February 27, 2015

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

From: Laura Blake Jones, Dean of Students

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

**Issuance of Official University Decision for SOAR Complaint #15-104**

Receiving the Recommendation of the Greek Activities Review Panel (GARP) from the Center for Campus Involvement (CCI) regarding Student Organization Complaint #15-104 on February 16, 2015, I write to communicate the OFFICIAL UNIVERSITY DECISION on this matter.

Complaint #15-104 was filed against Alpha Phi Sorority 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 11, 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 at 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 Alpha Phi Sorority 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 against the primary contact of the Alpha Phi Fraternity, Alexandra DiTommaso. The complaint was filed in response to a ski trip to Boyne Highlands with Pi Kappa Alpha Fraternity over the weekend of January 16. Included in the complaint was a description of the details of the event, including the number of attendees and the reported damages, as well as a list of relevant media coverage of the ski trip. Damages included “broken fixtures, punched holes in doors, broken dressers and nightstands, stains in carpets.” The complaint alleged that Alpha Phi 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 Alex DiTommaso, the primary contact of the Alpha Phi Fraternity, of the complaint that was filed against the Alpha Phi Fraternity. CCI also sent notification of an expedited timeline option for both parties at this time. On February 9, 2015, both parties agreed to follow the expedited timeline. On February 10, 2015, Alex DiTommaso submitted a response to the complaint to CCI, including an apology and tentative plans to move forward, such as educational sessions and community service.

On February 11, 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 Alpha Phi to be in violation of the Standards of Conduct for Recognized Student Organizations. According to 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, Alex DiTommaso acknowledged Alpha Phi’s association with the event. This constitutes an approval from 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 Alpha Phi’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, it was noted that the cabins used by Alpha Phi and Pi Kappa Alpha were well over capacity and that excessive drinking took place over the course of the event. The GARP Justices find this to have fostered an environment conducive to danger to the well-being of the members attending the ski trip and therefore find Alpha Phi in violation of the Health and Safety provision.
9. Violation of the Student Organization Constitution – This provision states that RSOs are bound by the constitution submitted during the recognition process. Any organization that violates their published constitution, is in violation of these Standards of Conduct, even if an amendment has been made and submitted, but has not yet been approved. Article III.2.A of Alpha Phi’s submitted constitution states that the Theta Chapter shall conduct itself in a manner that contributes to the welfare and good repute of the fraternity by supporting and properly maintaining the standards of conduct befitting a chapter of the fraternity. The events of the ski trip, especially the fact that Alpha Phi was party to the noted damages and excessive drinking, constitute a failure of the organization to contribute to the welfare and good repute of the fraternity. The GARP Justices maintain that this therefore violates the Violation of the Student Organization Constitution provision.

11. Adherence to Law – This provision states that RSOs must adhere to federal, state, and local laws. It was noted that underage drinking took place over the course of the ski trip and therefore violate the law. The GARP Justices maintain that this therefore violates the Adherence to Law provision.

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

1. Alpha Phi 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. Alpha Phi is to work with Pi Kappa Alpha 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 Alpha Phi, 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. Alpha Phi 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 Alpha Phi 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 Alpha Phi 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. Alpha Phi 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 Alpha Phi 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. Alpha Phi 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. Alpha Phi 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. Alpha Phi 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. Alpha Phi 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 Alpha Phi. 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 findings of the GARP Hearing Panel)

II. Statement of University Decision

The University accepts the findings of the GARP Hearing Panel, which found Alpha Phi Sorority 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 Alpha Phi Sorority 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 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