



Dean of Students Office

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December 18, 2024

President [REDACTED]
Phi Delta Theta
1745 E. Second Street

Tucson, Arizona 85719

Dear President [REDACTED]

I have completed my investigation into the alleged violations of the Student Code of Conduct by Phi Delta Theta reported to the Dean of Students (DOS). The allegations pertain to behavior that reportedly occurred throughout the Fall 2024 New Member Process involving new members being required to engage in 3 hour workouts; "watch the flag" at the house until 2 or 3 AM about 3 to 5 days a week; perform embarrassing acts for social media; consume alcohol ; and pick up food for active members at 1 AM.

As a result, on October 24, 2024, DOS notified Phi Delta Theta 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 Phi Delta Theta 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.

During this investigation, DOS evaluated your account of what occurred and a new member interview report from Phi Delta Theta HQ.

On October 28, 2024, I, as the DOS representative, met with you, Fraternity and Sorority Programs (FSP) Staff, and the Phi Delta Theta advisor to discuss the code of conduct process and the allegations.

During the meeting, you provided the following:

- When asked about the extensive exercise, you stated that “traditional lineups are not part of the organization.” However, to encourage accountability, if members (active and new) arrive at chapter meetings late or with something wrong with their attire (crooked tie, wrinkles, etc.), they may have to do pushups or run home to correct the issue. You also stated that physical fitness is a value of the organization, as many members train for and participate in “Iron Phi” to raise money, which involves a significant physical test or mud run. You also added that there is a Phi Delt Run Club to which all members are invited, including new members.
- When asked about “watching the flag,” you stated that watching the flag is a cultural part of the organization along with a security concern. You stated that a security system is not effective in preventing ongoing vandalism issues, so you have “3 pledges” take rotating shifts to watch the flag each night until about 2 AM or 3 AM. During that time, those on shift can do homework or whatever they want to do.
- You denied knowing anything about embarrassing acts for social media.
- When asked about alcohol consumption, you stated that Phi Delta Theta is a “dry house” meaning that alcohol is not permitted in the Phi Delta Theta house. You added that new members are around alcohol outside of the house and are likely offered alcohol by active members at off-campus locations. As such, alcohol is always available to them.
- When asked about late night food pick-up requests, you stated that members are often invited to pick up food. You denied being aware of active members requiring new members to get them food.

The week of October 30, 2024, Phi Delta Theta HQ Staff conducted interviews with 17 out of 30 new members. By November 9, 2024, I received the following summary of the interviews:

Calisthenics

Based on information shared during interviews, there was not information to indicate that new members engaged in workouts as part of their new member experience. Members unanimously answered “no” when directly asked whether they had been asked/told/expected to attend workouts. Members did indicate that there had been instances of new members or active members would be told to do pushups as a consequence for arriving late to meetings.

Sleep deprivation

Members shared that after incidents of theft and vandalism at the chapter house, active and new members decided to stay at the chapter house until late hours. New members stated that there was typically a mix of active and new members, with a particular presence by members living in the house. Members indicated that active and new members generally played football, studied inside or outside, and “hung out” during these late nights. Members stated that there was no consequence for not attending, and no schedule was established for when members would attend. Members unanimously indicated “no” when asked whether this practice interfered with physical or mental health, school work, or relationships outside of the organization.

Embarrassing acts

The majority of new members were unable to identify any social media activity that they engaged in as part of their new member process, though they did identify “pledge-tok” as a practice they are familiar with. One new member did state that a group of new members had begun posting on social media together through an account created by them. When asked, members indicated that there was no expectation to complete tasks on social media and no social media was coordinated by active members,

Forced consumption

Information gathered through the interview process did not indicate forced consumption of drugs, alcohol, or other substances. Members stated that new member meetings/events did not include alcohol, and during social events no alcohol is provided by the chapter.

Servitude

Information gathered through the interview process did not indicate servitude. New members were unable to identify instances where they were asked/told/expected to deliver food to members.

The behaviors you described in our meeting on October 28, 2024, 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 strenuous physical activity can prove dangerous for those with certain health concerns.
- “ and/or alcohol or substance abuse,” by having active members that make alcohol available to new members (most under the legal drinking age).
- “Late work sessions that interfere with scholastic activities,” as new members had to take shift “watching the flag” until 2 AM or 3 AM.

As such, I find it more likely than not that the Arizona Board of Regents Student Code of Conduct line items 2. Endangering/Threat/Cause Harm, 15. Alcohol, and 19. Hazing were violated.

After reviewing the information gathered, I met with you, FSP Staff, and Phi Delta Theta Headquarters Staff on November 26, 2024, to discuss the aforementioned key findings of the investigation and next steps.

During the meeting you on behalf of Phi Delta Theta, agreed to the following:

- Develop an action plan to improve the new member process; including restorative circle with new members and a conversation with HQ regarding healthy group dynamics.
- Work directly with HQ to ensure the new member process aligns with HQ expectations

After this meeting, November 26, 2024, it was determined that the *Interim Activities Suspension* could be lifted.

On December 3, 2024, you provided a written action plan to address these concerns from within Phi Delta Theta. The action plan included the following steps:

- **Group Circles:** Facilitate safe and open discussions among Phikeia, active members, and chapter leaders to address hazing concerns, share experiences, and promote positive interactions.
- **Anonymous Reporting System:** Provide a confidential mechanism for Phikeia to voice concerns about potential hazing or mistreatment.
- **Anti-Hazing Workshop:** Conduct a session during Week 1 to educate on the harms of hazing, legal implications, and alternative team-building approaches.
- **Active Member Training:** Ensure all active members participate in hazing prevention training before interacting with Phikeia - outlining expectations and consequences.

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

1. UNIVERSITY PROBATION - Organization

Complete by: Thursday, December 18, 2025

The organization is being placed on probation through December 18, 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: \$2,925

Complete by: Thursday, January 16, 2025

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.

117 Members X \$25 = \$2,925

3. OTHER - Organization

Complete by: Friday, February 28, 2025

You have provided an action plan including the following items:

- Group Circles
- Anonymous Reporting System
- Anti-Hazing Workshop
- Active Member Training

Please complete the above prior to the above deadline to the satisfaction of Phi Delta Theta Headquarters Staff. Once these items have been completed, please submit documentation of the completion signed by Phi Delta Theta Headquarters Staff to scelayas@arizona.edu.

If these items are not completed by the deadlines, Phi Delta Theta 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, Phi Delta Theta 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, January 13, 2025**, 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 (520)626-2345 or scelayas@arizona.edu.

Sincerely,

A handwritten signature in black ink, appearing to read 'SCS', with a long horizontal flourish extending to the right.

Stephanie Celaya-Serventi, Ph.D.
Senior Coordinator, Student Accountability

cc:

Marcos Guzman, FSP Liaison
Jeff Ronstadt, Advisor
Jesse Moyer, Phi Delta Theta HQ
Emily Wolfzorn, Phi Delta Theta HQ