



Dean of Students Office

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<http://deanofstudents.arizona>

November 10, 2020

[REDACTED]  
Pi Kappa Phi  
1449 N. Cherry  
Tucson, Arizona 85719

Dear [REDACTED]:

A Student Code of Conduct complaint was submitted to the Dean of Students Office. Reportedly on or about September 10, 2020, Pi Kappa Phi held a party off campus at a member's house in violation of University of Arizona directives related to Covid 19 risk mitigation, which includes the prohibition of events, ignoring social distancing, furnishing alcohol to minor students, allegedly providing drugs to new members, and creating an environment putting students and the university community at risk.

This complaint prompted University charges and an investigation by the Dean of Students office into allegations that Pi Kappa Phi violated the Student Code of Conduct on or about September 10, 2020. Such behavior is in violation of 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/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.

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, Pi Kappa Phi was provided an opportunity to respond to the above Student Code of Conduct charges. The response was provided by [REDACTED] and is as follows:

*"We would like to express our sincere regret and disappointment in our behavior and conduct as it pertains to the event itself. As student leaders this incident has created a level of pause and reflection and made a noticeable impact on our expectations to do better. We would like to apologize to the office of student affairs, the campus community, Dr. Robbins, and all of the University front line workers that have made it possible for us to return to campus.*

*Pi Kappa Phi understands that the event in question might be interpreted as endangering or causing harm. However, it was never the intent for this to happen. We understand that all activities at the University might be interpreted in such capacity at the University of Arizona and it is university protocol for this violation to be listed. Pi Kappa Phi accepts responsibility for hosting an un-registered social event on September 10, 2020.*

*Pi Kappa Phi acknowledges that Dr. Robbins has imposed specific Covid-19 policies to make the community safer. Pi Kappa Phi accepts responsibility for violating this Rule by hosting the event on September 10, 2020.*

*There were no University officials or Law enforcement officials that requested action by the students at the time or place of the event that night. There were no noise complaints, red tags, or failure to comply with jurisdictional authorities this evening in any capacity.*

*Pi Kappa Phi DID NOT in any capacity provide alcohol to members, guests, or anyone at this event. There was no common source and no pooling of funds for purchase. Any alcohol that was in the event was there via BYOB. Pi Kappa Phi acknowledges that minors were probably consuming alcohol on the premises of where the event in question took place but maintain the position that no alcohol was provided to any audience.*

*Pi Kappa Phi denies any usage of any illegal substances on the premises of list location. This includes any narcotics, prescription drugs, or any other substance. We firmly support and enforce a No-Tolerance policy as it relates to drugs and substance abuse. Pi Kappa Phi will support the University and comply with all requests for information if it chooses to investigate this section of the code of conduct. We believe that you will discover that this charge should be removed.*

*Pi Kappa Phi accepts responsibility for having an off-campus un registered social event thus violating the University policy.*

*Pi Kappa Phi emphatically denies any hazing in our Chapter. We welcome a full investigation into this matter to exonerate the chapter from any charges. There has been absolutely NO hazing in our chapter.*

*Pi Kappa Phi had every intention of having a member only night with a few girlfriends over at [REDACTED]. The complex is very large and could probably safely hold 250+ people even with appropriate social distancing. It is approx. 9500 sqft. However, the chapter lacked personal responsibility and courageous leadership by allowing students to just walk in the complex and engage in social behavior. While we DID NOT intend to have the event, we did not stop it and for that we are very sorry. We very much emphatically deny that there were NO DRUGS, NO Common source of alcohol, and NO hazing of any kind and we are very disappointed to be associated with those allegations."*

Based on the information gathered in the investigation, I find that Pi Kappa Phi violated the Student Code of Conduct prohibited item numbers: 2. Endanger, 4. Other published rules, 7. Failure to comply, 15. Alcohol, and 17. Off campus conduct.

The Dean of Students Office had multiple meetings with former president [REDACTED], [REDACTED], and [REDACTED], and most recently including you in our final meeting on this investigation. Through our conversations we addressed the initial off campus event, prior conduct history, and police contacts with the chapter during the fall 2020 semester. We were candid with you and the national office that serious intervention is needed to get the chapter on track. In offering a remedial plan of action, the national office positioned the chapter to commit to cultural change. The plan, in tandem with sanctioning, will allow the chapter time to rehabilitate effective accountability practices and values based decision making.

As a result of this finding of responsibility, Pi Kappa Phi has been assigned the following sanctions:

1. MONETARY SANCTION - Organization

Amount: 4100.00

Complete by: Friday, November 20, 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. ACTIVITIES SUSPENSION - Organization

Complete by: Saturday, May 15, 2021

Activities Suspension prohibits hosting, attending, participating, and sponsoring any organizational activities. Club business meetings, standards board, and sanction related educational programs are the only allowed activities during this suspension. *Any requests for activities that are not described above will only be considered for approval if first reviewed, considered and forwarded to DOS by Fraternity and Sorority Programs.*

3. UNIVERSITY PROBATION - Organization

Complete by: Friday, December 31, 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.

4. OTHER - Organization

Complete by: Friday, December 31, 2021

Upon the completion of the Activities Suspension and **no sooner than three(3) months after the campus prohibition of events is lifted by FSP**, Pi Kappa Phi will follow the Restriction of Events with Alcohol outlined by the national office as follows:

*Beta Theta Chapter is placed on a restriction of events with alcohol until December 31, 2021. During this time, the chapter may not host, sponsor, organize, endorse, plan, or attend more than five (5) BYOB events with alcohol. The chapter will not have a restriction on third party vendor events. All events where alcohol is present must follow the outlined University and/or Interfraternity Council protocols for event registration and be in compliance with the Fraternity's risk management policy.*

*The chapter shall submit a copy of event-specific procedures to the Chapter Advisor at least seven (7) days prior to each event with alcohol (BYOB or Third-Party) in order to prevent violations of the Fraternity's risk management policy.*

#### 5. OTHER - Organization

Pi Kappa Phi leadership will read the final outcome of this letter to the chapter membership.

The chapter will also fulfill all items outlined in the Remedial Action plan offered by [REDACTED], Assistant Executive Director of Prevention and Accountability.

Progress on all sanctions outlined in this letter and actions outlined by [REDACTED] will be addressed with Greer Vinall in your regular meetings. *Failure to schedule and attend your regular meetings with Greer Vinall may result in extension of the Activities Suspension and University Probation.*

It is the responsibility of Pi Kappa Phi to provide written documentation immediately upon completion of each sanction. In addition, Pi Kappa Phi 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, Pi Kappa Phi will be placed on *Loss of Recognition* pending an official disciplinary hearing. Should further disciplinary issues arise including non-completion of the aforementioned action plan items, Pi Kappa Phi 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 25, 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: Greer Vinall, FSP

[REDACTED], Pi Kappa Phi  
[REDACTED], Advisor