

December 11, 2024

Phi Mu Sorority
Sent electronically to [REDACTED]

Regarding Case Number: 2024058401

Dear Phi Mu,

Based on the information presented and discussed, your organization, Phi Mu Sorority, accepts Responsibility for their actions, which constituted a violation of LSU's Code of Student Conduct, specifically:

10.2 Coercive Behavior -- Informal Resolution
10.2 Alcohol -- Informal Resolution

As a result of the incident that occurred on September 5, 2024, where Phi Mu Sorority new members were coerced to consume alcohol at an off campus gathering in the form of a "haircut shot", your organization has submitted an Enhancement Plan. This will meet the requirements of the partnership process with Student Advocacy & Accountability:

Organization Warning

This accountability status will be effective December 6, 2024 through December 31, 2026. During this time, the organization may forfeit privileges as outlined below. The warning could be reflected on the Student Organization Scorecard.

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

Alpha Eta's Executive Committee will work with Mary Coulter, Director of Member Services, to develop a two-year educational and experiential plan of action focused on:

- Recognizing and correcting unhealthy chapter behavior and traditions
- Alcohol awareness and social education
- Facilitation of effective hazing prevention programming

An outline of this action plan is due no later than February 1, 2025.

The enhancement plan will include in-person, interactive programs with set dates and topics. All chapter officers and new member team (Phi Board) are expected to contribute to the development of this plan and

ensure that this plan is an integral part of chapter officer transitions in Fall 2024, Fall 2025, and Fall 2026 to ensure consistency and continued growth.

- The agenda for the Alpha Eta's chapter's Executive Committee training and transitions will include time to plan and create programming consistent with the items included within this enhancement plan.

Alpha Eta's Chapter President and Director of Risk and Harm Prevention will work with Kalista Howard, Alpha Eta's Collegiate Chapter Specialist, to ensure a comprehensive risk reduction and educational plan for all members of Alpha Eta is being strictly followed. This plan will focus on:

- Alcohol expectations and education
- Social expectations and education
- Phi Mu and LSU alcohol risk and prevention policy

The plan will include key educational opportunities followed by action plans to ensure continued understanding and implementation of the content covered in the educational sessions.

Alpha Eta's Executive Committee will collaborate with the LSU Fraternity and Sorority Life Office, Student Advocacy and Accountability Office, the Student Health Center, and LSU PD to create opportunities for members to learn more about the potential risks, effects and consequences of hazing at an organizational, campus, state and personal level.

- A semesterly outline of these speakers and trainings is due no later than February 1st for the spring semesters of 2025 and 2026 and no later than September 1st for the fall semesters of 2025 and 2026.

The Chapter President and Director of Risk and Harm Prevention will arrange for a member of Phi Mu HQ, local officer, or greek life director to come to Alpha Eta prior to fall recruitment in Fall 2025 and Fall 2026 to facilitate an in person hazing prevention training. Planning for this event will take place no later than June 31st, 2025 and June 31st, 2026 for the speaker to come during August of 2025 and August of 2026 with the date being prior to the start of formal recruitment. The Chapter President and Director of Risk Harm Prevention, in collaboration with Phi Mu Headquarters, will develop a Risk Prevention Crisis Management Plan to help members stay engaged with our chapter risk management plan, but also provide detailed instructions on how to report actions that do not align with our values and chapter standards.

- The Risk Prevention Crisis Management plan will provide a step by step guide for all new members and chapter members to utilize to report uncomfortable situations or inappropriate behavior. The plan will outline a communication plan to properly reach out and anonymously report another chapter member for failing to maintain chapter standards and chapter advisor to reach out to if in case of emergency or cannot reach the intended chapter officer.
- An outline of this action plan is due no later than February 1, 2025. The New Member Educator and her new member team (Phi Board) will provide all sophomores with a Bid Day buddy training and expectation guide along as a Big Sister orientation where expectations will also be discussed.
- Planning for these trainings will take place no later than July 31st, 2025 and July 31st, 2026 for the training to occur in August of 2025 and August of 2026 with the dates being prior to the start of formal recruitment. Alpha Eta Chapter Officers will engage local chapter Advisory Council in

communication of all chapter events and will ask for their assistance and guidance in helping officers mitigate risks and ensure a healthy and safe environment for all members.

- The Alpha Eta Advisory Council must receive communication regarding smaller chapter events, such as sisterhood activities, with a minimum of one week's notice. Social events, such as GRUB, Semi, and Formal, should receive a minimum of a three week's notice. The Chapter Honor Chairwoman will be expected every semester to provide the chapter an updated Honor/accountability training program. This is to ensure that each member understands the chapter's accountability process and what the Honor process entails. This is also to instill in chapter members that actions do have consequences.
- The Honor Chairwoman shall provide the honor process training program to the chapter within the first three weekly chapter meetings of each semester. Specific deadlines would include September 20th for the fall semesters of 2025 and 2026 and February 20th for the spring semesters of 2025 and 2026.

The following items will be completed by the deadline indicated and with verification of each item's completion submitted to Student Advocacy & Accountability using the [online reporting form](#) or via email to cnwilliams@lsu.edu.

The Enhancement Plan and Accountability Outcomes will be kept on file in Student Advocacy & Accountability. The Enhancement Plan will also be shared with all relevant LSU and headquarters staff.

If you have any questions, please email me directly by replying to this message or call 225.578.4307 to speak with us.

Sincerely,



Crystal Williams
Case Manager, Student Advocacy & Accountability

CC: [REDACTED], Chapter Advisor
[REDACTED], Director of Member Services , Phi Mu
Dr. Fran'cee Brown-McClure, Associate Vice-President and Dean of Students
Dr. Jonathan Sanders, Associate Dean of Students and Director, Student Advocacy & Accountability
Kyrsti Wyatt, Assistant Director & Senior Case Manager, Student Advocacy & Accountability
Beth Newell, Director, Greek Life