



Dean of Students Office

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CONFIDENTIAL

July 09, 2014

President [REDACTED]

Dear President [REDACTED]:

A Student Code of Conduct complaint was submitted to the Dean of Students Office by the University of Arizona Police Department in reference to information discovered during the course of its investigation of a UA student death on April 4, 2014. This complaint alleges Phi Gamma Delta's involvement in multiple violations of the Arizona Board of Regents Student Code of Conduct. Reportedly Phi Gamma Delta hosted unregistered events where alcohol was provided and served to minors on multiple occasions including: one (1) incident in December 2013; six (6) incidents in January 2014; seven (7) incidents in February 2014; four (4) incidents in March 2014; and two (2) incidents in April 2014.

Additionally, Phi Gamma Delta is alleged to have engaged in hazing of new members on multiple occasions including but not limited to: cleaning of the house after members made intentional messes; new members cleaning before and after parties at the house; new members having food thrown at them and not being allowed to eat at the house; members being told in an email to give new members "a good old fashion pumping"; members kicking a new member in the stomach; new members performing personal acts of servitude for members; new members driving members around; leaving a new member stranded; putting new members in "bows and toes"; forcing "PT" or calisthenics on new members; and multiple work nights for new members at the FIJI fraternity house.

The University of Arizona Police Department's report includes allegations of marijuana use in the Phi Gamma Delta fraternity house. Additionally, the UAPD report includes information alleging the chapter president instructed members to deny alcohol presence to police and hide activities from the University of Arizona and the National Phi Gamma Delta Organization which would have been in violation of UA sanctions, ABOR policy and organizational policies.

All of the allegations outlined in this letter occurred within the timeframe that Phi Gamma Delta was on Suspension of events with Alcohol through February 2014 and the full period of probation which ended May 2014.

Such behavior is in violation of the Arizona Board of Regents Student Code of Conduct item(s):

Code of Conduct/26. Violation of State or Federal Law - Commission of any offense prohibited by state or federal law or local ordinance.

Code of Conduct/22. Interference with UA Activities - Interfering with any university disciplinary process, including but not limited to tampering with physical evidence or inducing a witness to provide false information or to withhold information.

Code of Conduct/20. Unwanted Contact - Engaging repeated or significant behavior toward another individual, whether in person, in writing, or through electronic means, after having been asked to stop, or doing so to such a degree that a reasonable person, subject to such contact, would regard the contact as unwanted.

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

Code of Conduct/16. Drug - Unauthorized use, sale, possession, or distribution of any controlled substance or illegal drug or possession of drug paraphernalia that would violate the law.

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/7. Failure to Comply - Failure to comply with the directions of university officials or agents, including law enforcement or security officers, acting in the good faith performance of their duties. This section is not intended to prohibit the lawful assertion of an individual's fifth amendment right against self-incrimination.

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/3. Sanction Violation - Violating the terms of any disciplinary sanction imposed for an earlier violation of the Student Code of Conduct or other Board or university rules.

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.

Pursuant to the Arizona Board of Regents Policy 5-401, et.seq. and in accordance with the Arizona Board of Regents Student Code of Conduct, this letter is to inform you that effective immediately, Phi Gamma Delta is placed on **Interim Suspension of Recognition**. Interim Suspension of Recognition has been imposed pending the outcome of this investigation because it has been determined that your organization presents a substantial risk to members of the university community. Interim Suspension of Recognition prohibits hosting, attending, participating, and sponsoring **any** organizational activities including Chapter meetings for active members, recruitment of New Members, and **all** other rights and privileges afforded a recognized UA organization until the final disposition of this case.

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>

Student Disciplinary Procedures:

<http://azregents.asu.edu/rrc/Policy%20Manual/5-403-Disciplinary%20Procedures.pdf>

In order to discuss the allegation pending against the organization, please contact me at [REDACTED], Monday, July 14, 2014 to schedule a meeting. When we meet, I shall answer questions and explain the Student Code of Conduct Disciplinary process. It is expected that you will fully cooperate with this investigation.

It is expected that Phi Gamma Delta will fully cooperate with this investigation. **Any acts impeding the disciplinary process are prohibited. The University's "Student Anti-Retaliation Statement" (<http://web.arizona.edu/~policy/retal.shtml>) prohibits retaliation against those who file complaints or otherwise participate in the disciplinary process. Violation of this provision can result in penalties, including, but not limited to, filing of additional charges under the Student Code of Conduct and to permanent loss of recognition.** Should you have any questions about this interim action you may contact me at [REDACTED]

Sincerely,

[REDACTED]
Christina M. Lieberman
Associate Dean of Students

cc: Johanne Jensen, Fraternity and Sorority Programs
Vince San Angelo, Advisor
JB Goll, Director of Chapter Services, Phi Delta Gamma
Bill Martin, Executive Director, Phi Gamma Delta

