



Dean of Students Office

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October 09, 2020

[REDACTED]
Sigma Chi
[REDACTED]

Dear President [REDACTED]:

A Student Code of Conduct complaint was submitted to the Dean of Students Office on September 14, 2020. This complaint prompted University charges, *Interim Loss of Recognition* and an investigation by the Dean of Students Office into allegations that Sigma Chi violated the Student Code of Conduct. During the Student Code of Conduct investigation, the Dean of Students Office had the opportunity to gather information and discuss the allegations with you.

Allegedly, Sigma Chi engaged in hazing of the Fall 2020 new members of the organization on multiple occasions since their acceptance of bids. Within the allegations, there was information related to parties being held by Sigma Chi where new members were present.

The Student Code of Conduct investigation by The University of Arizona set out to determine if Sigma Chi 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/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/7. Failure to Comply - Failure to comply with the directions of university officials or agents, including law enforcement or security officers, acting in the good faith performance of their duties. This section is not intended to prohibit the lawful assertion of an individual's fifth amendment right against self-incrimination.

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

In our meetings I shared that we were able to establish that hazing was present in the form of cleaning, pledge uniforms, and new members being asked to clean or run errands for individual members. Additionally, new members were being asked to come to the house for cleaning early in the morning.

Such behavior being present in the new member education process constitutes hazing.

We did not come to a finding related to events or parties at the chapter facility or off campus. We did discuss the significant impact such events can and have had on our Covid 19 positive rates on campus and I want to reiterate the importance of following University directives related to Covid 19 so that we may proceed with our educational mission and get back on campus safely.

Based on the information gathered in the investigation, I find that Sigma Chi violated the Student Code of Conduct prohibited item numbers 19. Hazing, resulting in the following sanctions:

1. OTHER - Organization

Complete by: Friday, October 30, 2020

Sigma Chi leadership will submit a draft of a follow up email, for review and approval, to new member families regarding the outcome of this investigation, next steps for the chapter, and what to look for related to hazing and how to report or connect on concerns moving forward. This draft will be approved by Amy Damron.

2. OTHER - Organization

Complete by: Monday, November 30, 2020

Sigma Chi will initiate a comprehensive review of chapter operations and members to evaluate the needs of the chapter to move forward at the UA successfully and better reflect the values of Sigma Chi. The new member education process will remain on pause until this step is complete.

3. OTHER - Organization

Complete by: Friday, November 13, 2020

Sigma Chi is required to have a minimum of 10 active members attend "A Call to Men" workshops on October 16 3pm-5pm & November 6 1pm-3pm. The same men must attend both sessions to complete the program.

4. MONETARY SANCITON - Organization

Amount: 2300.00

Complete by: Thursday, October 22, 2020

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.

5. FOLLOW UP MEETING - Organization

Complete by: Wednesday, January 13, 2021

As a condition of probation, the organization president must meet with Amy Damron. The purpose of the follow up meeting is to review the completion status of the organization's sanctions and to discuss strategies for continued success as a UA recognized organization. In order to successfully complete the Probation sanction, the president must attend the follow up meeting. Failure to comply with this sanction, will lead to further disciplinary action which could include loss of recognition.

6. 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 Sigma Chi to provide written documentation immediately upon completion of each sanction. In addition, Sigma Chi 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 Chi 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 Chi 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) days (October 23, 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

c: Amy Damron, FSP


William Scott, Sigma Chi Fraternity
Kimberly Kuspa, Sigma Chi Fraternity International Headquarters