AGREEMENT BETWEEN

IOTA MU CHAPTER, PHI BETA SIGMA, INC.

AND

MIDDLE TENNESSEE STATE UNIVERSITY

THIS AGREEMENT, made this ____ day of May, 1989, by and between Iota Mu Chapter, Phi Beta Sigma, Inc. and Middle Tennessee State University.

WITNESSETH

In consideration of mutual promises herein contained, the parties have agreed and do hereby enter into this agreement according to the provisions set out below:

1. Iota Mu Chapter, Phi Beta Sigma, Inc. (hereinafter referred to as SIGMA), was involved in hazing incidents during the spring 1989 pledge period. The incidents involved physical abuse of the SIGMA pledges in violation of the rules of the national fraternity of Phi Beta Sigma, the By-laws of the MTSU Interfraternity Council, and the MTSU student disciplinary policy. As a result, MTSU instituted student disciplinary action against SIGMA, File No. 89-1, which the within Agreement resolves.

SIGMA is suspended from any activity at MTSU for a period of two years from the date of this signing of the within Agreement. The activities prohibited by this suspension include:

   a. holding meetings;
   b. participating in the MTSU inter-fraternity council and its programs;
   c. exerting any of the rights or privileges associated with MTSU recognition;
   d. rushing or pledging new members;
   e. displaying or wearing jackets, hats, or other clothing with SIGMA letters or displaying SIGMA paraphanalia;
   f. conducting exhibitions on MTSU property, i.e. "stepping" or "hopping";
   g. taking part in Greek or fraternity competitions, e.g. Greek shows;

   or

   h. participating as a fraternity in intramural sports.

Engagement, on MTSU's property, in any of the above activities prohibited by the suspension will automatically extend the suspension for a period of two years from the date of violation. A determination of whether or not SIGMA has engaged in any prohibited activity will be made pursuant to Paragraph 6 below.
3. At the end of this two year suspension period, SIGMA will be reinstated as a Greek Social Organization at MTSU with all the rights and privileges allowed by the By-laws of the MTSU Interfraternity Council, MTSU policy, and the SIGMA Charter and By-laws.

4. Upon reinstatement, SIGMA will be on probation for a period of two years. The terms of probation are the following:

   a. Compliance with MTSU policy on Greek Social Organizations and student discipline, the By-laws of the MTSU Interfraternity Council, and the SIGMA Charter and By-laws.

   b. Maintenance of a minimum grade point average of 2.0 for the active SIGMA members each semester.

   c. Delivery of a workshop or program to the Greek system at MTSU on the proper way to conduct initiation and "pledge lines." The workshop will specifically include material and information designed to discourage hazing. Development and/or delivery of this program shall include participation by the national organization of Phi Beta Sigma, Inc. This condition will be performed during the first semester of probation.

5. Any violation of Paragraphs 4(a) or 4(c) above shall be a violation of the terms of probation, and will be grounds for suspension of SIGMA from the MTSU campus for a period of four years following the date of the violation. Any violation of Paragraph 4(b) above, will be considered a violation of probation, however, the sanction for such violation will be determined by the MTSU Dean of Students. A determination of whether SIGMA has violated the terms of probation will be made pursuant to Paragraph 6 below.

6. Violations of the terms of suspension or probation will be reviewed by a Committee appointed by the President of MTSU or his designee. The hearing procedure will, as far as practicable, comply with the procedures set out in MTSU Policy No. III:00:07 "Disciplinary Procedures Pursuant to the Tennessee Uniform Administrative Procedures Act." SIGMA hereby waives its right to elect any other procedure and expressly elects the procedure described in MTSU Policy No. III:00:07 to review allegations of violations of the terms of suspension or probation.
7. Currently active members and alumni of Iota Mu Chapter, Phi Beta Sigma, Inc. shall be notified of the terms of suspension and probation by a (joint) communication from the national Phi Beta Sigma organization and MISU. The national Phi Beta Sigma organization shall provide a list of all active and alumni members (including addresses) of SIGMA (Iota Mu) to MISU who shall serve such communication by certified return receipt mail.

IN WITNESS HEREOF, the parties have affixed their signatures below.

________________________  __________________________
Dean Paul Cantrell        Date
On Behalf of MISU

________________________  __________________________
SIGMA President           Date

________________________  __________________________
Director, Southwestern Region  Date
On Behalf of SIGMA