



April 10, 2026

Delta Upsilon Fraternity

Sent electronically to [REDACTED]

To the Members of Delta Upsilon Fraternity,

Thank you for your patience during the recent Student Conduct and Community Standards investigation process. As you know, on October 6, 2025 the University initiated an investigation into alleged violations of the *Code of Student Rights and Responsibilities*. During the investigation, [REDACTED]

[REDACTED] Additionally, the Office of Student Conduct and Community Standards engaged in extensive conversations with Delta Upsilon International Fraternity staff to identify a collaborative approach to resolving the alleged violations.

Melissa Stewart, Director of Student Conduct and Community Standards, signed a Memorandum of Understanding with Delta Upsilon International Fraternity on December 8, 2025. Through this Memorandum of Understanding, the University and the Fraternity agreed to a process to resolve a verified report of hazing with the Kansas Chapter of Delta Upsilon, which occurred during the fall 2025 semester. The University also agreed to pause the current conduct case against the Kansas Chapter of Delta Upsilon until completion of the Fraternity's internal process. The University decision was made to pause the case based on actions taken by Delta Upsilon International Fraternity Headquarters including removal members from chapter responsible and aware of hazing activities, working to establish new chapter leadership, and the issuance of a cease and desist/interim suspension from both Student Conduct and Community Standards and Delta Upsilon International Fraternity Headquarters. Specifically, this Memorandum of Understanding came after the following investigation findings:

Throughout the investigation interviews, members provided a substantial amount of information about [REDACTED] in Delta Upsilon. Interviewees confirmed [REDACTED]

[REDACTED] shared additional information regarding [REDACTED]

Through the signed Memorandum of Understanding with Delta Upsilon International Fraternity, the chapter agreed to accept the following findings. Delta Upsilon International Fraternity also developed a Redevelopment Plan for the Kansas Chapter of Delta Upsilon which focused on support, development, and risk reduction programs to support the chapter in developing a healthier chapter culture in the future. As such, the results of the investigation are:

- Section VI A 9. Behavior that violates the core value of Respect - Hazing: engaging in hazing of another person for the purpose of initiation or admission into, affiliation with, or continuation of

membership in any organization operating under the sanction of the University. Hazing includes, but is not limited to, any action, activity or situation which recklessly, negligently or intentionally endangers the mental or physical health, welfare or safety of a person, creates excessive fatigue, sleep deprivation, mental or physical discomfort, exposes a person to extreme embarrassment or ridicule, involves personal servitude, destroys or removes public or private property, or implicitly or explicitly interferes with the academic requirements or responsibilities of a student. It is presumed that hazing is a forced activity regardless of the apparent willingness of an individual to participate in the activity. Apathy or acquiescence in the presence of hazing is not neutral; both are violations of this rule. – **Responsible**

- Section VI A 4. Behavior that violates the core value of Respect - Harm to Persons: causing physical harm or endangering the health or safety of any person. – **Responsible**
- Section VI E. Registered Organization: Organizations through their officers, and/or individual members may be held responsible and sanctioned for conduct in accordance with guidelines established for individual students. In addition, the University may impose educational measures. – **Responsible**

When determining appropriate sanctions, I considered the nature of the violation, the chapter's acceptance of responsibility, the Memorandum of Understanding between the Office of Student Conduct and Community Standards and Delta Upsilon International Fraternity, and the Redevelopment Plan submitted by Delta Upsilon headquarters. The following sanctions are imposed as a result of the conduct in violation of the *Code of Student Rights and Responsibilities*:

- The chapter is being placed on a two-year disciplinary probation until the conclusion of the Spring 2028 semester. Disciplinary probation shall have as its purpose, the rehabilitation of the student or organization and may include suspension of specified privileges for a definite period not to exceed two years. You may also be required to participate in specified activities, including educational session(s), or participate in a program which is deemed just and fair under the circumstances of the case. The authority imposing this sanction may assign any qualified person within the University community, other than an undergraduate student, to act as a probation supervisor. The probation supervisor shall report periodically to the appointing authority. If the probation supervisor should report that the student organization is not fulfilling probation requirements, the case will be reviewed by the appointing authority and remaining members of the original hearing panel, who may recommend additional sanctions.
- Beginning in the Fall 2026 semester through the probation period, the chapter must complete two meetings per semester with a staff member in Sorority and Fraternity Life. These meetings are designed to provide support to chapter leadership and help them in reaching their goal of establishing a healthier chapter culture. Chapter leadership should contact Kari Murphy, the Sorority and Fraternity Life advisor for Delta Upsilon, at karimurphy@ku.edu to schedule these meetings.

- While on probation, the chapter must complete a minimum of one hazing prevention and leadership workshop per semester conducted by Student Conduct and Community Standards. The Fall 2026 workshop must be completed by October 16, 2026. Please reach out to Student Conduct and Community Standards at kuseccs@ku.edu by September 4, 2026, to schedule the first workshop.
- Finally, the chapter is expected to comply fully with all items required by the Delta Upsilon Redevelopment Plan (Attached).

As part of our expectations, the chapter president, or designee, is required to read this letter aloud in full at the next scheduled chapter meeting. This step is intended to promote transparency, shared accountability, and collective understanding of the outcomes and commitments resulting from the organizational conduct process.

Failure to abide by these sanctions may be cause for further student conduct follow up. As part of the sanctioning process of the University, student organizations that are not in good standing with the University are published online at <https://studentconduct.ku.edu/organization-conduct-status-report>. The conduct records of student organizations are not private and are not covered under federal privacy law (i.e. FERPA). The educational purposes of posting this information are to allow prospective members to make informed decisions regarding membership, to provide accurate information regarding the organization's status, and to increase the level of transparency regarding the behavior of student groups.

If you would like to appeal your initial acceptance of responsibility an appeal must be in written form addressed to the University Judicial Board, c/o Governance Office, 33 Strong Hall, and be submitted within 30 days of receipt of this letter. The grounds for appeal can be found in University Senate Rules.

If you have any questions about this letter or any of its contents you may contact me at 785-864-4060 for an appointment.

Sincerely,



Phil Neuman
Senior Student Conduct Hearing Officer

CC: Tammara Durham, Vice Provost for Student Affairs
Katie Treadwell, Assistant Vice Provost for Student Affairs
Jennifer Wamelink, Associate Vice Provost for Student Affairs
Kevin Joseph, Assistant Vice Provost for Student Affairs
Kari Murphy, Director, Sorority and Fraternity Life
Katherine Pezella, Senior Director of Chapter Development for Delta Upsilon
David Wooding, Delta Upsilon Advisor