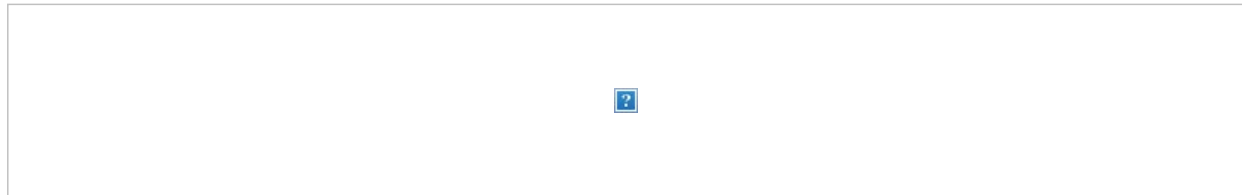


**From:** [DOS-Codes@email.arizona.edu](mailto:DOS-Codes@email.arizona.edu)  
**To:** [REDACTED]  
**Subject:** Important Notification Letter from The Dean of Student's Office  
**Date:** Monday, February 12, 2024 11:24:53 AM  
**Attachments:** [7687629fcb653b2ed332d18bc5ac18b8.png](#)

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February 12, 2024

President  
Pi Kappa Phi  
[REDACTED]

Dear President [REDACTED],

I have completed my investigation into the alleged violations of the Student Code of Conduct by Pi Kappa Phi reported to the Dean of Students (DOS) that on or about September 27, 2023, pledges were hazed. This hazing included forced alcohol consumption, lineups, and creating an environment conducive to endangering University students.

On November 14, 2023, Pi Kappa Phi was placed on Interim Loss of Recognition to address the alleged behavior. The ***Interim Loss of Recognition*** prohibited hosting, attending, participating, and sponsoring any organizational activities, including contact with new members, and use of university facilities until the final disposition of this case.

The scope of the investigation was to determine whether there is sufficient evidence that Pi Kappa Phi violated the Arizona Board of Regents (ABOR) 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/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/19. Hazing - Engaging in, supporting, promoting, or sponsoring hazing or violating Board or University rules governing hazing.

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

Per the Student Disciplinary Procedures (ABOR 5-403), Pi Kappa Phi was provided the opportunity to respond to the Student Code of Conduct charges.

On December 4, 2023, a meeting was held. During this meeting via Zoom, DOS met with the following, [REDACTED], Pi Kappa Phi President, Sara Perry, Managing Director of Prevention & Accountability, and Marcos Guzman, Associate Dean of Students, Director of Fraternity & Sorority Programs. The charge letter and assigned Student Code of Conduct violations were discussed. During this meeting, you were given the opportunity to respond to the alleged allegations.

I asked you if alcohol was served to pledges and you shared that alcohol is not provided by the chapter, rather it's bring your own beer. I asked how alcohol is monitored to prevent underage drinking, and in response, you said that at the door someone is supposed to check IDs as this is protocol, but that you are unsure if it is enforced.

We next spoke about when new members have meetings, and you stated that Mondays are when chapter meetings are held, and that Wednesdays are new member ritual/sub-ritual days. You also shared that the new member educator would have more information as to what occurs in the new member process and that your involvement with the group is minimal.

We then discussed lineups, during which you mentioned that some aspects of the report are accurate concerning calisthenics, particularly the requirement for pledges to do wall sits, but clarified that no one was injured.

You further stated that you were "not going to share what you don't know," and again emphasized that your new member educator was better to connect with as he would know more.

On December 13, 2023, a meeting was scheduled with [REDACTED], New Member Educator, via Zoom.

I shared with [REDACTED] that he was referred to DOS by you because he could more accurately answer questions as they pertain to the alleged Code of Conduct Violations.

I asked [REDACTED] about forced alcohol consumption with pledges, and he shared that he had never witnessed forced alcohol consumption. He shared that members have an agreement he termed as an "honor system," related to alcohol, but there is no method in place to verify that it is being followed.

We next spoke about lineups, and he stated that rules are laid out for members, but rules are not being followed, and it doesn't matter if he is

there or not. I asked more specifically about the alleged hazing that occurred on September 27, 2023, where a pledge was physically harmed during a lineup, resulting in a concussion and hospitalization. In response, he shared that nothing was formally scheduled and that he was not around that night.

I shared with [REDACTED] that you did confirm that calisthenics were occurring but asked him to expand more specifically on what the activities were. [REDACTED] shared that activities include screaming, push-ups, and wall sits.

He further explained that there's a divide between the E-Board and the Fraternity house that is creating tension as there's a big sophomore class, with different opinions and access to the pledges. He summarized that the E-board wanted to run a "clean" process with no hazing. However, the Fraternity house, particularly the sophomores, felt differently, and that is why lineups occurred.

Additionally, he shared that the E-Board from the previous academic year was not involved and checked out.

Overall, he summarized that things have gotten out of control with the fraternity despite the expectations of treating others with respect.

In making a determination in this matter, I considered all of the relevant information gathered by the Dean of Students Office, including:

- The environment present at the new member event was conducive to endangering university students.
- A new member suffered a concussion during a fraternity event (lineup), resulting in medical attention.
- Availability of alcohol present at fraternity without any enforcement of policies to prevent underage drinking.
- New members during interviews denied any knowledge of hazing activities, revealing a culture of secrecy and potential fear of retaliation.

The student injured during the fraternity event was not taken for medical attention at the time of his injury. A member of the chapter was asked to take the student back to his dorm and stay the night with him, periodically waking him up. When the student's parents came to Tucson, the student shared his injury and how it was sustained, and when taken to the hospital for treatment by his family, was diagnosed with a concussion. Fraternity members are not medical personnel and having a member watch over an individual who needed medical attention not only caused a delay, but put their physical health in jeopardy, therefore being in violation of **Code/2. Endangering/Threatening/Cause Harm**.

The admission that members bring their own alcohol is concerning. It is unclear whether consumption is limited to those of legal drinking age. Additionally, there is mention of an "honor system" regarding alcohol, but fraternity leadership is unsure if it is being adhered to or who has access to it. This violates **Code/15 Alcohol**, which prohibits violations of board or university rules or applicable laws governing alcohol, including consumption, distribution, unauthorized sale, or possession of alcoholic beverages. It also violates **Code of Conduct/26**, which prohibits violation of state or federal law.

New members being required to do calisthenics that include being screamed at, push-ups, and wall sits is in violation of **Code of Conduct/19. Hazing** - as this behavior was not only intentional, but reckless resulting in a student being injured.

#### **Aggravating factors:**

Violated probation sanctions in both 2022 and 2023 through this current conduct case and a separate 2023 case.

#### **Conclusion:**

Based on all the information submitted and considered, it is more likely than not that Pi Kappa Phi violated the following provisions of 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.

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

Due to the serious and dangerous nature of this finding, along with Pi Kappa Phi's aggravated status of being on university probation for multiple code of conduct violations, the fraternity is sanctioned with **Loss of Recognition** effective immediately through **May 2029**. Upon the expiration of the loss of recognition, should the organization desire to rejoin the Fraternity and Sorority Community, it must seek recognition in accordance with the Fraternity & Sorority Programs Recognition Policy.

**Loss of Recognition** means the withdrawal of the fraternity as a recognized student organization due to the dangerous nature of the incident on the university campus. An unrecognized student organization cannot participate in any university-sponsored events and loses all privileges afforded to it, including the use of university facilities, equipment, and services.

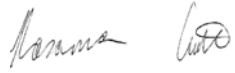
A copy of the Student Code of Conduct and the Student Disciplinary Procedures can be found at the following:

[Student Code of Conduct](#)  
[Student Disciplinary Procedures](#)

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.symphlicity.com/u/MfbksbmZ> or submit a written statement of appeal to the Dean of Students Office, no later than 20 business days which is March 8, 2024.** 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 handwritten signature in cursive script, appearing to read "Rosanna Curti".

Rosanna Curti  
Associate Dean, Student Assistance and Accountability

c: