



Dean of Students Office

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July 08, 2026

President

Sigma Phi Epsilon

1614 E. 1st St.

Tucson, Arizona 85719

Dear President [REDACTED],

I have completed my investigation into the alleged violations of the Student Code of Conduct by Sigma Phi Epsilon reported to the Dean of Students (DOS). The allegations pertain to behavior described below:

On April 28, 2026, the Dean of Students Office received a report alleging that throughout the fall 2025 semester, Sigma Phi Epsilon subjected new members to hazing. Specifically, the report alleged that new members were subjected to sleep deprivation, forced alcohol consumption, kidnapping, and calisthenics. Additionally, the report referenced illegal drug use by Sigma Phi Epsilon members. The reported conduct is alleged to have created an environment that endangered UA students.

As a result, on April 29, 2026, DOS notified Sigma Phi Epsilon that the organization was being placed on *Activities Suspension* while DOS, in partnership with Sigma Phi Epsilon Headquarters, investigated alleged violations of the Arizona Board of Regents (ABOR) Student Code of Conduct. The Scope of the Investigation was to determine, based on the preponderance of evidence, whether there is sufficient evidence that Sigma Phi Epsilon violated 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/4. Other Published Rules - Violation of, or attempt to violate, other rules that may be adopted by Board or by the university.

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/16. Drug - Unauthorized use, sale, possession, or distribution of any controlled substance or illegal drug or possession of drug paraphernalia that would violate the law.

Code of Conduct/17. Off Campus Conduct - Off-campus conduct that a reasonable person would believe may present a risk or danger to the health, safety or security of the Board or university community or to the safety or security of the Board or university property.

Code of Conduct/19. Hazing - Engaging in, supporting, promoting, or sponsoring hazing or violating Board or University rules governing hazing.

Per the Student Disciplinary Procedures (ABOR 5-403), Sigma Phi Epsilon was provided with the opportunity to respond to the Student Code of Conduct Charges.

On May 8, 2026, DOS met with Sigma Phi Epsilon leadership: [REDACTED], President; [REDACTED], Vice President of Member Development; [REDACTED], Advisor & Mentor Board President; [REDACTED], Educational Foundation President; [REDACTED], Headquarters (HQ) Representative; and Greer Vinall, FSP Associate Director. The charge letter, allegations, and assigned Student Code of Conduct violations were discussed.

Sigma Phi Epsilon responded to the allegations during the May 8, 2026, meeting with DOS and provided DOS with supplemental information via email on May 11th, and May 17th, 2026. Follow-up meetings with HQ representative, [REDACTED], were held on May 11th, June 18th, and June 26th, 2026

On June 4, 2026, based on a roster provided to DOS by Fraternity and Sorority Programs, DOS sent a confidential membership experience survey to [REDACTED] "members" - students affiliated with Sigma Phi Epsilon (active, new member, pledge) during the fall 2025 and spring 2026 semesters. As of June 10, 2026, DOS received [REDACTED] responses. All students were provided with DOS contact information and offered the opportunity to meet directly with DOS; Zoom interviews were conducted with those who responded.

In summary, Sigma Phi Epsilon leadership, members, and former members provided the following information:

In response to the allegation of hazing, Sigma Epsilon leadership shared that there have historically been concerns, but that new chapter leadership has been actively working to change the organization's culture. The organization appointed a new Chapter Advisor in fall 2025 and

elected new student leaders for spring 2026. The chapter acknowledged that they have made significant changes to the new-member process, but there are still areas for improvement.

Specifically, chapter leadership confirmed that there continue to be instances in which members are asked/encouraged to perform calisthenics in connection with chapter activities. This information was consistent with the information received by DOS via the member survey responses.

In response to the allegation that Sigma Phi Epsilon new members are being “kidnapped,” survey responses and interviews with members were consistent with leadership statements that Sigma Phi Epsilon does not engage in any kidnapping behavior or activities and that the allegation has no merit. Information was provided that both new and active members travel off campus to the mountains as part of their bid day ritual. New members are made aware of the event in advance, transported to and from it, and are never left alone at the location.

No information from organizational leadership, survey responses, or member interviews substantiates the allegation of sleep deprivation. Similarly, there was no indication that members were required or expected to sleep at the chapter house. This information was consistent with new member CatCard “swipe” records provided to DOS by Housing & Residential Life. A review of these records indicated no significant or concerning patterns in the timing and/or frequency of new members accessing their dorms.

The information provided substantiates the allegations of the Code of Conduct, items 19. Hazing, 4. Other published rules

The information provided does not substantiate the allegation of the Code of Conduct, item 17. Off-Campus Conduct

In response to the allegation of forced alcohol consumption. Sigma Phi Epsilon acknowledged that in Fall 2025, HQ received a report alleging that a new member was subjected to forced alcohol consumption. This was not part of a chapter-sanctioned activity or event, and the incident was isolated to a single active member of the organization. Sigma Phi leadership investigated the allegations and expelled and evicted the responsible member. It was Sigma Phi Epsilon leadership's understanding that this incident, along with Sigma Phi Epsilon's investigation and findings, had been disclosed to DOS previously. DOS learned of this incident and Sigma Epsilon's response during this investigation and requested additional information, which was provided by HQ. HQ provided supplemental information confirming that HQ worked directly with the organization to address the behavior and remove the responsible individual. DOS confirmed via FSP records that the responsible individual had been expelled from the organization.

There was no additional information provided to DOS via the survey responses or member interviews that related to forced alcohol consumption.

The information provided substantiates the allegations of the Code of Conduct item 15. Alcohol, and 2. Endangering / Threat / Cause Harm

No information was provided by new members or active members to substantiate the allegation that there is any type of illegal drug use occurring within the Sigma Phi Epsilon organization.

The information provided does not substantiate the allegation of Code of Conduct item 16. Drug.

Throughout this investigation, Sigma Phi Epsilon leadership was responsive and forthcoming, providing information both in response to the allegations and the chapter leadership's ongoing efforts to redefine the member experience. Prior to any determination by DOS, Sigma Phi Epsilon leadership committed to the following action plan:

- At the request and suggestion of HQ, during the 2026-2027 academic year, Sigma Phi Epsilon will host a hazing awareness workshop/training/event that will be open to the greater FSP and UA community.
- During the fall 2026 semester, in collaboration with DOS and FSP, Sigma Phi Epsilon will conduct an organizational membership review to ensure all members are meeting the expectations and exhibiting the values consistent with the organization and university.
- At the beginning of every semester, the Sigma Phi Epsilon Alumni Corporation will fund a speaker focused on alcohol and drug awareness.
- Members will be required to participate annually in a chapter-wide hazing education program.
- Anytime a new member class is selected, the Chapter Advisor will meet in person with both active and new members to educate on the definition of hazing and reiterate the organization's zero-tolerance standard for hazing.

Based on the totality of the information provided to DOS throughout this investigation, I find it more likely than not that there was a violation of the Arizona Board of Regents Student Code of Conduct items:

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.

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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.

The following sanctions are being imposed in response to the violations of the Student Code of Conduct:

1. UNIVERSITY PROBATION - Organization

Start Date: Wednesday, July 08, 2026

Complete by: Monday, May 31, 2027

The organization is being placed on probation through May 31, 2027. 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. HAZING WORKSHOP - Organization

Start Date: Wednesday, July 08, 2026

Complete by: Friday, December 11, 2026

At the request and suggestion of Sigma Phi Epsilon Headquarters, the organization will host a hazing awareness workshop/training/event for both organization members and the greater FSP/UA community.

The event should be planned in consultation with Fraternity & Sorority Programs staff, and funding will be provided by Sigma Phi Epsilon.

3. OTHER - Organization

Start Date: Wednesday, July 08, 2026

Complete by: Friday, October 30, 2026

During the fall 2026 semester, in collaboration with DOS and FSP, Sigma Phi Epsilon will conduct an organizational membership review to ensure that all members are meeting expectations and exhibiting values consistent with the organization and the university.

FSP and DOS staff will work in partnership to provide support and assistance throughout the process.

4. OTHER - Organization

Start Date: Monday, August 24, 2026

Complete by: Monday, May 31, 2027

Sigma Phi Epsilon is required to hold monthly meetings with a representative from Sigma Phi Epsilon Headquarters (HQ) throughout the duration of the 26-27 academic year.

At a minimum, the meeting should include the Chapter President and a HQ representative. Additional chapter officers may be included at the discretion or request of the President, HQ representative, and/or FSP Staff.

The Chapter President must send a copy of the monthly agenda/talking points to their FSP liaison. The combined agenda/talking points should be provided to DOS at the completion of the sanction.

5. MONETARY SANCTION - Organization

Amount: \$25 x 159 members = \$3,975

Start Date: Wednesday, July 08, 2026

Complete by: Monday, August 31, 2026

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.

Please ensure the check references the invoice number: 01351-2026

It is the responsibility of Sigma Phi Epsilon to provide written documentation immediately upon completion of each sanction.

Sigma Phi Epsilon *Activities Suspension* status has been lifted effective immediately.

If the sanctions outlined above are not completed by the assigned deadlines, Sigma Phi Epsilon will be placed back on Activities Suspension pending an official disciplinary hearing. Should further disciplinary issues arise, including non-completion of the aforementioned sanctions and 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, requesting a review of your disciplinary file.

The Dean of Students Office appreciates your cooperation and participation throughout this investigation. Should you have any questions, please contact me at [REDACTED] or wmohr@arizona.edu.

Sincerely,



Whitney Mohr, PhD

Senior Coordinator, Student Accountability

cc:

[REDACTED], President

Greer Vinall, FSP Associate Director

[REDACTED], Chapter Advisor

[REDACTED], HQ Representative

[REDACTED], Foundation Board President

Chrissy Lieberman, Dean of Students