

Possible Sanctions to Utilize for Accused

- Letter of apology to harmed party / Brotherhood / Institution
- Referral to Counseling Center on campus with receipt of attendance
- Regular visitation at Tutoring Center on campus with receipt of attendance
- Regular meetings with Professor with receipt of attendance
- Meeting with a campus spiritual leader with receipt of attendance
- Written letter to the Judicial Board explaining what harm was done, what was learned, and what will be done to make good on the incident
- Community Service at a location decided upon by the Judicial Board with a written reflection essay due at the end of the assigned service
- Attendance at a specific upcoming campus event (i.e. alcohol program, wellness program, diversity program, spiritual program) with a receipt of attendance by Campus Official and a written reflection on what was learned and how it can be applied to the fraternity/their life
- Attendance tracking initialed by professor for each class to ensure Brother attends class
- Working with an Executive Board/Committee leader on sponsoring an educational program for the Brotherhood/Campus
- Retaking PLU modules--either entire program and/or specific modules (contact IHQ to arrange this)
- Restrictions from participating in social events, mixers/exchanges, formal
- Required attendance at Chapter Meetings, educational events, philanthropy and service events
- Referral to campus student conduct office
- Referral to a Collections Agency
- Charge to repair the damage to items destroyed
- Pay the fine levied onto the Chapter by the institution and/or Headquarters
- Weekly check-in with member of the Executive Board/Advisor to evaluate progress
- Reimburse for stolen/misused funds
- Late fees for dues collection

Special Notes:

Monetary fines

- Should only be levied in situations where it is determined that a financial charge could help reduce the behavior in the future (i.e. alcohol violation, damage)
- *Note: monetary fines should not be used as a punishment for poor academic status, not participating in philanthropy events, and/or behavior that may have been caused by a diagnosed and disclosed medical condition.*

Study Hours

- Adding more study hours onto an individual should be avoided at all costs. This is not a good way to encourage somebody to try harder in classes. Actionable items noted above require the Brother to actually go to Tutoring and/or meet their Professor and provide a receipt. Study hours may add stress onto an already stressed individual, and if their grades or class work aren't improving then the study hours that already exist are not helping. Furthermore, study hours are an "easy out" sanction because a Brother can simply say they were studying when in reality they may have been on Facebook, for example.