



Dean of Students Office

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August 23, 2024

President [REDACTED]

Theta Xi
[REDACTED]
[REDACTED]

United States

Dear President [REDACTED]:

I have completed my investigation into the alleged violations of the Student Code of Conduct by Theta Xi reported to the Dean of Students (DOS) April 14, 2024. The allegations pertain to behavior that reportedly occurred throughout the Spring 2024 semester new member process involving instances of harm (mental, emotional, and physical) inflicted on pledging students by Theta Xi.

As a result, on April 19, 2024, DOS notified Theta Xi 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 Theta Xi 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 written questionnaire responses from new members and those involved in the new member process. DOS also conducted follow-up interviews with those with additional information.

On April 24, 2024, I, as the DOS representative, met with you, Fraternity and Sorority Programs (FSP) Staff, and Theta Xi Headquarters Staff to discuss the allegations.

During the meeting, you described the new member process and requirements as follows:

- Have a 2.5 GPA requirement
- Attend weekly meetings
- Participate in philanthropy
- FSP seminars
- Uphold Theta Xi values
- Choose a Big Brother
- While not required to clean or set up, helping reflect well on new members

This process takes about 9 weeks.

When asked about exercise (calisthenics) being required of new members, you stated that it is not required, but new members are often invited to work out by other members. You stated that you were unaware of any new members being pressured to exercise.

You described that there is education for new members on hazing prevention in the first week along with alcohol education and expectations being set for behavior at parties.

When asked who or why someone may have submitted the report, you stated that in the past there were issues, and that those stories still circulate, however, this behavior is not currently occurring. You suggested that it may have been retaliation from a new member who was dropped.

After this meeting, on April 24, 2024, it was determined that the *Interim Activities Suspension* could be lifted.

On April 29, 2024, I issued a questionnaire to new members and those involved in the new member process with a May 17, 2024, deadline. On May 20, 2024, I sent another request, as I had received insufficient responses. By June 20, 2024, I received written responses from 5 active members and 17 new members. The questionnaire is outlined below along with common responses/mentions.

Regarding the Theta Xi new member process, a majority of responses mentioned “spending time” or “hanging out” at the house and building relationships. Many responses mentioned needing to “set up” or “clean up” for events. It was also mentioned that new members needed to follow the “pledging requirements” until initiation.

Regarding the requirements, rules, or expectations of becoming a new member, most responses included a GPA requirement, weekly chapter meeting, attendance, and attending philanthropy events. It was also mentioned that new members had to keep everything secret, spend any time not in class at the chapter house, attend “lineups,” clean up after parties, and to carry nicotine products at all times.

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, most denied this, however, there was mention of new members needing to remove shirts to use them as blindfolds, being required to listen to bad music/sounds for an extended amount of time, along with needing to eat pizza with cat food on it.

When asked if they or another member have ever been asked, encouraged, or required (directly or indirectly) to participate in strenuous exercise or physical activity as a new member, many new members responded that they were often invited to the gym by active members, but not forced. Two existing members responded that there were workout groups that new members could become a part of. There was also mention of “harsh physical punishment” during every lineup, including wall sits and pushups. Additionally, it was stated that new members were required to go on 3-4 mile runs at 3 AM.

When asked if they or another member experienced harm (physical, emotional, or mental) as a result of being asked, encouraged, or required (directly or indirectly) to participate in strenuous exercise or physical activity as a pledge or new member, most denied this, however, there was mention of a new member needing crutches from an injury caused by wall sits.

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

Overall, the questionnaire responses from new members were similar, and some were nearly identical.

On June 26, 2024, I requested a follow-up with individual(s) based on response(s). By July 10, 2024, and received the following details:

- New members were required to go on a 3-4 mile run at 3 AM on two occasions, one of those being on April 1, 2024.
- New members were randomly told to consume alcohol by active members while at the chapter house.
- New members were required to play drinking games, such as “Don’t Fuck Your Brother,” where a bottle of alcohol/liquor is passed around in a circle with each person drinking from it. The last person finishes what remains in the bottle.
- New members were required to be at the chapter house if they were not in class. If enough new members were not present, they would receive a message stating that they had 15 minutes to arrive.

After reviewing the information, I met with you, FSP Staff, and Theta Xi Headquarters Staff on August 8, 2024, to discuss the aforementioned key findings of the investigation and next steps.

During the meeting you on behalf of Theta Xi, acknowledged the following:

- New members needed to be present for certain activities, but they could decide if they wanted to spend extra time at the house.
- In regard to cleaning up, live in members would typically start this off, and there could have been texts to new members requesting help with clean up.
- There was a senior who would invite new members to go on runs early in the morning before classes. You did not believe this was done maliciously.
- There were some seniors who would invite new members off campus and there were drinking games. Therefore, new members being involved in “Don’t Fuck Your Brother” could have occurred.
- Bad music/sounds are played at the house when an active member falls asleep or sleeps in. You did not recall this being done to any new members.

After this meeting, I met with the New Member Educator (NME). During this conversation on August 12, 2024, I learned the following.

- The NME did encourage new members to go on 4 AM runs with a senior member or go to the gym, because it was good for them and was an opportunity to bond.
- The NME did not observe any drinking games with new members, however, there was a live in senior who did invite them to play drinking games to get to know them. This was not forced and intended for bonding.
- The NME was made aware of active members requiring new members to perform TikTok dances, and the NME put a stop to that.
- The NME would invite new members to help with set-up/clean up.
- The NME acknowledged that invitations from the NME or senior members may not seem optional to new members leading up to initiation, and how some optional activities (drinking games, runs, workouts, set-up, clean up) may have seemed like requirements to new members.

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,” as long runs and strenuous physical activity can prove dangerous for those with certain health concerns.
- “ and/or alcohol or substance abuse,” by allowing and inviting new members (most under the legal drinking age) to participate in drinking games.

Additionally, the nearly identical responses from new members make it evident that new members were advised on how to respond to the questionnaire. 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 August 8, 2024, you proposed an action plan to address these concerns from within Theta Xi. The action plan included the following steps:

- Membership Review
- Review of New Member Program
- Hazing Prevention
- Event Planning Expectations
- Bi-Weekly Calls with Theta Xi HQ
- Additional Training from Theta Xi HQ
- Fines

I agreed with the action plan and agreed to incorporate it into the final decision. In collaboration with you and the Theta Xi Headquarters Staff, I have imposed the following:

1. UNIVERSITY PROBATION - Organization

Start Date: Friday, August 23, 2024

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: \$3,925

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 x 157 members = \$3,925

3. OTHER - Organization

Complete by: Saturday, May 31, 2025

You have provided an action plan including the following items:

- Membership Review
- Review of New Member Program
- Hazing Prevention
- Event Planning Expectations
- Bi-Weekly Calls with Theta Xi HQ
- Additional Training from Theta Xi HQ
- Fines

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

If these items are not completed by the deadlines, Theta Xi 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, Theta Xi 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 interventions, please contact me at [REDACTED] or [REDACTED].

Sincerely,

A handwritten signature in black ink, appearing to be 'SACB', is written above a redacted name.

[REDACTED]

Senior Coordinator, Student Accountability

cc:

[REDACTED], Chapter Liaison

[REDACTED], Advisor

[REDACTED], Theta Xi HQ

[REDACTED], Theta Xi HQ