



Dean of Students Office

Robert L. Nugent Building
PO Box 210040
1212 E. University Blvd
Tucson, AZ 85721-0040
Tel: (520) 621-7057
Fax: (520) 621-9866
<http://deanofstudents.arizona>

February 05, 2025

President [REDACTED]
Sigma Phi Epsilon

Dear President [REDACTED]

I have completed my investigation into the alleged violations of the Student Code of Conduct by Sigma Phi Epsilon (SigEp) reported to the Dean of Students (DOS). On December 1, 2024, the Dean of Students Office received a report that new members were being hazed as part of Big/Little activities. The report alleged forced alcohol consumption, burning individuals with cigarettes, and forced physical activity. This behavior created an environment conducive to endangering University students.

On December 3, 2024, SigEp was placed on *Activities Suspension* to address the alleged behavior. The *Activities Suspension* prohibited hosting, attending, participating, and sponsoring any organizational activities until the final disposition of the case. Club business meetings were the only activities allowed during this suspension.

The scope of the investigation was to determine whether there is sufficient evidence that SigEp 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 information from pledges, cat card swipes for the students living in the dorms, and information from meeting with leadership.

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

Our initial meeting was on December 9, 2024. During this meeting via Zoom, 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 as well as subsequent meetings.

As we began our discussion, DOS asked you to explain the timeline for the Big/Little activities.

You shared that new members come to the house as a large group, and from there leave to have bonding time with their Big.

You described it as a mentorship program where the men would go to the apartments of the Bigs, play video games, and typically wrap up around 10pm.

You were next asked to focus on specific dates, approximately mid-November as this fell in line with Big/Little night.

In response, you shared that on November 12, 2024, that everyone met up at 6:30pm at the house, left at around 8:00pm, and around 1:00am things wrapped up.

You shared that everyone is about creating their families (typically 5-6 people) where they hang out.

You went on to explain that each "family," does their own thing.

For the future, you said that having a better understanding of what people are doing is important.

I asked you to elaborate further on alcohol use and how that is monitored.

You said the fraternity is a dry house, and should anything come up, it is addressed internally through the standards board.

You said that there have been three to four members who have slept at the house because of being intoxicated.

You said that what happens outside of the house cannot be controlled, and that discussion has been had with everyone to ensure that alcohol consumption does not occur.

Next, we focused on the concerns reported about alleged forced physical activity.

In response, you stated that everything done is of "free will," and that if anything was occurring, that the executive board kept leadership in the dark.

You further shared that your predecessors were "zero help," and "didn't care."

We next focused on the concerns that pledges were being burned with cigarettes.

You said that some of the older members will burn themselves with cigarettes as they think it's funny, but that new members are not impacted by this.

I then next focused on new information that had been brought to the attention of DOS. I shared that the new member who reported all this information, also shared that after DOS sent out the activity suspension letter that you as the president called together a meeting with the group and told them to not be honest in the investigation.

In response, you said that meeting did not occur.

You said that there's a cultural problem within the house that needs to be addressed.

I shared that I wanted to go back to new member process and talk through specific dates once again.

You shared that elections occurred November 4, 2024, and as part of this, a new member goes up to one of the guys and a choice is made based off compatibility.

I shared that in reviewing the new members cat card swipes (students who live in the dorms access the building by swiping in) that many of the new members all consistently swiped in at 3:44am on November 19, 2024, at 3:03am on November 21, 2024, and 4:53am on November 22, 2024.

You said that on November 19, 2024, that there were no registered events, rather individuals hanging out as part of their brotherhood.

On November 20, 2024, an event known as Date Dash occurred, with the event starting at 9pm, ending around midnight.

On November 22, 2024, nothing was scheduled and there were no recognized events.

This concluded our meeting.

On January 29, 2025, via Zoom we met once again.

During this meeting it was shared that the leadership has been working with the national headquarters, in particular, Preston Raines, Chapter Success Director.

While working with Raines, it was decided that being honest about what is occurring is of utmost importance, and that the group had been working on a plan for next steps with the fraternity.

██████████ also attended the meeting and shared his role is member development.

██████████ shared that he was not initially involved in conversations that occurred in the fall semester, but that he is involved in the process of everything, and after his conversation with Raines, agreed that the fraternity was not handling the matter in the right way.

██████████ went on to say that mistakes happened, and that forced physical activity did occur with new members. This involved testing the brothers about their knowledge of Sig Ep history, and if

answered incorrectly, they were required to do pushups. New members may have been required to complete up to ten pushups, and that happened after events late at night.

As for burning others with cigarettes, it was shared that this is an outdated tradition that everyone knows about, and it is up to each person to decide if they want to burn themselves. Brothers may ask new members if they want to participate in this tradition, but that it's not required. You shared that it could feel forced on others from an outside perspective, but that is not the case.

As for forced alcohol consumption, it was shared that it's not forced on new members, but that it is accessible to the guys that are underage, and consumption does occur.

In wrapping up the conversation, you shared that you made a mistake by not being honest in the initial conversation with DOS, and that you did tell the new members not to cooperate in the investigation and are sorry for not being honest.

You concluded by saying that the guys love the group.

Below is a synopsis and final analysis of what was discussed.

The provision of alcohol to minor students and the unmonitored use and consumption of alcohol created an environment that was conducive to endangering university students many of whom were under the legal drinking age, therefore, violating Code of Conduct/15. Alcohol and Code of Conduct/26. Violation of State or Federal Law.

Requiring new members to complete pushups as part of the pledge process is in violation of Code of Conduct/19. Hazing as it was required and in connection with an initiation into the organization and is considered forced physical activity.

Although it was stated that new members are not burned with cigarettes, and that it's an outdated tradition, it is an important consideration of the impact that this behavior has on new members as they are being asked if they want to participate, and are witnessing this behavior occur, and therefore in violation of Code of Conduct/2. Endangering / Threat / Cause Harm as members were causing physical harm to themselves.

Based off the finding of responsibility, the following sanctions are being assigned in accordance with the SigEp Headquarters:

1. UNIVERSITY PROBATION - Organization

The organization is being placed on probation beginning February 5, 2025, and will remain on probation through December 22, 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. OTHER - Organization

The Arizona Beta Chapter will be required to host a minimum of three dry/substance-free events before April 2025. The dry/substance-free events must occur a minimum of one week apart. Before these events, you must submit your Risk Management Plan to Sigma Phi Epsilon Headquarters for approval. Philanthropy events will not meet this requirement.

3. OTHER - Organization

Chapter Success Specialist Support. To have a more hands-on approach, we recommend that the chapter invest in a more full-time support model by having Headquarters staff visit monthly starting Fall 2025.

4. MONETARY SANCTION - Organization

All organizations found responsible for violating University policy are assessed a non-refundable monetary sanction of \$25 per member. SigEp has a total of 159 members. The monetary sanction fee totals \$3,975. 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 no later than March 24, 2025.

It is the responsibility of Sigma Phi Epsilon to provide written documentation immediately upon completion of each sanction. In addition, Sigma Phi Epsilon must inform the Dean of Students Office a week in advance prior to their implementation of programs and/or presentations. You must notify this office of any changes in your address, phone number, or presidential status.

If these items are not completed by the affirmed deadlines, Sigma Phi 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, Sigma Phi 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 of receiving this letter, which is February 18, 2025, requesting a review of your disciplinary file.

Should you have any questions or comments about the sanctions, please contact me at 520-626-6186.

Sincerely,

A handwritten signature in cursive script, appearing to read "Rosanna Curti".

Rosanna Curti
Associate Dean, Student Assistance and Accountability