February 27, 2015

To: Stephanie Knight, Assistant Director, Center for Campus Involvement

From: Laura Blake Jones, Dean of Students

Cc: Susan Pile, Director, Michigan Union and Center for Campus Involvement

Issuerance of Official University Decision for SOAR Complaint #15-103

Receiving the Recommendation of the Greek Activities Review Panel (GARP) from the Center for Campus Involvement (CCI) regarding Student Organization Complaint #15-103 on February 16, 2015, I write to communicate the OFFICIAL UNIVERSITY DECISION on this matter.

Complaint #15-103 was filed against Delta Gamma Fraternity with CCI under the Standards of Conduct for Recognized Student Organizations. The Director of the Michigan Union and Center for Campus Involvement gave the parties notice that a complaint was filed and established a reasonable and mutually agreed upon time for a response and supporting documentation to be submitted. After review of the file, the Director of the Michigan Union and Center for Campus Involvement determined that a hearing conducted by GARP was the most appropriate option for resolution.

The hearing was held on February 12, 2015, before a properly convened GARP Hearing Panel. The Accountability Procedure Manual dictates that the Dean of Students has 10 days from receipt of the Panel’s recommendation to issue the Official University Decision to the parties in writing.

Today, I write to inform you that the Official University Decision includes: Formal Written Reprimand, Restricted Activities and Restorative Measures. We are disappointed with the behavior of members of your organization at Boyne Highlands Resort the weekend of January 16-18, 2015, that included poor planning, excessive occupancy of rooms and unusual wear and tear resulting in damage to the facilities. In issuing these sanctions we have noted that it has been established that members of Delta Gamma did not engage in malicious destruction of property and have taken full accountability for their actions.

Details of the Official University Decision follows in four parts:

- Statement of Authority’s Recommendation (Finding of the GARP Hearing Panel)
- Statement of the University Decision
- Statement of Sanctions
- Rationale for Changes
I. Statement of Authority’s Recommendation:

(Exact wording of the findings of the GARP Hearing Panel)

On February 6, 2015, the Center for Campus Involvement (CCI) received an official complaint filed by Madeline Walsh, the President of the PanHellenic Association, against the primary contact of the Delta Gamma Fraternity, Katie Cox. The complaint was filed in response to the ski trip attended at Boyne Highlands Resort the weekend of January 16. Included in the complaint was a description of the damages and the negative effects the trip had on the University of Michigan. The complaint alleged that Delta Gamma was in violation of the Standards of Conduct for Recognized Student Organizations due to the events of the ski trip.

On February 6, 2015, CCI notified Katie Cox, primary contact and president of Delta Gamma, of the complaint that was filed against the Fraternity. The CCI also sent a proposed expedited timeline option for both the Complainant and Organization. On February 9, 2015, both the Complainant and the Organization agreed to the expedited timeline. On behalf of Delta Gamma, Katie Cox submitted a response to the complaint to CCI in which she accepted the complaint and described the chapter’s intention to move forward with positive programming. The response also included a Temporary Chapter Status Restriction Letter from Delta Gamma Nationals and a Xi Chapter Working Action Plan, detailing future plans to ensure such an incident never occurs again. This plan extends to the Winter 2016 semester.

On February 12, 2015, a hearing was conducted in response to the complaint. The hearing was adjudicated by the Greek Activities Review Panel and proceeded according to the formal resolution process in the Accountability Procedure Manual.

After deliberation, the GARP justices have found Delta Gamma to be in violation of the Standards of Conduct for Recognized Student Organizations. Section IV.A.3, a Registered Student Organization is responsible for a violation of the Standards of Conduct if a member’s actions, which contravene the Standards of Conduct, have been explicitly or tacitly approved by the organization. During the hearing, Katie Cox acknowledged Delta Gamma-Xi Chapter’s involvement in the event. This constitutes approval of the organization. The Standards of Conduct for Recognized Student Organizations, Section IV.B addresses contradictions of the values of the University that are subject to corrective action under the Standards of Conduct. Among the various types of action subject to corrective measures, the GARP justices unanimously find Delta Gamma’s actions to be in violation of the following provisions:

1. Health and Safety – This provision states that RSOs must not foster, promote, or participate in activities that unreasonably threaten the safety or well-being of their members, other people, or animals. During the hearing, both witnesses expressed concern that there was not ample room for all 150 attendants, which resulted in a more chaotic
environment and insufficient control of the situation at hand. The GARP Justices find this to be a violation of the University’s Health and Safety policy as outlined above.

9. Violation of the Student Organization Constitution – This provision states that RSOs are bound by the constitution submitted during the process to become recognized as a student organization. Any organization that violates their published constitution is in violation of the Standards of Conduct. Article 12 of Delta Gamma-Xi Chapter’s constitution states that “My organization (Delta Gamma, Xi Chapter) has read and fully complies with the University’s policies”. Since there were other violations found, the GARP Justices found that Delta Gamma-Xi Chapter was not in compliance with the University’s policies.

11. Adherence to Law – This provision states that RSOs must adhere to federal, state, and local laws. Based on the testimony of credible witnesses from both the plaintiff and the defendant, the GARP justices believe underage drinking occurred on the ski trip. The GARP Justices find Delta Gamma-Xi Chapter to be guilty of violating the Adherence to Law provision as outlined above.

In accordance with the above findings, the GARP Justices recommend the following sanctions:

1. Delta Gamma is to follow any and all recommendations from their national organization.
   a. It is important that the chapter maintains strong bonds with the national organization and complies with all rules and recommendations set forth by the national organization. During the hearing, it was noted that the national organization has yet to hand down an official report to the chapter, however the GARP Justices feel that the national organization recommendations will complement the recommendations of the panel.

2. Delta Gamma is to work with Chi Psi to cover all monetary obligations for damages caused at Boyne.
   a. Both organizations collectively caused significant damage at the ski resort and as such must financially cover any and all damages attributed to their stay at the resort. The GARP Justices feel that this is a necessary step to mend the relationship between the organization and Boyne Highlands.

3. Any and all individuals are to be held accountable by the University of Michigan, the national organization of Delta Gamma, and the Michigan State Police, where applicable.
   a. This will act as a deterrent effect for any subsequent similar behavior. Individuals must understand that their actions will carry repercussions for not just the organization at large but for themselves as well.
4. Delta Gamma is to complete three different types of educational sessions during the Winter 2015 semester: bystander intervention, risk management and sexual misconduct prevention.

   a. It is clear that the incidents from the ski trip resulted from lack of proper risk management and the failure of individuals to intervene with the dangerous behaviors that caused the damages. It is the hope of the GARP Justices that by having Delta Gamma participate in these educational sessions its members will be better equipped to deal with similar situations in the future and prevent negative outcomes. We expect Delta Gamma to seek out sessions facilitated by the university. No less than 60% of the chapter must attend these sessions as well as all attendees of the ski trip. Completion of the sessions must be confirmed by Madeline Walsh, the President of the PanHellenic Association.

5. Delta Gamma is to complete 15 hours of community service per member this semester.

   a. The actions of the organization tarnished the Greek community as well as the greater University community. By completing these community service requirements, the organization will begin to mend its relationship with the community and make it an overall better place. If Delta Gamma already has requirements for its members in this regard, this condition of 15 hours will be concurrently satisfied (one hour of service as per chapter requirements counts towards one hour of the 15 required by this sanction). Community Service hours must be confirmed by Michael Kubik, the Judicial Vice President of the Interfraternity Council and presiding justice of the panel.

6. Delta Gamma is to be placed on social probation from the notice of these resolutions until Wednesday, April 1.

   a. This is to include off campus events, such as formals, as well. The GARP Justices believe that the probationary period will allow the organization to spend time strengthening their risk management strategies and focusing on productive chapter involvement in the community. Philanthropy events will not be prohibited in this probation as the panel finds that this would be counterproductive. The goal of these resolutions is to not simply punish for wrongdoings, but to modify behavior and help better the organization in the process. The organization must complete all education requirements prior to April 1. If the requirements are not met, social probation will last until they are completed.

7. Delta Gamma is to make an apology at all four Greek council meetings by April 1.

   a. The actions of the organization affected not just the PanHellenic Association, but the entire Greek community. The GARP Justices maintain that an apology to all
Greek councils will help mend the relationships between the organization and the councils. This must be confirmed by Madeline Walsh.

8. Delta Gamma is to “meet expectations” in all categories of the Achievement Expectations for the Winter 2015 semester.
   a. The Achievement Expectations are an essential piece in quantifying the good work that Greek organizations do. By enforcing that the organization meet expectations in all categories the organization will concurrently help the community, strengthen its risk management, educate its members, etc. Further, this will help bring the organization back into good standing with the community. If the Achievement Expectations are not met by the end of the Winter 2015 semester, a GARP mediation will occur to discuss potential additional sanctions.

9. Delta Gamma is not to participate in any more off campus overnight joint fraternity/sorority events indefinitely.
   a. The GARP Justices believe that these types of events are major risk factors and have great potential for dangerous behavior, as demonstrated by the actions of Delta Gamma. Prohibiting these types of events will reduce these risks. This provision does not apply to formals, but rather explicitly or implicitly co-sponsored off campus overnight events.

**Rationale for Sanctions Recommended by the GARP were provided by the panel as follows:**

“These recommended sanctions are the product of considerable deliberation by the GARP Justices. The GARP Justices believe these sanctions to be appropriate for the violations. We also believe that the sanctions and resolutions are a start in mending the tarnished reputation of the both the Michigan Greek community and the University of Michigan’s reputation as well. We hope these incidents not only will start a conversation on risk management and alcohol awareness, but that we will learn from these incidents and prevent them from occurring in the future.”

*(Conclusion of the exact wording of the GARP Hearing Panel)*

**II. Statement of University Decision**

The University accepts the findings of the GARP Hearing Panel which found Delta Gamma to be in violation of the Standards of Conduct for Recognized Student Organizations #1 – Health and Safety; #9 – Violation of Student Organization Constitution; and #11 – Adherence to Law. We are disappointed that Delta Gamma Fraternity engaged in behaviors in violation of these standards. This Official University Decision letter serves as your Formal Written Reprimand.
III. Statement of Sanctions

The Official University Decision in this matter includes the following sanctions and restorative measures: **Formal Written Reprimand, Restricted Activities and Restorative Measures.** We are disappointed with the behavior of members of your organization at Boyne Highlands Resort the weekend of January 16-18, 2015, that included poor planning, excessive occupancy of rooms and unusual wear and tear resulting in damage to the facilities. In issuing these sanctions we have noted that members of your organization did not engage in malicious destruction of property and have taken full accountability for their actions.

The proposed sanctions and restorative measures outlined earlier in this document by GARP are approved in their entirety as sanctions in this case with the following additional provisions:

- Community service performed by the chapter to satisfy these requirements is to be approved by the GARP Chief Justice and the Dean of Students.
- Alcohol education programs done by the chapter to satisfy these requirements are to be approved by the Director of Wolverine Wellness.
- Bystander intervention, risk management and sexual misconduct prevention session content to be approved by the Dean of Students and appropriate campus subject matter experts.

IV. Rationale for Changes

The sanctions recommended by the GARP hearing panel are thoughtful, appropriate and comprehensive. Minor revisions made to these sanctions are to ensure the quality of educational efforts and the appropriateness of community service activities in repairing harm done by this incident.

In issuing these sanctions we have noted that members of your organization did not engage in malicious destruction of property and have taken full accountability for their actions.

I would like to thank the members of the GARP panel comprised of representatives from all four Greek Life councils, who served as the Justices in this case, and the President of the Panhellenic Association, who served as the complainant in this matter, for the unwavering leadership they have demonstrated in responding to this incident. Their collective leadership in self-governance and accountability serves as foundation for the future of Greek Life at the University of Michigan.

Submitted February 27, 2015

Laura Blake Jones, Ph.D.
Dean of Students