



Dean of Students Office

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November 03, 2020

[REDACTED]  
Kappa Alpha Order

[REDACTED]  
906 N. First Avenue  
Tucson, Arizona 85719

Dear [REDACTED]:

On September 29, 2020, Kappa Alpha Order was placed on *Interim Loss of Recognition* pending the outcome of an investigation into alleged violations of the Student Code of Conduct.

Reportedly on or about September 27, 2020, Kappa Alpha Order hosted an event for 100 people at the chapter house. It was also reported that Kappa Alpha Order had been throwing parties multiple times during that week, failing to comply with the University's Shelter in Place which was in effect from September 15 to September 29, 2020. Additionally, the University of Arizona directives related to Covid 19 risk mitigation include the prohibition of events.

The investigation considered possible violations of the following prohibited conduct, set forth in the Arizona Board of Regents Student Code of Conduct, pertinent parts of which are stated below:

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/11. Interference / Disruption - Interfering with or disrupting university or university-sponsored activities, including but not limited to classroom related activities, studying, teaching, research, intellectual or creative endeavor, administration, service or the provision of communication, computing or emergency services.

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.

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

[Student Code of Conduct](#)  
[Student Disciplinary Procedures](#)

We met to discuss the interim action and the allegations on October 9, 2020. In the meeting, you shared that the organization was proactive in planning for the fall semester. You offered a risk mitigation plan for your chapter that was used as a model for other chapters.

This risk mitigation plan was going well for the chapter. Then Kappa Alpha executive leadership experienced some transitions including the loss of both the Number 7 (rule enforcer) and Risk Manager.

You filled the vacant positions with less experienced individuals that were not part of the initial executive leadership. There was a growing strain on executive leadership. Then the New Member Educator left their position on September 7, 2020.

The chapter experiences a Covid outbreak on September 9, 2020 and put the chapter on lockdown; no guests were allowed at the chapter facility through September 23, 2020. The chapter was able to maintain the no guest policy throughout the lockdown.

On September 24, 2020 there was an incident at the house. You were away from the house and when you returned people were in the house that did not live there. You scramble to get people out and were successful doing so.

On September 25, 2020, you started an investigation into what occurred on September 24, 2020. You acknowledged in our meeting that you believe members were antsy from the lockdown and didn't think through what they were doing.

Then another event occurred off campus on September 26, 2020. While the event was underway, you were informed of the off-campus event. You went to the location and tried to get people out safely, it took a while to get them out due to the size of the space where the event occurred.

You started an investigation into this additional event as well but acknowledged you were experiencing a level of exhaustion at the time and you determined it would be best you go home for some time.

You did not initially inform [REDACTED], your advisor, and before you had the opportunity to, the event had been reported to Marcos Guzman.

You have told the chapter you were investigating both incidents and holding members accountable. There were 40 people in attendance at the events; of the 40, 11 live in the house. These members will be on a three-month suspension and social probation after events can occur again.

The twelve members involved in hosting the off campus event are being tried by the chapter. Since the incident, Kappa Alpha Order has a new policy that any violations including off campus events such as this will result in expulsion from the chapter.

The chapter has also initiated some educational opportunities in collaboration with nationals and specific to navigating the running of a fraternity in Covid times.

The chapter will be fining those responsible 100 dollars each and using the money to train the executive board. You believe the executive team needs to enhance their training and improve on chapter communication and leadership.

You discussed an interest in building a relationship with the UArizona Incident Command in an effort to restore your chapter's risk mitigation practice and rebuild the trust that has been damaged. You shared that the chief of police is an alumni member and you hope this connection will be helpful in establishing the contact with Incident Command.

Based on the information gathered in the investigation, I find that Kappa Alpha Order violated the Student Code of Conduct prohibited item numbers 17. Off Campus Conduct, 2. Endangering / Threat / Cause Harm, 4. Other Published Rules resulting in the following sanctions:

1. MONETARY SANCTION - Organization

Amount: 2850.00

Complete by: Friday, November 13, 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.

2. OTHER - Organization

Complete by: Wednesday, November 18, 2020

Kappa Alpha Order will host the webinar, Brotherhood in Action: "Doing" Fraternity in 2020. Refocusing on the things that matter, for all those individuals involved in the incidents of concern as well as the current and incoming executive members.

3. OTHER - Organization

Complete by: Wednesday, November 18, 2020

Kappa Alpha Order will host their National Office for a presentation on chapter operations during Covid 19 with an emphasis on risk mitigation and reporting of any health or safety concerns.

#### 4. FOLLOW UP MEETING - Organization

Complete by: Friday, January 29, 2021

The organization president must meet with a member of Greer Vinall. The purpose of the follow up meeting is to review the completion status of the organizations sanctions and to discuss strategies for continued success as a UA recognized organization. In order to successfully complete the sanctions, 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.

#### 5. ACTIVITIES SUSPENSION - Organization

Complete by: Sunday, May 16, 2021

Activities Suspension prohibits hosting, attending, participating, and sponsoring any organizational activities. Club business meetings are the only allowed activities during this Activities Suspension.

It is the responsibility of Kappa Alpha Order to provide written documentation immediately upon completion of each sanction. In addition, Kappa Alpha Order 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, Kappa Alpha Order 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, Kappa Alpha Order 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 (November 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

c: Greer Vinall, FSP  
[REDACTED], Advisor