



Dean of Students Office

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February 18, 2025

President [REDACTED]
Zeta Beta Tau
1701 E 1st St

Tucson, AZ 85719

Dear President [REDACTED]:

I have completed my investigation into the alleged violations of the Student Code of Conduct by Zeta Beta Tau (ZBT) reported to the Dean of Students (DOS) November 18, 2024. The allegations pertain to behavior that reportedly occurred November 17, 2024, involving five (5) ZBT new members were allegedly hospitalized due to excessive alcohol consumption during Big/Little night.

As a result, on November 18, 2024, DOS notified ZBT 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 ZBT 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 written questionnaire responses from new members and those involved in the new member process. DOS also conducted interviews with those with additional information.

On November 27, 2024, I, as the DOS representative, met with you, the outgoing president, Fraternity and Sorority Programs (FSP) Staff, the ZBT advisor, and ZBT Headquarters Staff to discuss the code of conduct process and the allegations.

During the meeting, you and the outgoing president provided the following regarding that day:

- The Fall 2024 class was asked to meet in the kitchen of the chapter house and Fall 2024 members (NM) were introduced to their “Bigs.”
- Once they were introduced, “Bigs” and “Littles” (Fall 2024 Members) celebrated by taking photos, and were given the opportunity to do an activity together on their own before needing to “check back in” at the ZBT house a few hours later.
- Some “Bigs” and “Littles” stayed at the chapter house, some left for their time together.
- A total of eight (8) “Bigs” and “Littles” went to a senior member’s home and consumed alcohol.
- Two of the NMs purchased and consumed their own alcohol at the Sr. member’s home, became heavily intoxicated, and were taken back to the ZBT chapter house, separately and at different times.
- At the ZBT house, it was determined that the first NM, NM A, should be taken to a specific emergency room, Tucson ER and Hospital, by their “Big.”
- The second NM, NM B, arrived shortly after the first NM was driven to the emergency room, and was taken to the nearest emergency room different from the first, by their “Big,” due to a lack in communication.
- You stated that you were unaware of anyone else from the chapter being hospitalized that night.

I also conducted several additional interviews, during which I learned the following additional details:

- After meeting their “Big,” NM A went to a nearby convenience store and purchased a bottle of whiskey to “celebrate.” NM A returned to the ZBT house and consumed 1/4 to 1/2 of the bottle in the courtyard by themselves. NM A reconnected with “Big,” and they went to a member’s house. NM A did not recall anything after this point until they woke up in the hospital.
- After meeting their “Big,” NM B asked “Big” if they could go buy some alcohol so he could “have fun tonight,” and “Big” responded “sure.” NM B went to a nearby convenience store and purchased a bottle of vodka. NM B returned to the ZBT house and consumed a shot or two from the bottle. NM B reconnected with “Big,” and they took pictures before they went to the “satellite house.” NM B recalled arriving at the house and denied seeing any other NMs. NM B did not recall anything after this point until they woke up in the hospital.
- The gathering at the “satellite house” had about 40-60 people in attendance from ZBT. Several active and new members were consuming alcohol casually at the “satellite house.”

Soon after the meeting, FSP Staff issued a questionnaire to all members involved. I received written responses from 71 members. Key findings from the survey are outlined below:

- Alcohol was present at the ZBT house and at the “satellite house” and consumed by new members on “Big/Little” night.
 - 22 respondents observed new members consume alcohol at the ZBT house on “Big/Little” night. Several stated approximately 10 new members were seen acquiring their own alcohol and consuming it at the house.
 - 10 respondents observed casual alcohol consumption at the ZBT “satellite house” on “Big/Little” night.
- The role of alcohol is unclear to both new and active members.
 - 27 respondents used the phrase “Dry Events” when asked about the role of alcohol in their ZBT experience. That is, they responded that official events do not allow alcohol, but did not describe alcohol outside of those events.
 - 17 respondents stated alcohol is allowed at the house when asked about the role of alcohol in their ZBT experience. Five respondents stated only members 21 or over can consume alcohol at the house. Seven stated that alcohol is not forced but allowed. Five respondents stated that those who want to consume alcohol must bring their own.
- Members were not given clear guidance nor expectations on how to build community during “Big/Little.” Activities ranged from sunset hikes, playing video games, and top golf to drinking at the satellite house and visiting an 18 and over strip club.

After reviewing the above information from active and new members, **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.** The overall findings show that these violations occurred, per the Arizona Board of Regents definition of hazing, as they

- “Contribute to the substantial risk of potential physical injury, mental harm or degradation,” as at least two members suffered medical emergencies as a result of alcohol being permitted and consumed at the ZBT chapter house by underage new members during a key event in the new member experience, “Big/Little” night (also a violation of 2. Endangering/Threat/Cause Harm).
- “and/or alcohol or substance abuse,” as alcohol was permitted and consumed at the ZBT chapter house by underage new members during a key event in the new member experience, “Big/Little” night (also a violation of 15. Alcohol).

On February 14, 2025, I met with you, the ZBT advisor, and ZBT Headquarters Staff, to discuss the aforementioned key findings of the investigation and the next steps. During our conversation, we reviewed the ZBT HQ action plan to address these concerns. The action plan included the following steps:

- Sober Monitor Training
- Alcohol and Drug Use Pledge
- Weekly Event Review & reminders
- Intervention Status
- Calendar Submission and Review
- Immediate Social Activity Suspension for Active Members not meeting requirements

I agreed with the action plan and agreed to incorporate it into the final decision.

During this meeting, February 14, 2025, it was determined that the *Interim Activities Suspension* could be lifted.

In collaboration with you, the ZBT advisor, and the ZBT Headquarters Staff, I have imposed the following:

1. UNIVERSITY PROBATION - Organization

Complete by: Monday, December 22, 2025

The organization is being placed on probation. 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: \$4,700

Complete by: Wednesday, March 05, 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.

188 Members x \$25 = \$4,700

3. OTHER - Organization

Complete by: Monday, December 22, 2025

You have agreed to an action plan including the following items:

- Sober Monitor Training
- Alcohol and Drug Use Pledge
- Weekly Event Review & reminders
- Intervention Status
- Calendar Submission and Review
- Immediate Social Activity Suspension for Active Members not meeting requirements

Please complete the above prior to the end of the probation period to the satisfaction of ZBT Headquarters Staff. Once these items have been completed, please submit documentation of the completion signed by ZBT Headquarters Staff to DOS-Codes@email.arizona.edu and cc scelayas@arizona.edu.

If these items are not completed by the deadlines, ZBT 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, ZBT 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, March 4, 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

Ron Pardo, ZBT Advisor

Ricky Kirby, ZBT HQ