qualitative metrics and comprehensive participation/representation by the University and Greek community, and develop a summary “scorecard” for each chapter based on those results.
- vi. Require each Greek chapter to have a “membership contract” to be signed by every member each semester which includes a code of conduct, explicit agreement to comply with all University and chapter policies, other behavioral expectations, and consequences for related infractions at a minimum and have a copy of each chapter’s contract on file at the Office of Greek Life.
- vii. Require all Greek chapters to have a “drug-free” policy for chapter houses (with enforcement mechanisms and consequences for non-compliance) and have all chapter presidents and advisory board chairs certify with the University annually that they are in compliance with their policy.
- viii. Develop minimum job qualifications for Greek chapter house managers (for those chapters that have on-campus houses) and require all chapters to have house managers who meet these qualifications by Fall 2019. Each chapter shall submit the names and resumes of proposed house managers to the Office of Greek Life to ensure that these individuals meet the minimum job qualifications set forth.

⁵ The “Greek Alumni Advisory Committee” is a separate entity from the standing committee recommended in A.i.

D. New Member Recruitment and Education Policy and Process Improvements

- i. The Office of Greek Life should create, maintain, and broadcast a web portal for prospective members, parents, and the general public as a transparent, credible, and objective source of information that includes current information on each active Greek chapter regarding:
 1. Summarized results from the annual Greek assessment process (see C.v)
 2. Member demographics
 3. Chapter GPA and other pertinent educational metrics and outcomes
 4. Rolling five-year history of adjudicated chapter disciplinary matters (e.g., violations, probation, suspension, etc.)
 5. Chapter philanthropic and community service activities
 6. Current membership contract
 7. Other metrics and information as appropriate
- ii. Require all Greek chapter advisory boards to have full oversight and accountability for the new member recruitment and education process with at least one board member present at each new member meeting.
- iii. Require each Greek chapter to have a written new member education plan (including specific activities planned, intended outcomes, and schedule/program length) for those plans to be certified by the chapter president, new member education director, and advisory board chairs annually.
- iv. Require annual submission of new member education plans to the Office of Greek Life for review and approval.
- v. Require all new member recruitment, education, and related activities to be alcohol-free.
- vi. Require IFC chapters to limit new member education programs (“pledge periods”) to eight weeks, unless a longer period is approved by the Office of Greek Life based on the new member education plan submitted by the chapter (see D.iii.). Further, no new member education activities should occur during mid-term or final examination periods.

E. Ongoing Training and Education Activity Improvements

- i. Regularly review current annual training and education requirements for Greek chapter members to ensure relevance, effectiveness, and balance among critical focus areas (e.g., alcohol/drug use, hazing, sexual misconduct, student conduct violations, bystander training, new member education).

F. Social Activity Policy and Process Improvements

- i. Require Greek chapter presidents and advisory board chairs to sign pledge annually that: (1) all on-campus social events will be registered and conducted according to applicable University and chapter policies; and (2) the University will be notified in advance of all social events held off-campus and such events will similarly be conducted according to applicable University and chapter policies.
- ii. Require all Greek chapters to have a written policy that bans hard alcohol (ABV > 15%) and common source alcohol (e.g., kegs, punch dispensers) from chapter premises at all times, and enforce this policy at off-campus social events as well.
- iii. Restrict alcohol and non-members/guests to Greek chapter house common areas during registered social events and require full compliance with PS-78.
- iv. Limit attendance at Greek chapter social events with alcohol to 3 non-members for every member, with exceptions in advance for community, alumni, and family events.
- v. Move all IFC fraternity tailgating to IFC chapter houses (for those chapters that have houses) beginning with the 2018 football season and require full compliance with PS-78, including security and procedural adherence requirements.

Proposed Process and Timeline for Implementation

The Task Force understands that formulating recommendations to address the challenges identified is only one part of the solution. Equally important is the structure and process put in place to ensure that these recommendations are implemented in an effective, transparent, and timely manner. The chart below provides a suggested structure, process, and timeline for implementing the Task Force’s recommendations.

Dates	Implementation Activity
February – June 2018	<ul style="list-style-type: none"> • President Alexander affirms/modifies task force recommendations and creates steering committee comprised of leaders from the University and Greek community (current members and alumni) charged with working with the Office of Greek Life to implement recommendations in an effective, transparent, and timely manner • Implementation of recommendations begins with biweekly status reports provided to the President’s Office by the Office of Greek Life • Limited Greek chapter recruitment, philanthropic, and social events begin (March)
June – August 2018	<ul style="list-style-type: none"> • Actions, processes, and initiatives to be implemented by Fall 2018 are finalized with bi-weekly status reports provided to the President’s Office by the Office of Greek Life
August 2018	<ul style="list-style-type: none"> • Actions, processes, and initiatives to be implemented by Fall 2018 commence with periodic monitoring throughout 2018-19 academic year
August 2019	<ul style="list-style-type: none"> • All chapters have house managers in place who meet minimum job qualifications developed by Office of Greek Life in consultation with Greek Alumni Advisory Committee
Ongoing	<ul style="list-style-type: none"> • Ongoing implementation, review, and refinement of recommendations as necessary

The Task Force has attempted to consider the possible situations and consequences that may surface during and after the implementation of its recommendations, but we also recognize that there may still be specific instances or situations that arise which will require exceptions or exemptions to be made by the University given the comprehensive nature of these recommendations. As a result, it is recommended that the University (by way of the Office of Greek Life) also develop a transparent and efficient process by which such exceptions or exemptions can be submitted and a decision given in a timely manner. Also, while these recommendations are focused on the LSU Greek community, we would encourage the University to also consider their applicability to other student organizations where appropriate.

Summary and Conclusion

The process engaged in by the Task Force over the past five months has provided a unique and invaluable look into LSU's Greek community, the University structures and policies that support it, and the strengths, weaknesses, challenges, and opportunities therein. The main issues and challenges facing LSU's Greek community and the root causes contributing to these challenges which were identified by the Task Force are by no means unique to LSU, but also require solutions that make sense for LSU to ensure their effectiveness and sustainability for the long-term. In that regard, the Task Force's proposed recommendations seek to reflect national "best practice" in the context of LSU's campus culture, policies, and processes, and seek to enact meaningful and sustainable change for the benefit of the University, Greek community, and LSU student body generally.

The tragedy of Maxwell Gruver's death prompted the formation of the Task Force and was an underlying consideration and theme throughout this study process. There are no words that can adequately address the grief and loss felt by the Gruver family and LSU campus community as a result of his death, but we hope and intend that the actions that will be taken to implement and effect the Task Force's recommendations going forward keep such a tragedy from happening again on the LSU campus. That and the culture change required to make this all happen will be the most meaningful way in which LSU can honor Max's memory.

Acknowledgements

The Task Force would like to recognize the following groups and individuals who provided information, expertise, and feedback throughout this study process:

- The LSU Office of Greek Life and Angela Guillory, Associate Dean of Students and Director of Greek Life
- The LSU Division of Student Affairs and Kurt Keppler, LSU Vice President for Student Affairs
- The LSU Student Health Center and D'Ann Morris, Executive Director
- The LSU Athletics Compliance Office
- The LSU Bands and Damon Talley, Director
- The LSU Department of Military Science and ROTC Programs
- The LSU Police Department and Chief Bart Thompson
- The LSU Interfraternity Council, Panhellenic Council, and National Pan-Hellenic Council
- The Greek Alumni Unity Council and the many other groups and individuals who took the time to provide input and feedback to the Task Force, both in person and in writing

Finally, the Task Force would like to recognize and thank Trey Jones, Hannah Rovira, and Stephanie Tomlinson who provided invaluable staff support throughout every step of this process.

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A. President Alexander's Letter Establishing the Task Force



Members of the LSU Community,

Maxwell Gruver's death was a tragedy not only for his family, but for the entire LSU community. Surrounding allegations of hazing are troubling and not to be taken lightly. The University's position on this has been clear from the start: hazing is dangerous and unacceptable, and it will not be tolerated on this campus.

To address any issues within individual Greek organizations or our overarching culture, I am empaneling a Task Force on Greek Life. This group is charged with ensuring that LSU provides a safe and educationally beneficial environment to all students participating in Greek and student organizations. The Task Force will look deeply into our Greek community, the University structures and policies that support it, and the strengths and weaknesses that define it.

Mr. Rob Stuart, LSU alumnus and highly respected member of the Baton Rouge community, has agreed to serve as chair. We are confident that his perspective and leadership will yield results that benefit the entire student body.

The President's Task Force on LSU Greek Life will examine the major aspects of Greek Life on the LSU campus including:

- Overall University governance and oversight of Greek organizations;
- Current practices surrounding the internal governance and accountability of Greek organizations by campus councils (i.e., IFC, PHC, NPHC), chapter advisors, alumni, and chapter house corporations;
- Current practices surrounding recruitment and education of new Greek organization members (i.e., "pledging");
- Current policies and practices surrounding social, educational, and other activities engaged in by both LSU Greek organizations (on- and off-campus) and other student organizations; and,
- Other aspects of LSU Greek Life as identified by the Task Force.

The Task Force shall collect information, review documents, and solicit testimony from Greek organizations and other subject matter experts as necessary to address these topics. In addition, research will be conducted on national best practices. The Task Force will provide a final report and recommendations to me by January 30, 2018.

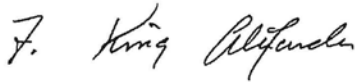
All members of the community who have information that might benefit the investigation are encouraged to share it with the Task Force at taskforce@lsu.edu.

Task Force Membership

1. Rob Stuart, Chair
2. Dan Layzell, Vice Chair
3. Jason Badeaux, Student Government President
4. Kenneth McMillin, Faculty Senate President
5. Mari Fuentes-Martin, Dean of Students
6. Verge Ausberry, Athletics Department Representative
7. Mason Tusa, Interfraternity Council President
8. Anesha Pink, National Pan-Hellenic Council President
9. Madison Hopper, Panhellenic Council President
10. Camille Flint, Residence Hall Association President
11. BJ Billeaudeau, Kappa Sigma House Corporation Representative

I am asking campus community to support and contribute to the Task Force's work. Please provide any information requested and offer suggestions to the Task Force that may be beneficial to the outcome.

Sincerely,

A handwritten signature in cursive script that reads "F. King Alexander".

F. King Alexander
LSU President

B. Task Force on Greek Life's Scope of Study



Task Force on Greek Life

Scope of Study

The President's Task Force on Greek Life has been established to examine the major aspects of Greek student organizations on the LSU campus and make recommendations for change to promote a safe and educationally beneficial environment to all students participating in Greek organizations. Given that other student organizations (including intercollegiate athletics) also engage in induction and education activities for new members, the Task Force is also being asked to review current University oversight of these groups and make recommendations for change as necessary.

- I. Review University governance and oversight of Greek organizations and make recommendations regarding changes to current University policies and practices governing:
 - a. Recruitment and education of new Greek members (i.e., pledging);
 - b. Greek organization social, educational, and philanthropic activities;
 - c. Greek organization/member disciplinary matters; and,
 - d. Ongoing training and education of Greek organization leaders and members.

- II. Review internal governance and accountability mechanisms for Greek organizations related to I. a-d above and make recommendations regarding changes to current policies and practices that are employed by the following groups:
 - a. Campus councils (IFC, PHC, NPHC);
 - b. Chapter advisors and alumni groups; and,
 - c. Chapter house corporations.

- III. Review University governance and oversight of other student organizations and groups (including intercollegiate athletics) that engage in induction and education-related activities for new members, and make recommendations regarding changes to current policies and practices as necessary.

The Task Force may also choose to identify other focus areas for review in the course of its work.

C. President Alexander's Task Force Extension Letter



January 22, 2018

Members of the LSU Community,

After the tragic death of Maxwell Gruver, I empaneled a Task Force on Greek Life charged with ensuring that LSU is providing a safe and educationally beneficial environment to all students participating in Greek and student organizations. The University's position on this has been clear from the start: hazing is dangerous and unacceptable, and it will not be tolerated on this campus.

The Task Force has done a considerable amount of work to look deeply into our Greek community, the University structures and policies that support it, and the strengths and weaknesses that define it. The Task Force continues their process to collect information, review documents, and solicit testimony from Greek organizations and other subject matter experts as necessary to thoroughly address these topics. In order to provide members with the opportunity to make the kind of recommendations necessary for real and meaningful change to occur, I am extending the deadline for their final report.

Since the creation of the Task Force, there have been a number of incidents related to Greek Life around the nation, and the conversation around Greek organizations at universities has evolved. There are several entities working to develop recommendations and programs to move fraternities and sororities forward across the country, and this extension allows the Task Force to consider this collective information prior to making a final recommendation to me.

Therefore, I am extending the January 30, 2018 deadline for the final report and recommendations to February 21, 2018, and I will provide my official response to the report by the end of February 2018.

Additionally, I would like to take this opportunity to thank the campus community for their support and contributions to the Task Force and ask you to continue supporting and contributing to their work. Please send any information that might be of benefit to the Task Force to taskforce@lsu.edu.

Sincerely,

A handwritten signature in black ink that reads "F. King Alexander". The signature is written in a cursive style.

F. King Alexander
LSU President

D. PS-108

Title/Topic: Prohibition of Hazing
Number: 108
Functional Classification: Student Services
Monitoring Unit:
Initially Issued: January 23, 2003
Last Revised:
Last Reviewed:

PROHIBITION OF HAZING

PURPOSE

In accordance with the purpose and philosophy of Louisiana State University (LSU) and the laws of the State of Louisiana, this policy is consistent with the belief that true fraternalism can be nurtured only in an atmosphere of social and moral responsibility, respect for human dignity, adherence to the principles of true living-learning communities. This policy prohibits all forms of hazing, and holds that its practice is antithetical to the principles of LSU and incongruent with the responsibility of student organizations to provide constructive and educational experiences to their members.

DEFINITIONS

Hazing -- As stated in Section 5.2.B.3. of the *Code of Student Conduct*:

Hazing is defined as any intentional, knowing, or reckless act, occurring on or off campus, by one person alone or acting with others, that subjects a student to an unreasonable risk of physical, mental, emotional or academic harm for reasons related to that student's status at the University or for the purpose of pledging, being initiated into, affiliating with, holding office in, or maintaining membership in any organization whose members are or include students at the University. Hazing includes, but is not limited to, any type of physical assault or restraint; placement of an undesirable substance on or in the body; any type of physical activity, such as sleep deprivation, exposure to the elements, confinement in a small space, calisthenics, or other activity that subjects the student to an unreasonable risk of harm or that adversely affects the mental or physical health or safety of the student; any activity or expectation which is so time consuming as to significantly interfere with class work or study time; any activity involving consumption of food, liquid, alcoholic beverage, drug, or other substance that subjects the student to an unreasonable risk of harm or that is unpleasant; any activity that would subject a reasonable person to intimidation, shame, belittlement, humiliation, embarrassment or undue mental stress, including, but not limited to personal servitude, pranks, assigning or endorsing the wearing of apparel that is conspicuous and not normally in good taste, line-ups and verbal abuse; or any activity that induces, encourages, causes, or requires the student to engage in an activity that involves a violation of law or University policy.

Activities that violate the University's prohibition against hazing include, but are not limited to,

- Activities or events that facilitate rapid drinking, drinking games, intoxication or impairment.
- Activities or expectations that are so time consuming as to significantly interfere with class work or study time.
- Any action taken or situation created which may foreseeably cause pain, injury, undue physical stress, or fatigue. This includes, but is not limited to, paddling, caning, slapping, pushing, shoving, burning, shocking, tackling, and exercise that is not part of a reasonable all-organization athletic event.
- Activities including any type of confinement, restraint, kidnapping, or transportation and abandonment.
- Activities involving lineups, interrogation or verbal abuse.
- Any activity that encourages or endorses the consumption of unpalatable foods, or unpalatable combination of foods, or the placement of unpleasant or undesirable objects or liquids on another person.
- Activities that cause psychological stress, including, but not limited to, any deception designed to convince a student that he/she will not be initiated, will be removed, or will be injured during any activity.
- Activities that involve personal servitude and/or purchasing items for others.
- Work assignments, tasks or exercise that primarily includes new members.
- Assigning, encouraging, endorsing or carelessly allowing conduct that is illegal or in violation of University policy, including, but not limited to, theft, burglary, trespassing, defacement, subjecting any animal to risk, providing false information, academic dishonesty or that could be morally objectionable to an individual.
- Creating any situation for a student that is extremely uncomfortable due to temperature, noise, size, or air quality.
- Encouraging or expecting the carrying of items by an individual that have no immediate personal utility.
- Encouraging or facilitating stunts, acts of buffoonery, and the wearing of apparel that is conspicuous and not normally in good taste, including, but not limited to dressing like animals.

Activities that may, depending on the circumstances, violate the University's prohibition against hazing include, but are not limited to

- Scavenger hunts
- Road trips
- Blindfolding

Office of the Dean of Students -- For the purposes of this policy, the terms "Office of the Dean of Students" and "Dean of Students" refer to the Dean of Students or the Dean's designee.

GENERAL POLICY

No individual student, group of students or student organization shall conduct or participate in any activity, occurring on or off campus, which includes hazing.

Hazing with or without the consent of the student being hazed is prohibited, and a violation of that prohibition renders both the person inflicting the hazing and the person submitting to the hazing subject to discipline.

Individual Violations

A person commits a hazing offense under this policy if that person does one or more of the following:

1. engages in hazing, including submitting to hazing;
2. solicits, encourages, directs, aids or attempts to aid another engaging in hazing;
3. carelessly allows hazing to occur; or
4. has knowledge of the planning of a specific hazing incident, or has knowledge that a specific hazing incident has occurred, and fails to report that knowledge in writing to the Dean of Students.

Students who violate the University's prohibition against hazing are subject to sanctions in accordance with the procedures outlined in the *Code of Student Conduct*. The sanctioning of individual members of a student organization in no way precludes the sanctioning of that organization, or the imposition of civil or criminal penalties.

Louisiana State University employees that violate the University's prohibition against hazing are subject to sanctions, including termination of employment.

Organizational Violations

An organization commits a hazing offense under this policy if the organization condones, encourages or recklessly allows hazing or if an officer or any combination of members, new members, prospective members, or alumni of the organization commits or assists in the commission of hazing.

Organizations that violate the University's prohibition against hazing are subject to sanctions in accordance with the procedures outlined in *Policy Statement 52*. The sanctioning of a student organization in no way precludes the sanctioning of individual members of that organization, or the imposition of civil or criminal penalties.

STATE LAW

Louisiana Revised Statutes 17:1801 Hazing prohibited; penalties

Hazing in any form, or the use of any method of initiation into fraternal organizations in any educational institution supported wholly or in part by public funds, which is likely to cause bodily danger or physical punishment to any student or other person attending any such institution is prohibited.

Whoever violates the provisions of this Section shall be fined not less than ten dollars nor more than one hundred dollars, or imprisoned for not less than ten days nor more than thirty days, or both, and in addition, shall be expelled from the educational institution and not permitted to return during the current session or term in which the violation occurs.

REPORTING

A faculty member, staff member, or student who becomes aware of possible hazing of LSU students must immediately report the matter to the Dean of Students, 116 Johnston Hall, 578-4307, or to the LSU PD, 578-3231.