



Dean of Students Office

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November 20, 2020

President [REDACTED]
Zeta Psi

Dear President [REDACTED]:

A Student Code of Conduct complaint was submitted to the Dean of Students Office alleging that on or about October 1, 2020 and October 8, 2020, Zeta Psi hosted large events for approximately 100 people at the chapter house. This complaint prompted University charges and an investigation by the Dean of Students office into allegations that Zeta Psi violated the Student Code of Conduct.

The Student Code of Conduct investigation by The University of Arizona set out to determine if Zeta Psi 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/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:

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

As part of the disciplinary process that accompanies a Student Code of Conduct complaint, Zeta Psi was provided an opportunity to respond to the above Student Code of Conduct charges. In summary you shared the following:

The events took place after the *Shelter in Place* ended on October 1, 2020. There were 35-40 people present; members just had dates to the house, it was not too big. Then on October 8, 2020 there was another event. The event “blew up” and 80-90 people were there.

It was not contained like the event the week before.

You acknowledged that the organization knew the expectations related to COVID compliance, you all had the first event and felt it went ok and then had a second event and lost control of the number of guests.

You stated that older members that aren't very involved were the cause of the October 8th event getting big. You pointed out that 17 men live in the house. The chapter is about 60 men. You estimate 14-15 “bad seeds” remain in the organization in an inactive status.

You recognize that the organization needed to suspend all social activities, all events, and protect their facility, the community and the school.

The national organization was involved in our discussions and offered that they will work with your chapter to shape a standards board with members from each class that meets weekly. In working to build this consistent team, the organization will be focused on accountability and address the impact of individual members on the health of the organization. To position the chapter for success, an application process will be enacted so that all members must apply to remain active in the chapter. This process will address the members that are disengaged and holding the organization back.

Nationals also plans to host weekly meeting with chapter leaders to support growth of the organization moving forward.

Another expectation from nationals is the building of transition materials for the executive board; these materials will be created and reviewed for continuity of the best practices.

Zeta Psi knowingly hosted large events on both October 1 and 8, 2020 during the prohibition of events due to COVID 19, putting the university community at risk during the pandemic. Therefore, I find that Zeta Psi violated the Student Code of Conduct prohibited item numbers 2. Endangering, 4. Other published rules, 7. Failure to comply and 17. Off campus conduct resulting in the following sanctions:

1. ACTIVITIES SUSPENSION

Complete by: Saturday, May 15, 2021

Organization Activities Suspension prohibits hosting, attending, participating, and sponsoring

any organizational activities. Club business meetings, recruitment, new member education, and standards board are the only allowed activities during this suspension.

1. **MONETARY SANCTION** - Organization

Amount: 1500 **Complete by:** December 15, 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. **FOLLOW UP MEETING** - Organization

Complete by: February 15, 2021

As a condition of probation, the organization president must meet with a member Marcos Guzman. 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. Failure to comply with this sanction, will lead to further disciplinary action which could include loss of recognition.

3. **UNIVERSITY PROBATION** - Organization

Complete by: September 30, 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

Zeta Psi must complete all outline sanctions offered by the national organization which includes: postponing chapter leadership elections, implementation of an application process for active members to retain active status within the chapter, reviews of a number of policies, including the new member education process, weekly officers call with Tyler Boisvert, Executive Director of Zeta Psi, and getting the chapter facility officially recognized with the University of Arizona.

It is the responsibility of Zeta Psi to provide written documentation immediately upon completion of each sanction. In addition, Zeta Psi 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, Zeta Psi will be placed on Interim Loss of Recognition pending an official disciplinary hearing. Should further disciplinary issues arise including non-completion of the aforementioned action plan items, Zeta Psi 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 (December 8, 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
Tyler Boisver, Zeta Psi