



Dean of Students Office

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August 23, 2024

President [REDACTED]  
Tau Kappa Epsilon

Dear President [REDACTED]:

I have completed my investigation into the alleged violations of the Student Code of Conduct by Tau Kappa Epsilon (TKE) reported to the Dean of Students (DOS) April 19, 2024. The allegations pertain to behavior that reportedly occurred throughout the Spring 2024 semester when new members were subjected to instances of harm (mental, emotional, and physical), including the forced consumption of alcohol and calisthenics by Tau Kappa Epsilon (TKE).

As a result, on April 25, 2024, DOS notified TKE that they were being investigated for alleged violation of the Arizona Board of Regents Student Code of Conduct and being placed on *Interim Activities Suspension*. *Activities Suspension* prohibits hosting, attending, participating, and sponsoring any organizational activities until the final disposition of this case. Club business meetings are the only allowed activities during this suspension.

The scope of the investigation was to determine whether there is sufficient evidence that TKE 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/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.

During this investigation, DOS evaluated interviews and written questionnaire responses from new members and those involved in the new member process.

On April 30, 2024, I, as the DOS representative, met with you, Fraternity and Sorority Programs (FSP) Staff, and TKE Headquarters Staff to discuss the allegations.

During the meeting, you provided the following:

Regarding the process to become a new member, you stated that new members go over the TKE Guide with the new member board about once a week and are quizzed. New members are allowed to attend chapter meetings and given opportunities to speak. New members are invited to brotherhood events, such as tournaments, social events, and date dashes. New members can also volunteer to build or set up and decorate for events alongside live-in and existing members. They are also encouraged to participate in educational workshops with the new member education board and active members in specific majors.

Regarding the requirements for new members, you stated that new members had to

- Have a 2.75 GPA (or 2.5 GPA for transfer students)
- Follow university and TKE rules
- Accumulate a certain number of attendance points for attending events
- Attend Chapter
- Participate in any required Fraternity and Sorority Programs programming

Regarding awareness of any new members doing something that made them feel uncomfortable, you stated that you were not aware.

When asked if alcohol was present at gatherings of members and how it is managed, you stated that alcohol is present at “wet” social events and at the chapter house. At events, there are sober monitors to ensure that those consuming alcohol are also wearing a “wet” band, which indicates that they are 21 and over. You added that there are poker nights for members, during which they may bring their own alcohol. You also shared that the two risk managers are tasked with asking people to leave if they do not comply with alcohol expectations.

You denied having knowledge of any of the following:

- Any new members ever being asked, encouraged, or required (directly or indirectly) to
  - Consume alcohol, engage in strenuous physical activity, make purchases of strange items, smoke cigarettes/nicotine, and/or other activities they may not typically engage in as a new member
- Any new members ever experiencing harm (physical, emotional, or mental) as a result of being asked, encouraged, or required (directly or indirectly) to
  - Consume alcohol, engage in strenuous physical activity, make purchases of strange items, smoke cigarettes/nicotine, and/or other activities they may not typically engage in

When asked how much contact you have with new members, you stated that you had informal contact with them at the house or during chapter meetings along with the recruitment phase and preference night.

On May 13, 2024, TKE Headquarters Staff issued a questionnaire to new members and those involved in the new member process. On May 24, 2024, TKE Headquarters Staff provided written responses from 5 active members and 8 new members. The questionnaire is outlined below along with common responses/mentions.

Regarding the TKE new member process, a majority of responses mentioned the TKE Guide/history/founders, philanthropy/community service, movie nights, brotherhood and social events, and study hours. About half of the responses included mentions of chapter meetings, quizzes, and ritual initiation.

Regarding the requirements, rules, or expectations of becoming a new member, most mentioned GPA and philanthropy events. Less than half of the responses mentioned attendance points and career panels.

When asked if they or another member have ever been asked to do something that made them feel uncomfortable as part of the new member process, all denied this having occurred.

When asked if there is alcohol present at gatherings of members, a majority mentioned that alcohol was present at "Wet" social events. About half of the responses mentioned that alcohol was not provided, but "bring your own booze" or BYOB does occur. Less than half of the responses also mentioned that alcohol is present at poker nights, where new members are welcome. Less than half of the responses also mentioned that there is an alcohol training/presentation, and that underage training is "monitored."

None of the members stated that they or another member had ever been asked, encouraged, or required (directly or indirectly) to consume alcohol, engage in strenuous physical activity, make purchases of items, smoke cigarettes/nicotine, and/or other activities they may not typically engage in.

None of the members stated that they or another member had ever experienced harm (physical, emotional, or mental) as a result of being asked, encouraged, or required (directly or indirectly) to consume alcohol, engage in strenuous physical activity, make purchases of items, smoke cigarettes/nicotine, and/or other activities they may not typically engage in.

When asked to describe "Big Brother Night," most stated that Big Brothers were covered in towel/blanket/sheets before the reveal and that Big Brothers gifted little brothers TKE t-shirts. Some mentioned that new members took pictures with their "family."

When asked to describe "I-Week" or "Initiation Week," most mentioned movie nights, step in step out, and an initiation ritual/ceremony. There was also mention that new members went into a pool for initiation.

When asked what occurred on April 9, 2024, most stated that Big Brother Reveal occurred on that date.

When asked what occurred on April 17, 2024, most described it as the start of initiation week, which included movie nights and step in step out.

When asked about any other information they might be willing to share, many did not provide further information. Several that did provide responses described their new member's experience positively.

On June 12, 2024, I met with you to update you, TKE Headquarters Staff, and FSP staff on the survey results. I shared that there was a low response rate, and that the survey responses were very similar and vague, so I would be moving forward with Zoom interviews. You agreed to remind members to cooperate with the investigation.

On June 18, 2024, I requested follow-up meetings with new members and those involved with the new member process. Between June 24, 2024, and July 17, 2024, 14 interviews were conducted. While interviews tended to be consistent with questionnaire responses, further details were provided:

- New members had their eyes covered for Big Little Night, not Big Brothers.
- There was a camping trip during initiation week that was not disclosed as a new member event in the initial conversation nor in questionnaire responses.
- A new member under the legal drinking age did get heavily intoxicated on Big Brother Night. TKE leadership was aware of this within days of the incident and did not disclose this at the initial conversation.
- New members were required to perform calisthenics as punishment for wrong quiz answers.
- New members were blindfolded and told to step forward into a swimming pool at an off-campus location as part of their initiation.
- New members were asked for favors, such as rides to different places.
- New members were required to have nicotine products, such as Zyn and cigarettes, in their possession while at the chapter house in case active members requested them.

After reviewing the information, I met with you, FSP, and TKE Headquarters Staff on July 24, 2024, to discuss the aforementioned key findings of the investigation and next steps.

During the meeting, you accepted responsibility on behalf of TKE for the following:

1. Requiring new members to perform calisthenics in response to wrong answers to quiz questions related to TKE history or movie nights
2. Requiring new members to acquire and have nicotine products in their possession at the house while under the legal age for purchase/use/possession
3. Having new members step into a swimming pool blindfolded during initiation
4. A new member (under the legal drinking age) being heavily intoxicated to the point that they needed extended supervision during Big Brother night

After this meeting, I accepted information from additional involved individuals. During these conversations that occurred between August 6, 2024, and August 13, 2024, I learned the following:

1. Alcohol was available to new members (many under the legal drinking age) at the chapter house, and/or loosely monitored
2. "Family Bottles" of liquor were gifted to new members during Big Little Night as part of a longstanding tradition.

3. A document was distributed to members by leadership at the start of the investigation with specific language they were advised to use on the questionnaire and interviews.

The above behaviors are defined as hazing per the Arizona Board of Regents, specifically as they

- “Contribute to the substantial risk of potential physical injury, mental harm or degradation” (A & C), as calisthenics can prove dangerous for those with certain health concerns or circumstances and stepping into a pool blindfolded can pose substantial risk of harm in the form of drowning and/or head injury from a nearby ledge or person.
- “and/or alcohol or substance abuse” (B, D, E, & F), as allowing access to alcohol of underage members and the required possession of nicotine products encourages the use of such items.
- “Have the potential to cause mental distress, panic, human degradation, or embarrassment” (B), as acquiring nicotine products is illegal in the state of Arizona, individuals are put in a position of acquiring such items illegally.

Additionally, regarding G, per the Arizona Board of Regents Student Code of Conduct, “any attempt to commit or conceal an act of misconduct prohibited by these rules is subject to sanctions to the same extent as completed acts.”

**As such, I find it more likely than not that the Arizona Board of Regents Student Code of Conduct line items 19. Hazing and 2. Endangering/Threat/Cause Harm.**

During our conversation on July 24, 2024, you proposed an action plan to address these concerns from within Tau Kappa Epsilon, the action plan included the following steps:

- Judicial Board Action
- Anti-Hazing Education
- Membership Recommitment Acknowledgment
- New Member Education Role/Program Changes
- Full-Scale Membership Review
- Member Re-Education Process
- Commitment to Service
- Fine

I agreed with the action plan and agreed to incorporate it into the final decision, along with a probation period. In collaboration with you and TKE Headquarters Staff, I have imposed the following:

**1. UNIVERSITY PROBATION - Organization**

Start Date: Friday, August 23, 2024

Complete by: Saturday, May 31, 2025

The organization is being placed on probation through May 31, 2025. Probation means that any violation of the prohibited conduct items in the Student Code of Conduct, including failure to comply with these sanctions, will lead to further disciplinary action which could include loss of recognition.

**2. MONETARY SANCTION - Organization**

Amount: \$3,000

Complete by: Wednesday, September 11, 2024

All organizations found responsible for violating University policy are assessed a non-refundable monetary sanction of \$25 per member. The non-refundable monetary sanction is to be paid by check made out to the University of Arizona and hand delivered to the Dean of Students Office, Robert L. Nugent Building, Room 100.

$\$25 \times 120 \text{ members}^* = \$3,000$

\*based on the national roster

### 3. OTHER - Organization

Complete by: Saturday, May 31, 2025

You have provided an action plan including the following items:

- Judicial Board Action
- Anti-Hazing Education
- Membership Recommitment Acknowledgment
- New Member Education Role/Program Changes
- Full-Scale Membership Review
- Member Re-Education Process
- Commitment to Service
- Fine

Please complete the above prior to the end of the probation period to the satisfaction of TKE Headquarters Staff. Once these items have been completed, please submit documentation of the completion signed by TKE Headquarters Staff to [REDACTED].

**As of this notice, Tau Kappa Epsilon is no longer under Activities Suspension.**

If these items are not completed by the deadlines, Tau Kappa Epsilon will be placed on Activities Suspension pending an official disciplinary hearing. Should further disciplinary issues arise including non-completion of the aforementioned action plan items, Tau Kappa Epsilon could face additional disciplinary sanctions including but not limited to Loss of Recognition.

The Student Disciplinary Procedures do not provide for a formal appeal of this case. If you feel, however, that you have new information or you believe that you have been treated unfairly, submit a written statement to the Dean of Students Office, **within ten (10) business days, (September 10, 2024)**, of receiving this letter requesting a review of your disciplinary file.

Should you have any questions or comments about the sanctions, please contact me at

[REDACTED] or [REDACTED]

Sincerely,



[REDACTED]

Senior Coordinator, Student Accountability

cc:

[REDACTED] n, Advisor

[REDACTED], Chapter Liaison

[REDACTED], TKE HQ

[REDACTED], TKE HQ