



Louisiana State University

**President's Greek
Life Implementation
Committee Report**

2018

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LOUISIANA STATE UNIVERSITY

President's Greek Life Implementation Committee Report

Overview

On September 14, 2017, Maxwell Gruver, an LSU freshman and pledge member of the Phi Delta Theta chapter on campus, died after a tragic hazing incident. 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. The national office of Phi Delta Theta removed the chapter's charter. The University completed an investigation and rescinded registration of the chapter through 2032.

On September 29, 2017, President Alexander created a [Task Force on Greek Life](#) to conduct a thorough review of LSU's Greek community. The Task Force initiated a transparent, public process to examine all aspects of Greek Life at LSU. The Task Force was composed of LSU faculty, staff and students, as well as members of national Greek organizations that are affiliated with LSU's Greek system. The group spent five months evaluating issues that impact Greek organizations and the overarching Greek culture at LSU.

On February 21, 2018, the President released the [Task Force's Report and Recommendations](#). The report provided 28 recommendations focused on making improvements in three major categories:

- University policy
- Transparency related to chapter behavior
 - Organizational processes
 - Greek organization accountability and oversight
- Greek culture on campus
 - New member recruitment and education policies and processes
 - Ongoing training and educational activities
 - Social activity policies and processes

On February 28, 2018, the President released the [President's Action Plan](#), which accepted the Task Force's recommendations and included some additional directives of his own. One of his directives was the creation of an Implementation Committee to carry out his Action Plan. For nearly four months, the Implementation Committee executed the Action Plan by developing and refining processes and policies to improve Greek Life at LSU. Committee members also explored best practices with organizations including the Association of Public and Land-grant Universities (APLU), the Association of American Universities (AAU), Student Affairs Professionals in Higher Education (NASPA), and the Southeastern Conference (SEC).

The Committee's implementation of the President's Action Plan initiated a dynamic and ongoing process representing comprehensive change for LSU and the Greek community by:

- Clearly defining what constitutes hazing as part of the newly revised Code of Student Conduct and developing a Uniform Code of Infractions. *Changes to the Code also include an Amnesty clause to encourage students to report dangerous behavior such as hazing.*
- Revising University policies and Greek Life operational policies to provide additional transparency, ban common-source containers and all alcohol except beer and wine from Greek functions, limit attendance at social events to one member for every three guests, and require trained, full-time house directors hired based on defined minimum job qualifications to be on premises for all events.
- Creating a new Greek Standards for Success process based on four areas of standards, including: academics, operations, education, and civic/campus engagement. *Chapters will submit new member education plans for review and approval as part of this process.*
- Rebuilding the Greek Life website with a new accountability section to house a history of chapter disciplinary matters and the new Standards for Success scorecard. *Each chapter's page at the site will house its membership contract and link to the organization's drug policy.*

The University also received significant support from the state Legislature and Gov. John Bel Edwards through five specific pieces of legislation that will help us better address the challenge of hazing on our campus:

- **Act 481** — CIVIL PROCEDURE: Authorizes exemplary damages in civil actions for death from hazing (Sen. Dan Claitor of Baton Rouge)
- **Act 512** — PUBLIC RECORDS: Exempts specified personally identifiable information from the Public Records Law, related to reporting violations of student codes of conduct or other policies intended for the safety of students or employees of postsecondary education institutions. (Rep. Franklin Foil of Baton Rouge)
- **Act 635** — CRIME/FELONIES: Amends penalties relative to the crime of hazing (Rep. Nancy Landry of Lafayette)
- **Act 637** — CRIME/MISDEMEANOR: Creates a penalty for those who fail to seek medical assistance when reckless behavior results in serious bodily injury. (Rep. Reid Falconer of Mandeville)
- **Act 640** — COLLEGES/UNIVERSITIES: Requires reporting, policies, and education on hazing (Rep. Steve Carter of Baton Rouge)

The Implementation Committee also created a new policy (Policy Statement 76 -- Greek Life Committees) that established the Oversight Committee on Greek Life. The Oversight Committee will meet at least twice a year to review Greek-related policies, procedures and training/educational requirements. The Committee will divide the Greek program into four manageable parts and will designate a schedule for review to accomplish a complete review of all Greek policies every 4 years. The policy also establishes a Greek Alumni Advisory Committee to serve as a liaison between the Office of Greek Life and active alumni of the LSU Greek community.

The full implementation of the President's Action Plan is detailed below. This report, and its related policies and documents, concludes the work of both the President's Task Force on Greek Life and the resulting Greek Life Implementation Committee. The ongoing operations of Greek Life at LSU, as well as any future updates of the Oversight Committee on Greek Life, will be posted to, or linked from, the [LSU Greek Life website](#). Through policy development, membership requirements and training, chapter standards for success, greater transparency, and legislative support, the University believes its Greek community is better positioned to succeed in a safer environment.

Implementation of President's Action Plan

The Greek Life Implementation Committee was charged with putting the recommendations of President Alexander and his Task Force on Greek Life into action.

The following items detail the completed implementation of each of those recommendations:

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.
 - ✓ **NEW UNIVERSITY POLICY: PS-76 — GREEK LIFE COMMITTEES**
APPENDIX A
- ii. Develop a specific, operational definition of “hazing.”
 - ✓ **REVISED CODE OF STUDENT CONDUCT: SECTION 10.2(M)**
APPENDIX B
- iii. Develop “amnesty” policy for reporting of certain infractions that covers both medical and non-medical situations.
 - ✓ **REVISED CODE OF STUDENT CONDUCT: SECTION 3.4**
APPENDIX B
- 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.
 - ✓ **NEW UNIFORM CODE OF INFRACTIONS**
APPENDIX C
- 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.”
 - ✓ **REVISED UNIVERSITY POLICY: PS-78 — SERVING, POSSESSING, AND CONSUMING OF ALCOHOLIC BEVERAGES**
APPENDIX D
- 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 organizations.
 - ✓ **REVISED UNIVERSITY POLICY: PM-68 — CONSTRUCTION, MODIFICATION, MAINTENANCE, CARE, AND OPERATION OF SORORITY HOUSES, FRATERNITY HOUSES, AND OTHER ORGANIZATIONAL HOUSES LOCATED ON UNIVERSITY PROPERTY**
APPENDIX E
- vii. Review leases of University property by Greek organizations for risk management considerations.
 - ✓ **REVISED UNIVERSITY POLICY: PM-68 — CONSTRUCTION, MODIFICATION, MAINTENANCE, CARE, AND OPERATION OF SORORITY HOUSES, FRATERNITY HOUSES, AND OTHER ORGANIZATIONAL HOUSES LOCATED ON UNIVERSITY PROPERTY**
APPENDIX E

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 Committee (see C.ii. and C.iii. below).
 - ✓ **NEW UNIVERSITY POLICY: PS-76 — GREEK LIFE COMMITTEES**
APPENDIX A

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).
 - ✓ **NEW GREEK STANDARDS FOR SUCCESS**
APPENDIX F
- 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. At least one member shall attend an annual training approved by the Office of Greek Life.
 - ✓ **NEW GREEK STANDARDS FOR SUCCESS**
APPENDIX F
- iii. Create a standing Greek Alumni Advisory Committee to the Office of Greek Life which is comprised of representatives from the chapter advisory boards.
 - ✓ **NEW UNIVERSITY POLICY: PS-76 — GREEK LIFE COMMITTEES**
APPENDIX A
- iv. Verify annually that each Greek chapter has a functioning, active Judicial Board with chapter advisory board oversight.
 - ✓ **NEW GREEK STANDARDS FOR SUCCESS**
APPENDIX F
- 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.
 - ✓ **NEW GREEK STANDARDS FOR SUCCESS**
APPENDIX F
- vi. Require each Greek chapter to have a “membership contract” to be signed by every member annually, 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.
 - ✓ **NEW GREEK STANDARDS FOR SUCCESS**
APPENDIX F
- 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.
 - ✓ **REVISED UNIVERSITY POLICY: PM-68 — CONSTRUCTION, MODIFICATION, MAINTENANCE, CARE, AND OPERATION OF SORORITY HOUSES, FRATERNITY HOUSES, AND OTHER ORGANIZATIONAL HOUSES LOCATED ON UNIVERSITY PROPERTY**
APPENDIX E

viii. Develop minimum job qualifications for Greek chapter house directors (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.

- ✓ **REVISED UNIVERSITY POLICY: PM-68 — CONSTRUCTION, MODIFICATION, MAINTENANCE, CARE, AND OPERATION OF SORORITY HOUSES, FRATERNITY HOUSES, AND OTHER ORGANIZATIONAL HOUSES LOCATED ON UNIVERSITY PROPERTY**

APPENDIX E

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

- ✓ **REVISED WEBSITE AT LSU.EDU/GREEKS**

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 and activity.

- ✓ **NEW GREEK STANDARDS FOR SUCCESS**

APPENDIX F

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.

- ✓ **NEW GREEK STANDARDS FOR SUCCESS**

APPENDIX F

iv. Require annual submission of new member education plans to the Office of Greek Life for review and approval.

- ✓ **NEW GREEK STANDARDS FOR SUCCESS**

APPENDIX F

v. Require all new member recruitment, education, and related activities to be alcohol-free.

- ✓ **REVISED UNIVERSITY POLICY: PS-78 — SERVING, POSSESSING, AND CONSUMING OF ALCOHOLIC BEVERAGES**

APPENDIX D

- 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.

- ✓ **NEW GREEK STANDARDS FOR SUCCESS**
APPENDIX F

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).

- ✓ **NEW GREEK STANDARDS FOR SUCCESS**
APPENDIX F

F. SOCIAL ACTIVITY POLICY AND PROCESS IMPROVEMENTS

- i. Require Greek chapter presidents and advisory board chairs to sign a 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.

- ✓ **NEW GREEK STANDARDS FOR SUCCESS**
APPENDIX F

- 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.

- ✓ **REVISED UNIVERSITY POLICY: PS-78 — SERVING, POSSESSING, AND CONSUMING OF ALCOHOLIC BEVERAGES**
APPENDIX D

- iii. Restrict alcohol and non-members/guests to Greek chapter house common areas during registered social events and require full compliance with PS-78.

- ✓ **REVISED UNIVERSITY POLICY: PS-78 — SERVING, POSSESSING, AND CONSUMING OF ALCOHOLIC BEVERAGES**
APPENDIX D

- 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.

- ✓ **REVISED UNIVERSITY POLICY: PS-78 — SERVING, POSSESSING, AND CONSUMING OF ALCOHOLIC BEVERAGES**
APPENDIX D

- v. Beginning with the 2018 football season, move all IFC fraternity tailgating to IFC chapter houses, for those chapters that have houses; and for those chapters that do not have houses, the Office of the Dean of Students will make equitable accommodations to provide a space to enable chapter members to tailgate together. All tailgating activities will require full compliance with PS-78, including security and procedural adherence requirements.

- ✓ **REVISED UNIVERSITY POLICY: PS-78 — SERVING, POSSESSING, AND CONSUMING OF ALCOHOLIC BEVERAGES**
APPENDIX D

Acknowledgements

The University would like to recognize members of the Implementation Committee for their time and commitment to the improving the safety and environment for Greek Life at LSU:

- **Kurt Keppler**, Vice President for Student Affairs – *Chairman*
- **Mari Fuentes-Martin**, Associate Vice President and Dean of Students
- **Jason Badeaux**, Student Government President 2017-18
- **B.J. Billeaudeau**, Greek Alumni Representative
- **Adrienne Boutte**, NPHC President
- **Corrin Connelly**, PHC President
- **Christopher Dupre**, IFC President
- **Richard Koubek**, Executive Vice President and Provost
- **Daniel Layzell**, Vice President for Finance and Administration and CFO
- **Stewart Lockett**, Student Government President 2018-19
- **Kenneth McMillan**, Faculty Senate President
- **D'Ann Morris**, Executive Director of Student Health Center
- **Jill Roshto**, Greek Alumni Representative
- **Kristine Calongne Sanders**, Assistant Vice President of Communications, Division of Strategic Communications
- **Thomas Skinner**, Vice President for Legal Affairs and General Counsel

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A. POLICY STATEMENT-76 – Greek Life Committees

Related President’s Action Items:

- A. 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.
- B. 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 Committee.
- C. iii.** Create a standing Greek Alumni Advisory Committee to the Office of Greek Life which is comprised of representatives from the chapter advisory boards.

Title/Topic: Greek Life Committees

Number: 76.02

Functional Classification: Student Services

Monitoring Unit: Office of Student Affairs

Initially Issued: March 26, 1992

Last Revised: June 27, 2018

Last Reviewed: June 27, 2018

Greek Life Oversight and Advisory Committees

I. Purpose

To establish and provide for the operation of the Oversight Committee on Greek Life (“Oversight Committee”) and Greek Alumni Advisory Committee (“Advisory Committee”) as directed in the President’s Action Plan for Greek Life issued February 28, 2018.

II. General Policy and Procedures

A. Oversight Committee on Greek Life

The Oversight Committee is established and charged with the review of all Greek-related policies, procedures and training/educational requirements for the purpose of recommending additions, deletions, and revisions to the President.

1. Composition of the Oversight Committee

The Oversight Committee shall consist of the following nine members, each of whom shall have the right to vote:

- President or a designee
- Executive Vice President for Finance & Administration/CFO or a designee
- Executive Vice President & Provost or a designee
- Vice President of Student Affairs or a designee
- Faculty Senate President or a designee
- President of the Interfraternity Council
- President of the National Pan-Hellenic Council
- President of the Panhellenic Council
- LSU alumni with Greek affiliation designated by Vice President of Student Affairs

A Chairperson shall be elected from the voting members of the Committee. The Oversight Committee may also include the following exofficio members, who will have a voice but no vote on the committee:

- Vice President of Legal Affairs & General Counsel or a designee
- Dean of Students or a designee
- Associate Dean of Students and Director of Greek Life or a designee

Designee members shall serve one-year terms and may be reappointed.

2. Oversight Committee Procedures

- a. The Oversight Committee is charged with reviewing all Greek-related policies, procedures and training/educational requirements on a maximum of a staggered four-year cycle.
- b. The Oversight Committee shall divide the Greek program into four manageable parts and designate the schedule for review in order to accomplish a full review of the Greek program every four years. This quadrennial review shall include but it not limited to:
 - Policies implemented and enforced by the Greek Life office
 - Forms and processes used by the Greek Life office
 - Training required for Greek organizations, house directors, and advisors
 - Enforcement of the Student Code of Conduct as to Greek organizations
 - Regulation of events and tailgating as applicable to Greek organizations
 - PM 68
 - PS 52 as applicable to Greek organizations
 - PS 78 as applicable to Greek organizations
- c. The Oversight Committee shall meet at least twice per year but may meet more often as determined by the Chairperson. The Chairperson will be responsible for scheduling meetings and setting the agenda. At least five members must be present for a quorum.
- d. The Oversight Committee may designate subcommittees to perform specific tasks and report to the Oversight Committee.
- e. At the request of the Chairperson or any member, the Oversight Committee may invite presentations, recommendations, or information on matters consistent with its mission.
- f. At least annually, the Oversight Committee shall issue a written report to the President stating the recommendations of the Oversight Committee, if any. The President may accept, reject, or refer the recommendations of the Oversight Committee back to the Oversight Committee for reconsideration.

B. Greek Alumni Advisory Committee

The Advisory Committee is established to interact and serve as a liaison between the Office of Greek Life and active alumni of the LSU Greek system.

1. Composition of the Advisory Committee

The Advisory Committee shall consist of the following seven members:

- One alumni advisor representative of the Interfraternity Council (“IFC”)
- One alumni advisor representative of the National Pan-Hellenic Council (“NPHC”)
- One alumni advisor representation of the Panhellenic Council (“PHC”)
- One alumni advisor who attended LSU and graduated within in the past 10 years
- One faculty/staff advisor who serves as a “University Advisor” for a chapter in good standing
- Two representatives from the Greek Unity Alumni Council

The following procedures apply to the selection of members of the Advisory Committee:

- a. Each council – IFC, NPHC, and PHC – will caucus together and will nominate two alumni from their respective council. These two alumni nominees should be selected from the alumni advisors who have been identified as the “chapter advisory board” from chapters in good-standing. One alumni representative will be selected from each council.
 - b. The chapter advisory boards for each council – IFC, NPHC, and PHC – will caucus together and will nominate one advisor who attended LSU and graduated within in the past 10 years. One alumni representative will be selected from the three nominees.
 - c. The chapter advisory boards for each council – IFC, NPHC, and PHC – will caucus together and will nominate one faculty/staff member who serves as the “University Advisor” for a chapter in good standing. One alumni representative will be selected from the three nominees.
 - d. The Greek Unity Alumni Council will nominate four alumni advisors to be considered for the committee. Two alumni representatives will be selected to represent the Greek Unity Alumni Council. If the Greek Unity Alumni Council is disbanded, inactive, or otherwise fails to provide nominees, the Greek Life office may appoint two additional alumni advisors to serve on the Advisory Committee.
 - e. Members shall serve one year terms and may be reappointed.
 - f. No student may serve on the Advisory Committee.
 - g. The initial Advisory Committee members will be selected by the Greek Implementation Committee. After the formation of the Greek Life Oversight Committee, that committee will be responsible for selecting future committee members from the nominees provided.
 - h. No chapter shall have more than one representative on the Advisory Committee.
 - i. Membership is contingent on the representative’s organization being in good standing with the University. If there is a vacancy for any reason, such as resignation or loss of good standing by the representative’s organization, the Greek Life office may appoint two additional alumni advisors to serve on the Advisory Committee.
2. Advisory Committee Procedures:
- a. The Advisory Committee is advisory to the Greek Life office and is intended to serve as a voice of the Greek alumni presence in the LSU Greek organizations. The Advisory Board is not intended to oversee the day-to-day activities of the Greek Life office or in any way disrupt the operations of the Greek Life office.
 - b. The Advisory Committee should meet at least twice per year. The Chairperson will be responsible for scheduling meetings and setting the agenda. At least four members should be present for a quorum. Meetings should be coordinated with the Greek Life office.
 - c. Any agendas or reports generated by the Advisory Committee should be provided to the Greek Life office, the Dean of Students, and the Vice President for Student Affairs.

B. CODE OF STUDENT CONDUCT

Related President's Action Items:

- A. ii. Develop a specific, operational definition of "hazing."
- A. iii. Develop "amnesty" policy for reporting of certain infractions that covers both medical and non-medical situations.

Amnesty Policy – LSU Student Code of Conduct

3.4 Amnesty

Student safety is of utmost importance to the University. To encourage students to make responsible decisions, the University recognizes the need for amnesty from University sanctions in certain situations. Amnesty under this policy, when granted, excuses a Student or Registered Student Organization (RSO) from University sanctions under the Code. Amnesty is intended to promote action when an emergency situation is present. It is not intended to excuse any student or organization causing the emergency situation or unsafe condition. The decision to grant amnesty will be determined by the Dean of Students and/or SAA on a case-by-case basis.

Amnesty under this policy is limited to violations of the Code and has no bearing on actions taken by any law enforcement agency, including LSU Police. To qualify for amnesty, a Student or RSO is encouraged to:

1. report any incident or medical emergency by contacting the appropriate University officials, including law enforcement, LSU Police or 9-1-1, when appropriate,
2. remain with any student needing attention or emergency treatment,
3. cooperate with University or emergency officials,
4. coordinate with University officials after the incident, and
5. cooperate with any University investigation.

Medical Amnesty

The University recognizes the need for emergency response amnesty ("Medical Amnesty") in certain alcohol, drug, physical, and emotional distress related emergencies and situations. Medical Amnesty may be available in the following situations:

- a Student seeking medical attention for themselves
- a Student seeking medical attention on behalf of another Student
- a RSO organization seeking medical attention for a Student

Medical Amnesty will not be granted for other policy violations (outside of alcohol and drug related violations) that may have occurred during the incident. In order to qualify for Medical Amnesty, the Student or RSO must comply with University requests for an educational conversation, assessment, and any potential referrals for additional services or treatment and/or outcomes to address the behavior.

Non-Medical Amnesty

The University recognizes the need for amnesty in certain behavioral situations which do not require immediate emergency medical response ("Non-Medical Amnesty"). In order to qualify for Non-Medical Amnesty, the Student and/or RSO must notify the University of the specific concerns in advance of the University having knowledge of the incident for which Non-Medical Amnesty is sought. In order to qualify for Non-Medical Amnesty, the Student or RSO must agree to comply with appropriate educational outcomes to address the behavior.

Non-Medical Amnesty is also available to a Student or RSO who proactively seeks clarification of University rules prior to engaging in questionable conduct.

Hazing Definition – LSU Student Code of Conduct

10.2 Behavioral Misconduct

A Student or RSO may be charged with Behavioral Misconduct for any of the following acts or omissions:

- M. **Hazing.** Hazing means an act by an individual or a group that, as an explicit or implicit condition for initiation to, admission into, affiliation with, or continued membership in a group or organization, regardless of consent:
1. Endangers the physical health or safety of a person or would cause a reasonable person severe emotional distress;
 2. Results in the destruction or removal of public or private property;
 3. Involves the consumption of alcohol or drugs;
 4. Involves the consumption of substances to excess or placement of substances on the body;
 5. Involves sexual activity;
 6. Involves violation of federal, state or local law or University policy; or
 7. Disrupts the academic performance or class attendance of a person.

It is **not** a defense to a charge of hazing that (i) the consent of the person had been obtained; (ii) the conduct or activity that resulted in the death or injury of a person was not part of an official organizational event or was not otherwise sanctioned or approved by the organization; or (iii) the conduct or activity that resulted in death or injury of the person was not done as a condition of membership to an organization.

The following is a non-exclusive list of examples of acts which, regardless of severity, constitute hazing:

- Physical brutality, such as whipping, beating, paddling, striking, branding, electronic shocking, placing of a harmful substance on the body, or similar activity;
- Physical activities, such as sleep deprivation, exposure to the elements or extreme conditions, imprisonment, confinement, or calisthenics;
- Consumption of food, liquid, or any other substance, including but not limited to alcoholic beverages or drugs, that subjects the person to an unreasonable risk of harm or that may adversely affect the physical health or safety of the person;
- Placement of substances on the body of a person;
- Kidnapping or dropping a person off campus without return transportation;
- Activity that induces, causes, or requires an individual to perform a duty or task that involves the commission of a crime or an act of hazing.

C. UNIFORM CODE OF INFRACTIONS

Related President’s Action Items:

- A. 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.

	LEVEL 1	LEVEL 2	LEVEL 3
Level Description	Low-level violations and/or Individual member violations	Mid-level violations which are Code of Student Conduct and/or risk management violations	High-level violations which are Code of Student Conduct and/or risk management violations
Violation Examples	Recruitment infractions	Mid-level alcohol violations (hard alcohol, common source, distribution to minors, etc.)	Hazing
	Minor alcohol infractions	Unregistered social events or social events with unrecognized groups	Sexual Misconduct
	Individual member housing lease/contract violations	Failure to Comply	Harassment
	Greek council violations	Complicity	High-level alcohol (distribution, etc.)
	Organization expectations or bylaws	Coercive Behavior	High-level drugs (distribution, manufacture, etc.)
		Disorderly Conduct	Endangerment
		Drugs (possession, use, etc.)	Amnesty clause: Organizations who proactively report a potential Level 3 violation(s) may be considered for Level 2 adjudication (partnership process).
		False Information	
		Harassment	
		Offensive Behavior	
	Property Misuse		
	Theft		
	Violating a Rule of the University		
Adjudication Process	Governing council judicial process, organization judicial boards or other internal judicial process.	Partnership process - Organization investigation and development of outcomes with Greek Life/ Campus Life and SAA.	Case investigation and adjudication by SAA and/or appropriate officials.

Possible Outcomes

- **WARNING:** Issued for a specified period of time as a result of a Code of Student Conduct or University violation. The Warning could be reflected on the Student Organization Scorecard.
- **DISCIPLINARY PROBATION:** Issued for a specified period of time during which any further violation of a Code of Student Conduct or University violation jeopardizes the Student Organization's status with the University. This status may include loss of privileges. Disciplinary Probation will be reflected on the Student Organization Scorecard.
- **DEFERRED SUSPENSION:** Issued for a specified period of time during which any subsequent finding of responsibility for a violation of the Code of Student Conduct or University violation shall include the outcome of suspension/rescission of registration. Deferred Suspension will include loss of privileges as detailed under Disciplinary Probation with restrictions and reflected on the Student Organization Scorecard.
- **SUSPENSION / RESCISSION OF REGISTRATION:** Separation from the University for a specified period of at least one semester and/or for multiple years for a violation of a Code of Student Conduct or University violation and reflected on the Student Organization Scorecard.

Expectations of Organization Members and Leaders

1. Any violations of Level 2 and Level 3 must be reported to Greek Life or Campus Life/SAA/Dean of Students for further investigation.
2. Organization President and Advisor must respond promptly to inquiries from Greek Life or Campus Life/SAA/Dean of Students Office. Failure to respond will elevate the level of outcomes.
3. Organizations that are found in violation while on a disciplinary status may result in elevating outcomes for subsequent violations.
4. If a Code of Student Conduct violation(s) occurs and individual members responsible are not identified for lack of cooperation, the executive officers may be found responsible for violation(s).
5. Each case will be assessed individually to consider facts and relevant mitigating circumstances.

* Note: Student Advocacy & Accountability (SAA)

D. POLICY STATEMENT-78 – Serving, Possessing and Consuming of Alcoholic Beverages

Related President’s Action Items:

- A. 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.”
- D. v.** Require all new member recruitment, education, and related activities to be alcohol-free.
- F. 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.
- F. 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.
- F. iii.** Restrict alcohol and non-members/guests to Greek chapter house common areas during registered social events and require full compliance with PS-78.
- F. 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.
- F. 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.

Title/Topic: Serving, Possessing, and Consuming of Alcoholic Beverages

Number: PS-78.06

Functional Classification: Health & Safety

Monitoring Unit:

Initially Issued: August 15, 2005

Last Revised: July 10, 2018

Serving, Possessing, and Consuming of Alcoholic Beverages

Purpose

This policy is applicable to the serving, possessing, and consuming of alcoholic beverages on University property and within University facilities. This Policy Statement outlines the policies and procedures specifically applicable to the serving, possessing, and consuming of alcoholic beverages on University property and within University facilities by students, University personnel, and their guests.

Principles

LSU is committed to maintaining a safe, healthful environment that supports its educational mission. The abuse of alcoholic beverages by its students, University personnel, and their guests interferes with the accomplishment of this mission. More specifically, the abuse of alcohol (1) negatively impacts the life and well-being of citizens; (2) interferes with student learning, student retention, and student graduation; (3) generates a cost to the University through personal injury, crimes, property damage, and risk management; and (4) negatively affects the image of the University.

Because LSU seeks to create a social environment that enhances learning, the following values with regard to alcohol must be upheld:

1. abstinence, as an option, is always supported and should never be discouraged;
2. although moderate and legal alcohol use may be permitted, the drinking of alcohol is never encouraged;

3. abusive consumption of alcohol is always discouraged; and
4. participation in illegal behaviors involving alcohol is not tolerated.

Accordingly, the possession, use, sale or distribution of alcohol may be done only in accordance with the provisions of federal and state laws, local laws and ordinances, and University regulations, including this policy.

Inappropriate behaviors and associated negative consequences of alcohol misuse will not be tolerated. All persons on campus regardless of their status (e.g., students, personnel, and guests) must adhere to the alcohol policies herein. The enforcement of community standards is a shared responsibility among all community members.

Definitions

Alcohol: Beer, wine, or distilled spirits (liquor) as defined by state law.

Authorized Vendor/Server: A caterer who has been licensed by the University through the Office of Procurement to engage in the sale and service of alcoholic beverages on the LSU campus under applicable law and University policy. An Authorized Vendor/Server must have: (1) all required governmental permits or licenses; (2) completed Responsible Alcohol Service Training as required by state law; (3) agreed in writing to adhere to University policies and regulations, city ordinances and state laws; (4) obtained LSU required insurance; and (5) must ensure that that any Vendor/Server performing such services on the LSU campus is at least 21 years old and not a member or affiliate of the host/sponsor organization/department.

Event: For the purposes of this policy, an Event is an assembly of individuals on campus for a gathering where alcohol is involved.

Event Registration: The required documentation completed by the host/sponsor of an Event, which specifies the conditions of alcohol service and certifies that the host/sponsor both understands and agrees to abide by University policies and applicable Federal, state and local laws governing such alcoholic beverage service. The Event Registration must be submitted by the host/sponsor to the Campus Life Office (for student organizations), the Greek Life Office (for fraternities and sororities) or to the Office of Finance and Administration (for non-students) at least **10 business days** prior to the event. The Event Registration must specify the campus location for the proposed event, which is subject to approval. Approval will not be granted for an event at any of the following locations (1) Greek Theatre, (2) athletic fields and grounds assigned to the University Recreation, and (3) in academic buildings in or around rooms in which classes are in session.

Permitted Alcohol: Beer and wine products consisting of no more than 15 percent alcohol by volume. Permitted Alcohol specifically excludes hard alcohol, any beverage containing hard alcohol, common source beverages containing alcohol and alcoholic beverages served from kegs. For the purpose of this policy, hard alcohol is any alcoholic beverage other than beer or wine. Any exception to Permitted Alcohol at an Event requires the approval of the President or the President's designee.

Possession: Any situation in which an individual is or reasonably can be assumed to be holding, drinking, or transporting an alcoholic beverage. The totality of the circumstances, including the presence of alcoholic beverage containers and the number of people present under age 21, may indicate evidence of possession.

Responsible Parties: Those individuals and the entities they represent who sign the Event Registration.

University Preapproved Sites: Sites designed by the University as approved locations for the service and consumption of alcohol whether as a part of fixed retail food and beverage operations or as professionally catered events. The Office of the Dean of Students and the Office of Finance and Administration maintain a list of University Approved Sites (e.g. The Club at Union Square, LSU Union, the Tiger Den Suites, and the Club Seating Area).

University Regulations

The serving, possession, and consumption of alcoholic beverages on University property must be in accordance with all applicable laws and University regulations. The following University policies shall apply:

1. No alcoholic beverages of any kind may be possessed, distributed, served, or consumed on campus by persons under the age of 21. The Responsible Parties are accountable for ensuring that no one under the age of 21 possesses, consumes or is served alcohol at an Event.

2. Consumption of alcohol is not advised. Anyone under the age of 21 possessing/consuming alcohol, or anyone giving alcohol to an underage person, will be subject to arrest.
3. In campus residences (including fraternity and sorority houses), only Permitted Alcohol may be possessed and consumed by persons at least 21 years-of-age and only in private rooms/apartments, unless the entire facility is designated as alcohol-free. No alcohol is allowed in the lobby, public areas, and immediate adjacent property of campus residences except during an Event.
4. In all other cases, persons age 21 or older may possess and consume Permitted Alcohol on campus only when the following conditions are met:
 - a. when the alcohol is served by a University Authorized Vendor/Server; and
 - b. when alcoholic beverages are served and consumed at a University Preapproved Site or at an Event registered and approved by the University; and
 - c. other than as part of a University Preapproved Site retail food and beverage operations, when an Event Registration signed by Responsible Parties has been accepted by the appropriate office consistent with applicable policy.
5. Approval must be obtained for alcohol to be possessed, distributed, served, or consumed at any location other than a University Preapproved Site. At least 10 business days before the proposed event, an Event Registration must be completed, submitted to, and approved by the appropriate office (Office of the Dean of Students for student organizations and fraternity and sorority houses; Office of Finance and Administration for all other requests).
6. The following policies pertain to the sale, purchase, and cost of alcohol on campus:
 - a. Only Permitted Alcohol may be sold, purchased or served and only by an Authorized Vendor/Server. Any alcohol other than Permitted Alcohol is specifically prohibited.
 - b. Alcohol may not be distributed free-of-charge by an alcohol company or distributor at any University Event or under any other circumstances on campus.
 - c. Alcohol may not be sold on campus by an alcohol wholesaler or distributor.
 - d. University units may not distribute alcohol free-of-charge to the general public (i.e. - persons not members of the groups or their specifically invited guests).
 - e. Alcoholic beverages may not be furnished as an award or prize.
 - f. University funds may not be used to purchase alcoholic beverages.
7. The following regulations govern the serving of alcohol at Events regardless of the sponsoring organization:
 - a. Only Permitted Alcohol may be sold, purchased or served and only by an Authorized Vendor/Server. Any alcohol other than Permitted Alcohol is specifically prohibited.
 - b. The Authorized Vendor/Server is responsible for assuring that no person under the age of 21 is served alcohol.
 - c. Alcoholic beverages are to be served as an adjunct to social events and may not be the primary focus of the event.
 - d. Non-alcoholic beverages and food also must be available at all times that alcoholic beverages are made available.
 - e. All alcohol will be stored and legally dispensed in a designated service area within the approved site. The supply of alcoholic beverages must not be accessible to anyone except the server.
8. The sponsoring organization is responsible for ensuring that members and invited guests display responsible behavior. To that end:
 - a. It is prohibited to host an event where there is explicit or implicit pressure or an expectation for anyone to consume alcohol, or where there is no diversion from drinking alcohol, or where lewd, abusive or sexually degrading behavior occurs in conjunction with alcohol consumption.
 - b. Any activity or event which encourages rapid drinking, drinking games, or drunkenness are prohibited.
 - c. Obviously intoxicated persons shall not be admitted or served alcohol at activities or social events.
 - d. Engaging in such high-risk activities or events may be considered aggravating circumstances if corrective measures are necessary.

9. Persons representing LSU off-campus or who reasonably could be construed as doing so (e.g., at conferences, seminars, competitions, performers, other activities/events) must behave legally and responsibly regarding the use of alcohol, abiding by the laws and policies of the states and/or institutions where they are visiting. The University may take action against individuals who engage in off-campus consumption of alcohol when it has negatively impacted or threatened to negatively impact the University's mission or activities or the health, safety, or welfare of the University community.
10. Tailgating will be allowed on campus before and after the game in a manner and in areas deemed acceptable by the University. Tailgating involving alcohol by a registered student organization must follow the policies outlined below for Registered Student Organization Events.
11. Under no circumstances will any alcoholic beverages be permitted in Tiger Stadium other than at University Preapproved Sites.
12. This provision does not allow the staging of events that would otherwise not be permitted.
13. Notwithstanding this provision, possession or consumption of alcohol at fraternity and sorority houses must be in compliance with all other requirements stated herein at all times.
14. This policy shall not apply to University facilities when leased by:
 - a. An individual or private organization for a private event not affiliated with a registered student organization when in compliance with state and local laws regulating the sale and consumption of alcohol; or
 - b. A private business operating as a grocery or restaurant licensed for the sale or consumption of alcohol and operating in compliance with state and local law.

Registered Student Organization Events

In addition to the above regulations, the following policies shall apply to registered student organization events involving alcohol:

1. Only Permitted Alcohol may be served and only by an Authorized Vendor/Server. Any alcohol other than Permitted Alcohol is specifically prohibited. **This rule also applies to student organization events located off campus.**
2. A student organization must complete and file an Event Certification with the Office of the Dean of Students or its designee **10 business days** prior to a proposed Event.
3. A student organization must arrange security with the LSU Police Department at least **10 business days** prior to a scheduled Event. Contract security companies may only be used with the permission of LSU Police Department. The University reserves the right to determine the number of officers and other security measures required for an Event.
4. A student organization must attend risk management and alcohol planning training prior to receiving approval for an Event. At least three current executive officers and a current advisor must have attended the training within 12 months of an Event Registration. This risk management and alcohol planning training will be presented by the Dean of Students Office or its designee annually or as demand requires. It is the responsibility of the registered student organization to ensure that the appropriate trainings have been received prior to attempting to register an Event.
5. An Event may not begin before 4:30 p.m. on Monday through Thursday and 3:30 p.m. on Friday and must end by 11:00 p.m. Sunday through Thursday and 2:00 a.m. on Saturday and Sunday following events on Friday and Saturday. Bands and amplification equipment must cease no later than 11:59 p.m. on Friday or Saturday night if outside. The administrator with whom the function must be registered may allow appropriate exceptions to the normally approved hours for social functions.
6. No cover charge or admission charge may be imposed at an Event where alcoholic beverages are served nor may alcohol be provided free in return for the purchase of another item (i.e. cup).
7. Open source containers (including but not limited to kegs, party balls or punch bowls containing alcohol) are specifically prohibited.
8. An individual determined to be eligible to consume alcoholic beverages must be identified with a non-removable wrist band.
9. An individual may not return to an Event after that individual has exited the function and consumed alcohol while absent from the Event.
10. Alcohol may not be served at an Event open to the public. Attendance at a student organization Event must be by invitation.
11. A student organization may not accept donation of alcoholic beverages.
12. A student organization may not promote or sell alcoholic beverages.

13. At any fraternity or sorority Event held at fraternity or sorority housing or property, the following additional provisions apply:
 - a. Subject to fire code restrictions, there may be no more than three non-member guests for every member of the organization present at the Event. Exceptions may be granted in advance by the Greek Life Office for community, alumni and family events.
 - b. Alcoholic beverages are restricted to common areas of the fraternity or sorority house.
 - c. Guests and non-members are restricted to common areas of the fraternity or sorority house for the duration of the event.
 - d. Members of the organization are prohibited from providing, serving or consuming alcohol of any kind in the private areas of the fraternity or sorority house for the duration of the Event.
 - e. All recruitment and new member education programs, sometimes known as pledge activities, must be alcohol-free for all in attendance.
 - f. Where allowed by the organization, any tailgating Event shall be located at the fraternity or sorority housing and must comply with all other requirements of this policy.
 - g. LSU Police, designated security and/or University officials may enter upon the premises before, during and after an event to ensure compliance with this policy.
14. Organizations that fail to comply with these policies are subject to University sanctions, including the loss of the privilege to have future Events.

Student Organization Events — Off-Campus

The following policies shall apply to any student organization conducting an off-campus event involving alcohol:

1. The student organization must provide notification to the Greek Life Office of the Office of the Dean of Students no more than 10 business days prior to the event.
2. The student organization must certify that only Permitted Alcohol will be allowed at the event and that it will only be served by a licensed vendor and server. Any alcohol other than Permitted Alcohol is specifically prohibited.

E. PERMANENT MEMORANDUM-68 – Construction, Modification, Maintenance, Care and Operation of Sorority and Fraternity Houses Located on University Property

Related President’s Action Items:

- A. 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 organizations
- A. vii.** Review leases of University property by Greek organizations for risk management considerations.
- C. 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.
- C. viii.** Develop minimum job qualifications for Greek chapter house directors (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.

Permanent Memorandum

Subject: Construction, Modification, Maintenance, Care, and Operation of Sorority Houses, Fraternity Houses, and other Organizational Houses Located on University Property -PM-68

Date: July 10, 2018
(replaces PM-68 dated August 25, 1994)

This Permanent Memorandum shall govern the construction, modification, maintenance, care, operation and related activities, and facility management concerns for leased housing facilities and premises leased or operated by Greek sororities and fraternities or other approved organizations on property owned by the LSU Board of Supervisors. It is the goal of this Permanent Memorandum to ensure the organizations operate such facilities safely and legally within the regulatory framework established both by the University and by outside agencies.

I. Definitions

Designated Unit: a component, office, or department of the respective campuses of the University responsible for interacting and monitoring organizational housing.

Facilities or Leased Property: All land leased by the University to an Organization (as defined herein) and permanent or temporary buildings, structures, sidewalks, parking lots, signs, fences, and landscaping situated thereon.

Organization: The local chapter of the sorority or fraternity, recognized organization, the house ownership organization, or other legal entity which has a lease agreement with the University for the land and owns or sub-leases the improvements on that land or is leasing the improvements from the University.

University: Board of Supervisors of Louisiana State University and Agricultural and Mechanical College.

II. General Policy

- A.** Campus House Management Committee (CHMC) shall be convened by a representative of a Designated Unit (e.g. Greek Life Office) and composed of representatives from the following offices: Planning Design and Construction, Facility Services, Environmental Health and Safety, Risk Management, LSU Police Department, and LSU Office of General Counsel (or any unit responsible for the duties assigned to the listed units and approved by the President), to enforce and annually review the provisions of this Permanent Memorandum and make recommendation for changes to the Oversight Committee on Greek Life. The CHMC will be chaired by a person from the committee decided on annually by the members of the committee.

- B. All Organizations, whether currently leasing from the University, sub-leasing or entering into leases in the future with the University, must comply with the provisions of this Permanent Memorandum.
- C. The legal entity owning, leasing, or sub-leasing the Facilities must identify to the Greek Life office at all times a specific person to represent the Organization on matters related to the lease and this Permanent Memorandum. That legal entity shall also maintain with the Greek Life office a current copy of its organizational structure, officers, and membership.
- D. All leases or sub-leases will be processed through the Office of General Counsel in coordination with the Real Estate, Public Partnerships, and Compliance office where a copy of the signed lease will be retained.
- E. CHMC members and authorized employees of the University, as determined by the Oversight Committee on Greek Life, are entitled to inspect the Facilities at a reasonable time with 24-hour notice. No advance notice is required in the event of an emergency or life safety concern or for a maintenance employee with an approved work request/order.
- F. The Organization shall provide a roster of current members to the Designated Unit (e.g. Greek Life Office) at least one week prior to the first day of class each semester. Lists and rosters shall be updated during the course of the semester as changes occur.
- G. The Organizations may receive and be billed for utilities and maintenance services provided by the University. An itemized bill should be provided upon request of the Organization.
 - 1. A deposit of \$500 shall be required as a condition for utility service.
 - 2. If the Organization is more than 30 days past the due date in payment of such bills and has received a certified letter, it will be considered delinquent and in violation of the lease agreement and this Permanent Memorandum.
- H. The University expects the Organization to conduct its business functions, including collection of fees, payment of bills, and proper maintenance of personnel and tax records, in a responsible and business-like manner. Failure to pay invoices in a timely manner will be considered a violation of the lease and this Permanent Memorandum. Where feasible and mutually acceptable, Organizations may contract with the University for the collection of certain fees from individual members.
- I. The Facilities may be used only for the housing, dining, and personal living needs of LSU students, student members, and pledges/associate members of the Organization and its House Director, and for conducting appropriate social and organizational activities of the Organization approved by the University.
- J. Freshmen will not be allowed to reside in the Facilities for their first semester (fall or spring). Second-semester freshman may live in the Facilities provided the following conditions are met:
 - 1. The Organization must be in good standing with the University and the national organization, as applicable.
 - 2. The freshman applicant must:
 - a. Have been initiated into the Organization, if applicable
 - b. Not be on disciplinary probation or deferred suspension with the University.
 - c. Have a minimum 2.25 grade point average.
 - d. Be in good standing with the Organization, if applicable.
 - 3. The total number of freshmen living in the Facility shall not exceed thirty percent (30%) of the total number of members living in the Facility.
- K. Facilities shall not be used for any purpose or activity determined to be unlawful under the provisions of any federal, state, or local statute, ordinance, or regulation, or in violation of any policy or regulation of the University. Each Organization shall abide by all applicable federal, state, or local statutes, rules, regulations, or ordinances, and by any other rules or regulations adopted by the University.
- L. Facilities shall not be used at any time for the purpose of carrying on any unapproved business, profession, or trade of any kind whatsoever.
- M. Controlled substances as defined by any federal, state, or local statute, or rule, regulation, or ordinance shall not be sold, possessed or utilized in or on the Facilities. An individual may use prescription medication which otherwise qualified as a controlled substance but only under a prescription to that individual.
- N. Except as authorized by law, firearms are not allowed in or on the Facilities.

- O. The sale, purchase, possession, and use or consumption of alcohol in or upon the Facility must be in compliance with all applicable laws and University policies.
- P. The Organization is prohibited from hiring anyone convicted of or pleading no contest to any of the crimes listed in La. R.S. 15:587.1 barring advance approval by the district attorney and a district judge. The Organization will conduct criminal background checks for personnel employed by the Organization at the Facilities.
- Q. Penalties for violation of any part of this Permanent Memorandum or provision in the lease may include a formal warning, restriction or denial of all activities, monetary penalties, community service, suspension of the Organization, or termination of the lease. Prior to suspension of the Organization or termination of a lease **for violation of this Permanent Memorandum**, the University shall:
 - 1. Provide the Organization written notice of the intended action and,
 - 2. If the violation is susceptible to corrective action, allow a period of 14 days to elapse from the date of the notice before taking the intended action without the Organization, in the opinion of the University, having corrected the violation.

III. House Director

- A. Each Organization is required to employ a House Director to live and be present at the Facility on a full-time basis during the regular academic year or summer, when the Facility is open and/or occupied.
 - 1. The House Director job description must comply with the following minimum qualifications:
 - a. Must be 25 years of age or older;
 - b. Bachelor's degree recommended;
 - c. Experience working with Greek-lettered organizations, residence life, or other group living strongly preferred;
 - d. Cannot be a graduate of the employing chapter within the past five years without the permission of the Dean of Students.
 - 2. A sample House Director job description is posted on the Designated Unit's website and is available for use with suggested job duties and responsibilities.
 - 3. Each Organization shall submit the name and resume of any proposed House Director to the Designated Unit (e.g. Greek Life Office) to ensure that the proposed House Director meets the minimum qualifications no later than one week prior to the offer of employment.
 - 4. House Director mandatory training will be completed prior to opening for the semester or within 30 days of employment. Mandatory training will be scheduled through the Designated Unit (e.g. Greek Life Office). This training is also available for advisors, house corporation members, and alumni. Mandatory training requirements will be reviewed on a bi-annual basis and recommendation for changes will be presented to the Oversight Committee on Greek Life for approval.
- B. During any planned absence or voluntary termination of a House Director, the Organization shall provide an interim House Director. Any interim House Director must meet the minimum qualifications of the House Director and can be an advisor, member of the house ownership organization, or alumni.
- C. For any unplanned or unexpected absence, including the resignation of a House Director, the Organization shall immediately notify the Designated Unit (e.g. Greek Life Office) and must make reasonable effort to promptly provide an interim House Director. If a House Director is not available within 72 hours, the Organization must present an action plan for correcting the deficiency.
 - 1. The action plan must specify specific steps which will be taken and deadlines for completion of each step. If an Organization fails to hire or maintain a House Director for a period exceeding 30 days, the Organization must provide an updated action plan.
 - 2. If an Organization fails to comply with its action plan, fails to update its action plan as required, and/or fails to demonstrate continued reasonable effort to engage a permanent House Director, the Organization will be subject to sanction by the University.

- D. In the absence of a House Director or interim House Director, regardless of reason, no meetings or activities of any kind may take place at the Facility, including Chapter meetings or informal gatherings, and only residents may be present at the Facility (except for during standard dining services) before 8:00 a.m. and after 8:00 p.m. on weekdays, on weekends, overnights and during any event or activity at the Facility.

IV. Facility Compliance

- A. Fire and life-safety codes and health and food service sanitation regulations must be observed at all times.
 - 1. The Organization shall complete an annual Food Safety Audit of all food prep areas and equipment to ensure compliance with federal and state health codes through a third party vendor. A copy of the annual audit in the last year will be provided to the Designated Unit prior to July 1 each year. The Organization will also provide a copy of any plan of correction for each audit deficiency to the Designated Unit and Environmental Health and Safety office.
 - 2. The Organization shall provide proof of an annual inspection in the last year by the state fire marshal for the owned Facilities to the Designated Unit prior to July 1 each year. The Organization will also provide a copy of any plan of correction for each deficiency submitted to the Fire Marshal to the Designated Unit and Environmental Health and Safety office.
- B. Fire drills will be conducted in accordance with the Office of the State Fire Marshal's mandate for University housing - one each fall and spring semester and one in the summer, if the house is occupied. The fire drill each semester will be conducted within the first two weeks of classes starting. Fire drills will be conducted and the house inspected to ensure compliance by all present. The results, date, and time will be documented and maintained on file to be available upon request by the University or Fire Marshal.
- C. The Organization will submit all permanent exterior signage requests to the Designated Unit for forwarding to the Planning Design and Construction office for review and approval prior to installation.
- D. The Organization shall comply with the University Parking Policy and not allow parking of any vehicle on an unprepared surface. No vehicles are to be parked on the grounds or driven through the grounds to access the building except by permission of a Facility Services' representative. Special access ways can be developed for event setup and takedown under the guidance and assistance of a Facility Services' representative. Upon request, Parking and Transportation will ticket and/or tow illegally parked vehicles.
- E. Each Organization will maintain a Tropical Storm/Hurricane Protocol and review it on an annual basis for updates. The protocol will be submitted initially and when modified to the Designated Unit.

V. Facility Maintenance and Upkeep

- A. The Organizations shall maintain all owned Facilities and grounds in good repair and in a safe, serviceable, clean, and sanitary condition acceptable to the University. The Organization shall keep all walks, parking areas, and lawns free from dirt, debris, and trash at all times and maintain lawns, landscaping, and housing exterior in a condition and appearance acceptable to the University. If corrective action is not taken within five days of a notice of being out of compliance, the University will provide the service and bill the Organization. The following minimum standards apply to the grounds on the Facilities:
 - 1. Turf areas will be kept in a healthy condition and free of weeds, edged, trimmed, and mowed.
 - 2. All landscaped beds will be mulched and kept free of weeds and grass.
 - 3. Prior to any excavations, a *Utility Locate Request* must be submitted to Facility Services and contact made with Louisiana One Call @ 1-800-272-3020 to ensure location of all utilities.
 - 4. No paint, dyed water, or any other substance is to be released on the grounds or into the drain structures.
 - 5. Tree removal or maintenance will be done by the University and all associated costs will be billed to the Organization.
 - 6. Clean-up of the external portions of the Facilities shall be completed no later than 24 hours after the conclusion of the function. Upholstered furniture may be used outside at the Facilities only during registered functions.
- B. The Organization shall maintain a contract for annual and periodic preventative maintenance of the heating, ventilation, and air conditioning systems and shall provide a copy of said contract to the Designated Unit by July 1 of each year.

- C. The Organization shall maintain grease interceptors in efficient operating condition by periodic removal of the accumulated grease. No such collected grease shall be introduced into any drainage piping, or public or private sewer.

VI. Insurance Requirements

- A. The Organization shall procure and keep in full force and effect public liability and property damage insurance sufficient to protect the Organization and University from any and all claims for personal injury, including death and property damage claims which may arise from any activity or operation related to the Facilities, in amounts acceptable to the University. The following shall also apply **unless the Organization lease requires greater limits or coverage**:
 - 1. The Organization shall carry All Risk Property Insurance on any improvements located on the Leased Property in the greater of either the appraised value of the improvements or the replacement cost of the improvements.
 - 2. The Organization shall carry Commercial general liability coverage shall be no less than \$1 million per occurrence/\$2 million aggregate per year.
 - 3. If the Organization is an employer, the Organization shall carry workers' compensation in compliance with Louisiana law and employer liability coverage of no less than \$1 million per accident/disease/employee.
 - 4. The Organization shall maintain broad form contractual liability coverage (to the extent not included in commercial general liability coverage).
 - 5. All insurance shall be carried with responsible insurance companies authorized to transact business in the State of Louisiana and acceptable to University.
 - 6. Any property or liability insurance policy must contain an endorsement or other written acknowledgment identifying the University is an additional insured under the policy.
 - 7. All policies must provide occurrence coverage.
 - 8. All policies must provide that the University shall be given at least 30 days written notice prior to any modification or termination of coverage.
- B. Proof of insurance required by this section shall be provided to the Designated Unit by July 1 of each year to be forwarded to LSU Risk Management for review and approval.

VII. Modifications, Improvements, Alterations, or Repairs

- A. Any modifications, improvements, alterations, or repairs of the current improvements located on the Facilities, including expansion or wholesale replacement of site work or landscaped areas must be submitted through the Designated Unit to the Planning Design and Construction (PDC) office for code review and permitting.
 - 1. Prior to any excavations, a *Utility Locate Request* must be submitted to Facility Services and contact made with Louisiana One Call @ 1-800-272-3020 to ensure location of all utilities.
 - 2. Seasonal plantings, replacement of dead plants, mulching, etc. do not require PDC review.
 - 3. Minor maintenance tasks that do not involve facility modifications, alterations, replacement, or construction of systems inside of walls, below floors, or above ceilings do not require PDC approval, but it is encouraged to consider a review to avoid dislodging of hazardous materials that may be present.
 - 4. Emergency repairs may be performed without PDC review by licensed vendor/contractor.
- B. **No work** will start until all approvals are received in writing in the form of an Authorization to Proceed from the PDC office.
 - 1. Minor work will generally be approved within two weeks.
 - 2. Major work such as major renovations and new houses will require multiple reviews and be lengthier.

VIII. Security

- A. It is strongly encouraged that surveillance cameras be provided by the Organization on all exterior doors and preferred for community/social spaces in the house (living room, chapter room, lounges and social spaces). Camera footage should be stored for a minimum of two weeks.
- B. Adequate exterior lighting will be provided by the Organization. It is suggested that a monthly lighting survey will be documented and maintained on file.

C. Keying and Key Management

1. All exterior doors and bedroom doors will be provided with an approved key/card, biometric, or electronic operated lock by the Organization. A card lock will have an emergency key override feature.
2. It is strongly encouraged or expected that bedroom doors be equipped with an approved key/card, biometric, or electronic operated lock by the Organization. All locks will have an emergency key override feature.
3. Existing facilities may be secured by keyed lock, but it is preferred that new construction and major renovations will provide card, biometric, or electronic operated locks with an emergency key override.
4. The Organization will maintain an inventory of all keys and doors operated by keys.
5. The Organization will conduct a complete audit of all keys at the end of each semester and maintain documentation of the audit and actions taken for unaccounted keys/lock changes.

Appendix: Summary of Required Organizational Submittals

1. The house ownership organization shall maintain the identity of the person to represent the Organization on matters related to the lease and this Permanent Memorandum with the Designated Unit.
2. The house ownership organization shall maintain a current copy of its organizational structure, officers, and membership with the Designated Unit.
3. The Organization shall provide the Designated Unit a roster of current members at least one week prior to the first day of class each semester.
4. Submit the name(s) and resume(s) of proposed house directors to the Designated Unit to ensure that the proposed house director(s) meet the minimum qualifications at least one week prior to the offer of employment.
5. Proof of insurance satisfying shall be provided to University (Designated Unit and Risk Management office) by July 1 of each year.
6. Provide a copy of the annual Food Safety audit in the last year from third party vendor for the kitchen and dining areas by July 1 each year. Plan of correction for each audit deficiency to be provided to the Designated Unit and Environmental Health and Safety office when available.
7. Provide a copy of the annual inspection in the last year by the state fire marshal for the entire owned Facilities by July 1 each year to Designated Unit and Environmental Health and Safety office. Plan of correction for each audit deficiency to the Designated Unit and Environmental Health and Safety office when available.
8. Annual and periodic preventative maintenance of the heating, ventilation, and air conditioning systems contract to the Designated Unit by July 1 of each year.

F. GREEK STANDARDS FOR SUCCESS/SCORECARD

Related President's Action Items:

- C. 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
- C. 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. At least one member shall attend an annual training provided by Greek Life.
- C. iv.** Verify annually that each Greek chapter has a functioning, active Judicial Board with chapter advisory board oversight.
- C. 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.
- C. vi.** Require each Greek chapter to have a “membership contract” to be signed by every member annually 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.
- D. 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.
- D. 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 and activity.
- D. 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.
- D. iv.** Require annual submission of new member education plans to the Office of Greek Life for review and approval.
- D. 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. Further, no new member education activities should occur during mid-term or final examination periods.

2019 GREEK STANDARDS FOR SUCCESS

Important Dates:

Effective — December, 2018

Final Submission of Supplemental Documents – November 1, 2019

Greek Standards and Accreditation Chapter Review – November 4-15, 2019

Chapter:

	ACCREDITED	
	Yes	No
Academics		
Operations		
Education		
Civic/Campus Engagement		

Accreditation: Greek Standards for Success are comprised of **four (4) areas of Standards:** Academics, Operations, Education, and Civic/Campus Engagement. Chapters are required to meet the standards in all four areas in order to be accredited for the next calendar year. **Chapters who fail to achieve Accreditation will have 30 days to address deficiencies (if applicable).** Failure to achieve Accreditation will result in the chapter being placed on **Conditional Status** for the following calendar year.

Conditional Status: Conditional Status is defined as “*registered with the University with limited rights and responsibilities of a student organization.*” (2019 Greek Life Operational Policy)

A chapter on Conditional Status shall only be eligible to sponsor programs and activities that support the recruitment/intake efforts of the organization. Thus, all other on-campus and off-campus events will not be permitted. Recruitment/Intake paperwork must be received and approved by Greek Life, according to office policy, prior to any programs or activities being approved.

During this Conditional period, the chapter is responsible for meeting the standards of Accreditation. In the event a chapter on Conditional Status does not achieve Accreditation the following calendar year, chapter registration will be rescinded.

Academics

To achieve accreditation for this Standard, the chapter and its members shall:

- Maintain an active GPA at or above a 2.5 every semester
- Maintain a new member GPA at or above a 2.5 every semester

*New member GPA will be calculated every semester Recruitment/Intake is facilitated.

*Chapters will receive midterm and final grade reports from Greek Life to assess the chapter’s academic success.

	YES	NO
Academics		
Deficiency Comment(s):		

Operations

To achieve accreditation for this Standard, the chapter and its members shall:

- Require each 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. Require annual submission of new member education plans to the Greek Life Office for review and approval
- Require all 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 new member meetings and activities
- Verify annually that each chapter has a functioning, active Judicial Board with chapter advisory board oversight
- Require each 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
- Require each chapter to have a “membership contract” to be signed by every member each year 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 Greek Life Office
- Require each chapter to have a drug-free policy for chapter houses and chapter events with enforcement mechanisms and consequences for non-compliance
- Provide timely submission of materials to the Greek Life Office (maximum 3 late submissions)
- Attend Presidents Cabinet, IFC, NPHC, or PHC meetings (maximum 2 absences)
- Maintain good financial standing with LSU, governing council, and HQ

	YES	NO
Operations		
Deficiency Comment(s):		

Education

To achieve accreditation for this Standard, the chapter and its members shall require:

- 100% of chapter to complete the Greek Life Compliance Statement
- 80% of chapter attend the Greek Life Fall Policy Education Workshop
- 80% of new members attend [TigerBITes Training](#)
- One advisor from each chapter attend Advisor Training each year
- 80% of chapter attend an Academic, Wellness, Leadership or Career Workshop*
- 80% of chapter attend a Sexual Misconduct Program*
- 80% of chapter attend a Diversity Inclusion Program*

*Workshop attendance must be submitted within two weeks of workshop date

Number of required attendees will be determined by Greek Life for the following:

- Attendance at Tri-Council Leadership Retreat
- Attendance at Risk Management Education Workshop - We're Committed Workshop
- Attendance at EMPOWER Leadership Weekend
- Attendance at Chapter Event Registration Training
- Attendance at Chapter New Member Educator Training
- Attendance at Chapter Judicial Board Training

	YES	NO
Education		
Deficiency Comment(s):		

Civic/Campus Engagement

To achieve accreditation for this Standard, the chapter and its members shall require:

- One chapter organized service or philanthropy event each year
- 95% of chapter to perform four (4) service hours each semester
- 20% of chapter to participate in Greek Week
- 80% of members to write one letter for Greek Week fundraising projects
- Faculty/staff advisor to attend one chapter meeting each semester

**Extenuating circumstances will be considered by the Greek Life Office

	YES	NO
Civic/Campus Engagement		
Deficiency Comment(s):		

View Greek Scorecard at lsu.edu/greeks/scorecard.