



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.edu>

March 18, 2025

CONFIDENTIAL

[REDACTED]

[REDACTED]

[REDACTED]

I have completed my investigation into the alleged violations of the Student Code of Conduct by Theta Delta Chi (TDX) reported to the Dean of Students (DOS) on or about November 22, 2024, that a new member was hospitalized due to a serious injury sustained while intoxicated after returning from Theta Delta Chi's Little/Big night. Following this incident, the university received a hazing report alleging forced alcohol consumption and multiple incidents of underage new members returning from chapter events intoxicated.

On November 22, 2024, TDX 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 Student Code of Conduct investigation by The University of Arizona set out to determine if TDX violated the following prohibitions set forth in the 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), TDX was provided with the opportunity to respond to the Student Code of Conduct charges.

Our initial meeting was February 12, 2025. 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 what occurred on the night of November 22, 2024.

You shared that about six active members were at your apartment, [REDACTED]. You received a text from one of the new members asking to come and hang out.

You said they arrived between 9:00pm and 9:15pm and were there for approximately 45 minutes, leaving around 10:00pm.

After hanging out, you said everyone went their separate ways walking to university avenue, with some heading to No Anchovies and others Frog & Firkin.

DOS asked you to share what happened at your apartment when everyone was there. You said that before the new members came over that they had already pre-gamed (consumed alcohol).

You said that from your perspective, that everyone seemed fine, there was nothing out of the ordinary, and that people were just being social and playing X-Box.

DOS asked you how you knew the new members had been pre-gaming, and you said they told you when they showed up.

DOS asked if alcohol was present in your apartment, and you said that two of the new members had brought their own alcohol and pulled it out of their backpack, but that otherwise no alcohol was present.

You said that you witnessed one of the new members pull out a bottle of Tequila (possibly a handle size), and drink from it, taking a couple of drinks from the bottle.

You said you were not sure where the new member got the alcohol from, and that at no point was alcohol consumption required of him or others.

On November 23, 2024, you said that a TDX member texted you sharing that the new member who you witnessed consuming alcohol had fallen when he got back to his dorm room, and as a result, was hospitalized due to the injury.

You said that you, along with a few other members, visited him in the hospital.

DOS asked you what the Big/Little process entailed.

You said that a text message was sent to new members letting them know that the group would not be proceeding with the Big/Little process, and that it had not started yet.

You said that the active members would hang out all the time with new members as it was a way to get to know each other without any formal events.

DOS asked you to share more about bid day, and any social events held at the TDX house.

You shared that September 16, 2024, was bid day, and was designed to be a welcome event, to get to know everyone.

You shared that new members were also invited to other social events at the house, and that alcohol was served at some of these events.

You said the active members would buy alcohol, and anyone underage is not allowed to drink alcohol.

DOS asked how alcohol use was monitored, and you said that people walked around to visually keep an eye on things, but there is no wristband system to differentiate between people who are underage and those who are not.

DOS asked why nothing was said to new members about consuming alcohol the night of November 22, 2024.

In response, you said that new members are treated like friends as there is no hierarchy, allowing people to do what they want.

You said that at the TDX house that everyone tries their best to control hard alcohol consumption, but that it's hard to monitor over 130 guys.

In a follow-up meeting scheduled for February 28, 2025, I shared that I had the opportunity to interview all the individuals present on November 22, 2024, and in addition to that, I reached out to other individuals who also reported information to DOS.

I shared that in one of the interviews, that it was alleged that the new member had shared that he had been hazed prior to the night of November 22, 2024, by being forced to consume alcohol while exercising. It was also shared that drinking excessively was encouraged.

In response, you said that you had no idea about forced alcohol use if it was happening. You said that new members were invited to social events, and could come if they wanted to, but never forced.

Regarding workouts, you said that light workouts as part of overall fitness were encouraged as many of the guys are "extremely fit," but never required.

DOS shared with you that final confirmation and information was being waited upon to confirm the allegations shared, and that a final meeting would be scheduled for Tuesday, March 4, 2025.

During the meeting on March 4, 2025, a summary of information from the interviews was shared.

DOS shared that in talking with everyone who was present at your apartment the night of the incident, that responses were consistent.

Witnesses confirmed that while alcohol was present, forced alcohol consumption never occurred. It was also shared that the new member injured brought and consumed his own alcohol the night of November 22, 2024.

Witnesses were asked if alcohol is present at social events, and in response shared that it is, and that anyone can drink alcohol as it's not monitored. It was noted that it was never forced alcohol consumption.

Regarding other witnesses that are not part of TDX, they declined to share information that supported the alleged claims of forced alcohol consumption and hazing.

DOS also shared that additional follow-up occurred with all new members to better understand their experience as part of the TDX pledge process and emailed the following questions:

What role does alcohol play in your TDX experience?

Please describe any behavior involving new members consuming alcohol.

Please describe any physical activity that you have been required to take part in and the days/times this occurred.

Please describe how your academics have been affected because of your responsibilities as a TDX new member.

Overall responses were that forced alcohol consumption never occurs, and that any physical activity is a choice, and not required.

New members stated that they felt the fraternity helped their academics, and that they were enjoying their experience with TDX.

DOS shared that although forced alcohol consumption is not occurring, the fact that alcohol is not being monitored to avoid underage members from consuming alcohol needs to be addressed.

DOS shared that a plan needs to be established within the fraternity to prevent underage drinking at the house, social events, and during casual hang outs.

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.

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.

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

1. UNIVERSITY PROBATION - Organization

Start Date: Tuesday, March 18, 2025

Complete by: Friday, December 19, 2025

The organization is being placed on probation through December 19, 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

Start Date: Tuesday, March 18, 2025

Action plan for social events and monitoring alcohol use:

Security and sober monitors will perform continuous ID and wristband checks throughout the event.

- Any underage individual attempting to drink will be immediately removed from the event.
- Address issues through direct, calm confrontation.
- Escalate to executive board members if necessary.
- Remove individuals if their behavior is disruptive.

Any member found providing alcohol to underage guests will face immediate disciplinary action, which include:

- Social probation.
- Fines.
- Judicial board review.
- Additional community service.
- Potential membership review for severe violations.

Event-Specific Measures:

- Bartenders will be members aged 21+ and will rigorously check IDs before serving alcohol.
- Wristbands will be monitored, and a tally system will track consumption.
- Sober monitors will ensure no underage guests access alcohol.
- Water and snacks available to encourage responsible drinking.

Immediate removal from the event for underage drinking.

- Disciplinary actions ranging from probation to membership review for those who enable underage drinking.
- The standards board will assess violations and determine appropriate sanctions.

Communication Strategy

- Present the Prevention Plan at the next chapter meeting (held every Monday).
- Distribute the plan via email for reference.

- Reinforce the severity of underage drinking consequences in all communications. STEP #6: Culture of Safety & Brotherhood
- Encourage members to view prevention as a way to protect the fraternity and its guests.
- Reinforce a culture of accountability and intervention.
- Remind members that allowing underage drinking jeopardizes the entire chapter and its future.
- Ensure all members understand that preventing underage drinking is non-negotiable and will be strictly enforced.

3. MONETARY SANCTION - Organization

Start Date: Tuesday, March 18, 2025

Complete by: Friday, April 18, 2025

All organizations found responsible for violating University policy are assessed a non-refundable monetary sanction of \$25 per member. TDX has 110 members, totaling \$2,750. 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.

A copy of the Student Code of Conduct and the Student Disciplinary Procedures can be found at the following:

<https://deanofstudents.arizona.edu/student-rights-responsibilities/student-code-conduct>

<https://deanofstudents.arizona.edu/policies/student-disciplinary-procedures>

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, you may submit a request for review to the Dean of Students within ten (10) business days of receiving this letter which is March 31, 2025, using the following link:

<https://arizona-advocate.symplicity.com/u/qjqFlmTg>

Should you have any questions or comments about the interventions, please contact me at 520-626-6186 or rva@arizona.edu.

Sincerely,



Rosanna Curti
Associate Dean, Student Assistance and Accountability