



Dean of Students Office

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August 04, 2020

President [REDACTED]
Phi Kappa Tau

Dear President [REDACTED]:

A Student Code of Conduct complaint was submitted to the Dean of Students Office on March 2, 2020. This complaint prompted University charges and an investigation by the Dean of Students office into allegations that Phi Kappa Tau violated the Student Code of Conduct on or about March 02, 2020. During the Student Code of Conduct investigation, the Dean of Students office had the opportunity to gather information from Phi Kappa Tau in response to these allegations.

Phi Kappa Tau is alleged to be engaged in hazing of new members including sexual misconduct. The Student Code of Conduct investigation by The University of Arizona set out to determine if Phi Kappa Tau violated the following prohibited conduct items 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/19. Hazing - Engaging in, supporting, promoting, or sponsoring hazing or violating Board or University rules governing hazing.

Code of Conduct/23. Sexual Misconduct.

Code of Conduct/26. Violation of State or Federal Law - Commission of any offense prohibited by state or federal law or local ordinance.

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

[Student Code of Conduct](#)

[Student Disciplinary Procedures](#)

As part of the disciplinary process that accompanies a Student Code of Conduct complaint, Phi Kappa Tau was provided an opportunity to respond to the above Student Code of Conduct charges.

Phi Kappa Tau's response included gathering current new member books and offering them to the Dean of Students Office as information to be considered in the investigation. This action was also a remedy to any further exposure to the inappropriate content or tasks outlined within the books. The organization openly shared that the books were part of the new member experience and were not monitored by organizational leadership nor was an outline of how to construct the books offered to the members who created each book for a new member. This was articulated and was evident in reviewing the style and content of each book. All of the books offered activities that were part of the new member experience and some were embedded in coloring books while others were in pornographic magazines. Some content also instructed anyone in contact with the book could instruct the new member to perform sex acts as part of their new member experience.

Phi Kappa Tau local and national representative acknowledged both the activities and the books themselves were not in line with the values of the organization, were not part of the formal new member education as defined by Phi Kappa Tau, and that the use of these books was a violation of the Student Code of Conduct item 19. Hazing.

The current books offered to the Dean of Students Office in comparison to the book offered by the chapter advisor from his experience in the organization years ago demonstrated that the initial intent to use the book to construct a new member experience years back had spiraled into a tradition of hazing activities and shock effect with the choice of media the activities were embedded in.

The organization offered numerous remedial and educational strategies that could be utilized under the leadership of the national organization to shift the new member experience, eliminate the use of the books, reduce the timeline of the new member period, and review the overall effectiveness of Phi Kappa Tau.

Based on the information gathered in the investigation, I find that Phi Kappa Tau violated the Student Code of Conduct/19. Hazing - Engaging in, supporting, promoting, or sponsoring hazing or violating Board or University rules governing hazing resulting in the following sanctions:

A. 1. MONETARY SANCTION - Organization

Amount: 850.00

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.

2. OTHER - Organization

Complete by: Friday, October 30, 2020

The chapter leadership will work with the Arizona IFC leadership and Fraternity & Sorority Programs office to co-sponsor/co-host an event focusing on hazing prevention and a quality orientation experience for new members to fraternal organizations. As an organization, we believe it is vital to have a successful orientation program into a chapter. By sponsoring these conversations, it allows the chapter to help the community at large.

3. OTHER - Organization

Complete by: Friday, October 30, 2020

The chapter will host A Call to Men masculinity program through the partnership with the Fraternity & Sorority Programs office. As a result of the "Big Brother" books, the chapter was orienting its newest members in a way that disparaged others and particularly women. This program will allow members to learn and openly discuss the

importance of healthy, respectful manhood

4. OTHER - Organization

Complete by: Saturday, October 31, 2020

Organization will complete all outcomes outlined by the national organization in the Phi Kappa Tau Epsilon Tau (Arizona) Outcomes Document including: New Member Education Review, Elimination of "Big Brother" Books, Membership Review, Chapter Officer Review, Addint Advisors to BOG, and Plan to re-engage new members from Spring 2020. The document also reiterates the Co-sponsorsip with IFC on hazing prevention and A Call to Men Healthy Masculinity program.

5. UNIVERSITY PROBATION - Organization

Complete by: Friday, May 14, 2021

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.

It is the responsibility of Phi Kappa Tau to provide written documentation immediately upon completion of each sanction. In addition, Phi Kappa Tau 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, Phi Kappa Tau 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 Kappa Tau 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 (August 18, 2020) 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 520-621-7057.

Sincerely,



Chrissy Lieberman
Associate Dean of Students

cc: Marcos Guzman, FSP
Tristan Conroy, Phi Kappa Tau