



Dean of Students Office

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March 25, 2015

President [REDACTED]
Delta Sigma Phi

Dear President [REDACTED]:

A Student Code of Conduct complaint was submitted to the Dean of Students Office via the University of Arizona Hazing Hotline on February 9, 2015. Reportedly, Delta Sigma Phi has engaged in hazing of new members, furnishing of alcohol to minors, unregistered events with alcohol, and forced alcohol consumption between January 22, 2015-February 8, 2015.

In addition, during the course of the investigation it was alleged that Delta Sigma Phi was involved in multiple violations of the Arizona Board of Regents (ABOR) Student Code of Conduct including at least five unregistered events with alcohol and acts of hazing. These allegations occurred within the timeframe that Delta Sigma Phi was on University Probation status with the University of Arizona.

The allegations specifically allege:

- The new member class of Delta Sigma Phi had been placed into two groups of 14 at the Delta Sigma Phi off-campus residence and were locked in a room where each room was given a large quantity of vodka and a bucket of water and were told to drink until everything was gone
- At least one new member reportedly consumed to the point of passing out and lost control of his bodily functions
- This same member had been to the hospital twice that same week (not known if related to Delta Sigma Phi)
- At least five new members quit the fraternity including the new member who had passed out.
- Three new members quit the fraternity as two additional members originally quit and then returned

- New members were required to clean the off-campus residence and run errands for active members such as getting lunch
- New members were forced to do pushups and sit-ups
- The Delta Sigma Phi new member educator sent a text message to the new members stating, "That he knows the chapter has already been hard on them but it will be worth it once they become active brothers because then the chapter will always have their back"
- At least one active member was overheard telling new members that their process was only going to get worse

On February 13th, 2015, the Delta Sigma Phi spring 2015 new member class was interviewed by various Dean of Students Office staff members. In these interviews, our office was able to substantiate the Hazing Hotline report and gather the following information regarding Delta Sigma Phi:

- It was confirmed that three new members had de-pledged Delta Sigma Phi
- On Bid Day, January 31, 2015, Delta Sigma Phi's recruitment chair notified new members that there would be a barbeque for them at the 'Delta Sigma Phi house' at [REDACTED] Street
- At the Bid Day BBQ, there was open access to beer and hard alcohol. New members were "iced" by having a celebratory drink of Smirnoff Ice
- The party continued for 2-3 hours when members of the chapter took the new members and separated them into two groups and placed each group in a room
- Each group was given a handle of vodka, a bucket of water, and an empty bucket to be used for "puking"
- Each room was given 15 minutes to finish everything (all alcohol)
- This activity was explained as a team builder, so the new members were also expected to share facts about themselves in between drinking
- Active members including the new member educator were in the room to monitor and would count down the time (15 minutes, 10 minutes, 5 minutes, etc.)
- Halfway through the time, members were rotated out of their room to get to know the other group
- At least two new members passed out during this activity, including one who lost control of his bodily functions
- This new member was placed into a bed
- Multiple people vomited into the empty buckets
- At the end of the 15 minutes, both rooms were allowed to return back to the party
- There was a Super Bowl party at [REDACTED] [REDACTED]t hosted by the chapter on February 1st, 2015 where there was open access to alcohol
- Parties are usually held at [REDACTED] on Thursday's and Saturday's including one on February 7th
- New members are in charge of guard duty, bartending, and security and they sign up via group text message
- An individual member was identified as being in charge of "Pledge Work Out" which is done while the new members are at the facility for chapter meetings on Sunday nights
- "Pledge Work Out" includes pushups, sit-ups, wall-sits, and planks
- The workout activity was explained to new members by members as they want the new members to look better which makes Delta Sigma Phi better

- New members have been required to run errands for active members such as getting them water or lunch
- New members are in charge of cleaning the facility, in particular, the kitchen and courtyard, especially after parties
- New members are required to call the active members "sir"
- Interviews of active members had just started at the time of the new member interviews with a requirement of 5-10 interviews per week
- At least two new members have been yelled at by active members for drinking too much or for disrespecting women in the opinion of an active member
- Four Delta Sigma Phi members have been identified as the individuals who coordinate the new member activities on behalf of the chapter
- Three of the four were described as "sociopaths"
- The text message from the chapter new member educator described by the Hazing hotline caller was confirmed by new members

The Student Code of Conduct investigation by The University of Arizona set out to determine if Delta Sigma Phi violated the following prohibited conduct items set forth in the Student Code of Conduct:

Code of Conduct/2. Endangering / Threat / Cause Harm - Endangering, threatening, or causing physical harm to any member of the university community or to oneself, causing reasonable apprehension of such harm or engaging in conduct or communications that a reasonable person would interpret as a serious expression of intent to harm.

Code of Conduct/4. Other Published Rules - Violation of, or attempt to violate, other rules that may be adopted by Board or by the university.

Code of Conduct/15. Alcohol - Violation of Board or university rules or applicable laws governing alcohol, including consumption, distribution, unauthorized sale, or possession of alcoholic beverages.

Code of Conduct/17. Off Campus Conduct - Off-campus conduct that a reasonable person would believe may present a risk or danger to the health, safety or security of Board or university community or to the safety or security of Board or university property.

Code of Conduct/19. Hazing - Engaging in, supporting, promoting, or sponsoring hazing or violating Board or University rules governing hazing.

Per the Student Disciplinary Procedures (ABOR 5-403), as the 2015 President of Delta Sigma Phi, you were provided the opportunity to respond to the aforementioned Student Code of Conduct charges on behalf of your organization and we met multiple times throughout the course of this investigation.

On February 27, 2015, you responded to the allegations with the following information:

- The list of all allegations are accurate
- The national headquarters released all new members from the fraternity so that they could participate in fall 2015 recruitment

- In addition to four members named in the new member interviews, you stated that there were three additional members who coordinated the activities
- You declined to provide the names of the additional three members
- Expulsion procedures from Delta Sigma Phi are being moved forward for these seven
- The Bid Day event described on January 31st was accurate
- The event with alcohol described on February 1st for the Super Bowl party was accurate
- The event with alcohol described on February 7th was accurate
- You were unsure of how many additional members were present for these events
- The Bid Day event and the PT (Pledge Workouts) activities were not planned by the chapter but rather by the individuals
- The events with alcohol were planned by the chapter
- None of the events were intended to cause malice or harm
- They were trying to make the new member process memorable
- PT activities were meant to get the new members in shape and help them look good to meet the healthy initiatives from the University of Arizona

In addition to the information you shared in response, you offered the following as remedies for Delta Sigma Phi moving forward:

- Chapter advisors would attend all new member activities for fall 2015 and fall 2016 (Chapter advisor Chad Wenn stated this would not be feasible)
- Written new member plan review for review and approval by Fraternity and Sorority Programs
- Chapter will attend hazing educational program
- Chapter membership review by the end of spring 2015
- Zero dollar social budget until spring 2016 (not including Fall 2015 Homecoming to partner with a sorority)
- One service or philanthropy event per month through fall 2015
- Register new off campus residence with the University of Arizona for fall 2015

You stated that the chapter membership review will help change the culture of the fraternity and only a small number of men would need to be removed for this to happen. You also stated that the difference between living in the new facility off campus for fall 2015 compared to the current facility is that they (the chapter) will have gone in with a different mentality that they will not use the facility for parties.

On March 3 and 5, 2015, the Dean of Students Office was made aware via Student Code of Conduct adjudication of individual student cases, that additional unregistered events with alcohol occurred on January 22nd and February 5, 2015 involving Delta Sigma Phi. The following information was shared with the Dean of Students Office:

- Delta Sigma Phi held a party at their off-campus residence on January 22, 2015 and February 5, 2015
- At both parties, students reported that alcohol was provided by members of Delta Sigma Phi to people in attendance and that no one was checking IDs before providing the alcohol
- At the January event, a student reported knowing various members of the fraternity and that chapter members suggested the student take shots of vodka with them

- On January 22nd, a student indicated that the alcohol was being served from a bar area where a chapter member served the alcohol
- This member was also intoxicated and was making no effort to regulate the amount of alcohol distributed to students
- A student reported leaving the January party via a cab
- Shortly after leaving the party via taxi cab, the student encountered the University of Arizona Police Department and was transported to the hospital due to their level of intoxication
- The student reported only drinking alcohol at the Delta Sigma Phi house event prior to being transported to the hospital
- In the February event, a student reported finding out about the party from friends in the residence halls
- This same student stated that while at the party, she had 2-3 shots of vodka and then 3 margaritas that one of the fraternity brothers was handing out at the bar in the house
- This student reported leaving via a Delta Sigma Phi designated driver
- When the group the student was with arrived to Coronado, the driver carried the student into the residence hall
- As they entered the residence halls, the student was arrested by the University of Arizona Police Department for bodily possession of alcohol

On March 5, 2015 you were notified of the two additional reports and we met on March 6, 2015 to discuss this additional information. During this meeting, you were provided the information regarding the new reports. It was explained to you that as these reports were after the original charges had been sent, you could either choose to have a separate investigation for the additional reports or include the two reports as part of the current investigation. You asked for additional time to consider this and sent me an email on March 11, 2015 requesting that the reports be considered as part of the current investigation.

We met again on March 12, 2015. You stated that the fraternity was accepting responsibility for both events on January 22nd and February 5th, 2015 and that you had no further details to share as the reports were accurate. You also stated that the driver mentioned in the February report is one of two risk management chairs for the fraternity.

Based on the information gathered in the investigation, I find that Delta Sigma Phi violated the Student Code of Conduct prohibited item numbers 2, 4, 15, 17, and 19. These findings, the serious and dangerous nature of the allegations, the repeated violations by the chapter during their short tenure on campus since returning to the University of Arizona in October of 2013, as well as the violation of the terms of the chapter's University Probation support the sanction of Loss of Recognition from The University of Arizona effective immediately through May 2018. Delta Sigma Phi national headquarters has agreed that upon Delta Sigma Phi's return to the University of Arizona, all current members of Delta Sigma Phi will not be affiliated with the new chapter.

Loss of recognition means the withdrawal of the fraternity as a recognized student organization on the university campus. An unrecognized student organization cannot participate in any University sponsored event and loses the use of University facilities and resources. Delta Sigma Phi may appeal the sanction of loss of recognition to the University Hearing Board by filing a written request

for appeal with the Dean of Students Office no later than twenty (20) days following the delivery of this decision (see ABOR Student Disciplinary Procedures section 5-403.C.9 and 10).

A copy of the Student Code of Conduct and the Student Disciplinary Procedures can be found at the Arizona Board of Regents website:

Student Code of Conduct:

[http://azregents.asu.edu/rrc/Policy%20Manual/ 5-308-Student%20Code%20of%20Conduct.pdf](http://azregents.asu.edu/rrc/Policy%20Manual/5-308-Student%20Code%20of%20Conduct.pdf)

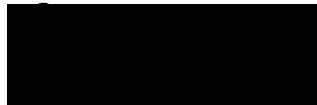
Student Disciplinary Procedures:

[http://azregents.asu.edu/rrc/Policy%20Manual/ 5-403-Disciplinary%20Procedures.pdf](http://azregents.asu.edu/rrc/Policy%20Manual/5-403-Disciplinary%20Procedures.pdf)

The Student Disciplinary Procedures provide for a formal appeal of this case to a University Hearing Board. To secure an appeal, go to <https://arizona-advocate.symplicity.com/u/AwuxhFzh> or submit a written statement of appeal to the Dean of Students Office, no later than 20 days following the delivery of this decision. Delta Sigma Phi has until April 14, 2015 to request an appeal. Please refer to the disciplinary procedures enclosed. Submit all correspondence to:

Hearing Board Technical Advisor
The University of Arizona
Dean of Students Office
Robert L. Nugent Building
P.O. Box 210040, Room 100
Tucson, AZ 85721-0040

Sincerely,

A black rectangular box redacting the signature of Jeremy Zilmer.

Jeremy Zilmer
Coordinator

c: Johanne Ives, Assistant Dean of Students/Director of Fraternity & Sorority Programs
Chrissy Lieberman, Associate Dean of Students
Chad Wenn, Delta Sigma Phi chapter advisor
Cameron Warner, Director of Risk Management and Housing, Delta Sigma Phi National Headquarters