

Kappa Sigma Hazing Investigation Summary Report

November 8, 2018

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On Wednesday, November 7th STUDENT1 a former Kappa Sigma new member made a call to Katie Frazier, IFC Advisor, requesting a meeting. The meeting was held in the Student Life Office at 12:30 pm and I was called in shortly after the conversation started to take notes.

STUDENT1 indicated that he had been a Kappa Sigma new member this fall semester but was suddenly released from the new member process Tuesday, November 6th with little to no explanation of why. He indicated that he is very upset and felt the need to come forward with some of the things he had experienced as a new member.

Throughout the conversation STUDENT1 described the following events as a Kappa Sigma new member:

- This past Sunday, November 4th, the new members were brought into the Yellow House and advised to start taking their new member quiz. During the new member quiz, older members brought out water bottles with cold water and sprayed the group making it impossible to take the remainder of the quiz. The new members then had to start over on their quiz.
- STUDENT1 said that as new members they are required to carry certain items on their person at all times. These items are a lighter, red bandana, and a small notebook. STUDENT1 provided these items to us during the conversation. He indicated he didn't know why they had to carry them or if there was any significance to these items.
- STUDENT1 did say that older members would ask new members to produce said items at any given time. At point a former Kappa Sigma member requested STUDENT1's lighter and he said no, knowing that this individual wasn't a current active member. This individual became angry and other current members of the fraternity became angry with STUDENT1. STUDENT1 believes this was a contributing factor to releasing him from the pledging process.
- The small notebook is used for interviewing older members. STUDENT1 suggested that they are required to get an interview with each older member and they must sign off after their meeting. The new members are expected to ask 20 questions.
- STUDENT1 said that this week is called "hell week" for the Kappa Sigma new members and they are not allowed to leave the Yellow House throughout the day except for class or to eat. They are expected to be there all week leading up to initiation on Sunday, November 11th.

STUDENT1 described another incident where one evening there was a member of Sigma Phi Epsilon riding his bike around behind the Kappa Sigma Yellow house. This individual was then pushed off his bike by members of Kappa Sigma. The Sigma Phi Epsilon member was a friend of STUDENT1's so he was especially angry by this situation. He told the Kappa Sigma members that they need to apologize and they refused. STUDENT1 believes that he standing up for his friend of another fraternity also contributed to him being removed from the pledging process.

This was the conclusion of the initial conversation with STUDENT1. He left Katie's office but within a few minutes he came right back and said there was one more thing he felt lead to tell us about.

He sat back down and said that on Bid Night one of his former pledge brothers, STUDENT2, walked into the bathroom at the Yellow House and witnessed a potential sexual assault. He saw a kappa sigma member, he thought, with a woman who looked like she wasn't able to give consent. STUDENT2 told STUDENT1 about this and STUDENT1 encouraged him to report it. STUDENT2 said that he would not and that some older members told him to keep quiet until initiation.

STUDENT1 showed us text messages of him encouraging STUDENT2 to report once again, and STUDENT2 replying that he would not.

Interviews with Kappa Sigma New Members

Wednesday, November 7, 2018

The following is what was described to Hailey Canada & myself throughout the interviews of individual Kappa Sigma new members.

STUDENT2

- New Members are expected to follow a dress code throughout the week.
 - Mondays-UCA T Shirt
 - Tuesdays-Badge Attire (suite & tie)
 - Wednesday-Bid Day T Shirt
 - Thursday & Friday- Free Days
- There was cold water thrown on them during the New Member meeting this past Sunday, he was not sure why this happened.
- New members are quizzed on Kappa Sigma history at each new member meeting on Sundays; this is through a paper quiz format
- Hell week is this week, the week before initiation. New members are expected to stay at the house all day and night, except for class and work. They are confined to the living room with the rest of the house blocked off. Their phones are not allowed during this time and are taken from them.
- New members are required to get HPER hours each week. They have also been required to work out on Thursday mornings. Sometimes this has been used as a punishment for missing answers on a new member quiz
- New members are required to go to every intramural game.
- New members are required to carry a red banana, lighter, and small notebook. The notebook is for interviewing older members.
 - There is a quota each week for interviews; first week they interviewed 8 members, second week 10 members, etc. Goes up each week. The notebook is checked at the new member meetings by the pledge dads.
- STUDENT2 described that whenever the song "FeFe" by Nicki Minaj plays the new members must get up and dance to it.

- STUDENT2 described that older members have intimidated him and told him that if he doesn't do what is expected of him he will get de-pledged.
- If you break the Alcohol Probation as a new member, you are de-pledged.

STUDENT3

- Provided investigators with a speech about why he loves Kappa Sigma & denied all questions that were asked of him.
- Says there are HPER hours each week, logged in the binder in the HPER.
- Was not at the meeting this Sunday with the water incident.
- Everything they do is optional
- New members are asked to carry a lighter and notebook, but it's optional

STUDENT4

- STUDENT4 described that the carrying of lighter, red banana, and notebook are traditions and not required. Members will ask randomly if these items are on them.
- They are encouraged to go to all the intramural games to support the fraternity.
- There are required HPER hours that are logged into the binder at the HPER.
- The notebook is for interviewing older members, said it was optional.
- Hell week just means they are spending a lot of time together, nothing out of the normal.
- Water was thrown on new members this past Sunday, but not on him specifically.
- Their new member meetings on Sunday consist of going over the weekly calendar and a quiz over kappa sigma history. They will do retakes if they don't pass the quiz.
- He has been made to dance to the song "FeFe" whenever it plays.

STUDENT5

- There is a tradition of carrying around a lighter and a red bandana, there is no significance to these items. People have tried to steal the red bandana in the past and they are instructed to not let that happen.
- No required to go to intramural games; they're given a schedule each week but doesn't have to go
- There is a HPER contest for workout hours, which is why they log their hours in there.
- They do have to interview older members, there is a goal/quota each week but would not tell me the number. They are instructed to ask a series of get to know you questions.
- Hell week is confined to the fraternity house; the term Hell Week is something that older members have used to describe the week.
- Cold water was thrown on them during the new member meeting last Sunday; doesn't know why.
- A typical new member meeting is going over the calendar for the week, a new member quiz of history.

- STUDENT5 said that they will get chewed out by older members if they get an answer wrong on the quiz
- There are required house hours to get to know the older members; this is per week since they started pledging.
- He has been required to dance to “FeFe” whenever it is played.

STUDENT6

- Has been intimidated to carry the lighter and red bandana at all times. There is no significance to these items.
 - Indicated that this is a “tradition” of Kappa Sigma, but does not know where the tradition comes from.
- New members are expected to do 3 hours a week at the HPER, there is no specific date that they go all together. Frequently go to play basketball together.
- New members are required to do interviews with the small notebook; they ask question and are expected to know all the fraternity brothers by initiation
 - There is a goal number to go by each week, number was not provided.
- Hell week is during this week leading up to initiation, it means they are confined to the house.
- Water was thrown on new members during the quiz this past Sunday.
 - Older members “push” them to know the information and get the questions correct.
- There are required library hours.
- Sunday evening new member meetings also have older members present. They go over the calendar for the week and take their new member quizzes.
- New members are expected to spend five hours in the house each week of their new member process.
- Has been required to dance whenever the song “FeFe” plays.

STUDENT7

- New members are required to carry around a lighter if an older brother needs it, and a red banana. The Red banana is used at new member meetings.
 - The new members are blind folded and lined up. Older members will then go around and tell them how crappy they are doing as a pledge. Older members will use intimidation tactics to tell them what they need to be doing better
- New members are expected to go to intramural games for Team 1.
- New members have to get 3 hours in the HPER each day.
- The small notebook is for interviewing older members. Pledge dads will check the book at each new member meeting to see if they’re getting their pages signed after the interview.
 - There is a quota each week; 8 the first week, 10 the second, 12 the third week and builds up until they get to know the entire fraternity.
 - Indicated that they will get punished for not getting interviews done each week; STUDENT7 specifically said that he did not get his interviews from last week and was

told to come by the house this Thursday and they will have to do something to make it up.

- Hell week consists of new members being confined to the fraternity house living room, where they cannot leave throughout the day except for class.
 - Phones are taken up.
 - New members can only leave to eat if an older member comes and checks them out, signs them out on the sheet.
 - When asked what happens if an older member doesn't come to get you to eat he said he didn't know since it that hasn't happened to him.
 - Indicated that they have to "make it through the week" to get initiated on Sunday
- When the new members arrived to the house this past Sunday they were given papers thinking they were taking a normal quiz, then older members brought out water bottles with a small hole in the cap and sprayed the papers and the members. Had to retake the quiz.
- There is a dress code that new members are expected to follow
 - Monday-Collared shirt and khakis
 - Tuesday-Badge attire (suite and tie)
 - Wednesday-Bid day shirt
 - Thursday-UCA shirt
 - Friday-causal free day
- Meetings on Sundays consist of the new members sitting on the floor of the living room taking their quizzes, with older members around watching them.

STUDENT8

- New members are required to carry the lighter, but the red banana is optional.
- Plays in intramurals
- They do have to interview older members, there is no quota.
- Hell week is this week and they do have to stay there until 4:00 am, then he was able to leave.
- Cold water was sprayed on them during the last new member meeting. He has been blind folded and talked to by older members.
- Doesn't follow a dress code.
- Everything is optional
- Meetings are talking about the calendar and taking new member quizzes.
- Does not have to dance to FeFe

STUDENT9

- Carries lighter and banana "just to have"
- Likes going to intramural games
- No workout hours

- Does interview older members but says it's just "hanging out"; no quota or goal
- Hell week is optional
- Water was thrown on them during the quiz this past Sunday.
- New member meetings consist of going over the calendar, and quizzes that are voluntary. They don't have to take them.
- They have been blindfolded and questioned by brothers, but it's voluntary.

STUDENT10

- Denied everything from the beginning, said that he doesn't feel like he has to say anything to us.

The following information was provided through body language; shrugs, head nodding "yes" to questions, and smiling

- Do have to carry lighter and red bandana
- Do have to work out each week
- Cold water was thrown on them during a quiz
- Does stay at the house throughout the week for Hell Week; confined to living room.
 - There is a sign out sheet to leave the house

Verbal description

- New members do have to interview older members, and ask them a series of questions; there is a quota
- Chapter meetings consist of going over the calendar, new member quizzes, and then they have to pick up the trash around the fraternity house before leaving.
- Does have to dance to "FeFe whenever it is played.
- Says everything is optional

STUDENT11

- Denied everything from the beginning and said that everything was optional.
- Has never heard of hell week
- Interviews are voluntary
- Expected to Workout 2-3 hours a week
- Intramurals are optional
- New member meetings consist of going over the calendar and new member quizzes

STUDENT12

- Said that he does not feel like he has to tell us anything because what they do as pledges of Kappa Sigma is sacred to their fraternity.
- Denied hell week, HPER hours, no water at the quiz on Sunday

- Do have to carry the lighter and red bandana
- There is a notebook for interviewing older members, and there is a quota each week
- New member meetings consist of going over the calendar for the week and new member quizzes.