



Interfraternity Council

MASSACHUSETTS INSTITUTE of TECHNOLOGY

Outcome Letter

April 16th, 2020

From: Jayaprakash D. Kambhampaty, IFC Judicial Committee Chairman

To: Christopher Womack, Phi Delta Theta President

**CC: Liz Jason, Assistant Dean, FSILGs
James Reed, Assistant Dean, Office of Student Conduct**

Dear Christopher,

I am writing to provide you the outcome of an IFC Judicial Committee Hearing panel held on April 15th, 2020. The panel was convened to review the incident that happened at Phi Delta Theta on February 29th, 2020 during which Phi Delta Theta may have violated the following policies:

FSILG Social Events Policy

Management Requirements for Social Events with Alcohol

Guest Management

1. Events with alcohol must have guest lists.
2. All guests must provide photo identification with proof of age and sign the guest list prior to entering the event (see Proof of Age below).

Proof of Age

Proof of age must be checked at all entrances to an event at all times. Only government issued ID's may be used to verify proof of age. Those attendees that are 21 years of age or older must wear a wristband at all times.

IFC Risk Management Policy

II. Alcohol

- H. When hosting events with alcohol, all fraternities must follow the guidelines for hosting events.

At the virtually assembled hearing on April 15th, you and two other representatives of Phi Delta Theta were present and you responded to the complaint. Additionally, you answered questions asked of you by IFC Judicial Committee members. The complainant was not present at the hearing.

After reviewing all information available at the time of the hearing, the IFC Judicial Committee has found Phi Delta Theta not responsible for violating the policy "Guest Management (1)." It

77 Massachusetts Avenue · W20-450 · Cambridge, MA 02139 · <http://ifc.mit.edu> · ifc-exec@mit.edu

Alpha Delta Phi · Alpha Epsilon Pi · Beta Theta Pi · Chi Phi · Delta Kappa Epsilon · Delta Psi · Delta Tau Delta · Kappa Sigma ·
Nu Delta · Phi Beta Epsilon · Phi Delta Theta · Phi Kappa Sigma · Phi Kappa Theta · Phi Sigma Kappa ·
Pi Lambda Phi · Sigma Alpha Epsilon · Sigma Chi · Sigma Nu · Sigma Phi Epsilon · Tau Epsilon Phi ·
Theta Chi · Theta Delta Chi · Theta Tau · Theta Xi · Zeta Beta Tau · Zeta Psi



Interfraternity Council

MASSACHUSETTS INSTITUTE of TECHNOLOGY

was apparent that a guest list existed for the event. The panel found Phi Delta Theta responsible for violating the policy “[Guest Management \(2\)](#).” The policy indicates that guests must sign in, which would not be possible with a Facebook-event managed guest list. The panel found Phi Delta Theta responsible for violating the policy “[Proof of Age](#)”. Committee members found that it was more likely than not that Phi Delta Theta was not able to check IDs at all times, specifically noting the difficulty of doing this after door workers were relieved. The panel found Phi Delta Theta responsible for violating policy “II. Alcohol (H).” Committee members found that the guidelines for hosting events were not followed.

After due consideration, the Committee assigned the following sanctions:

1. This finding of responsibility will be recorded as an organizational letter to file, which is considered a warning from MIT that Phi Delta Theta’s behavior in this situation violated Institute expectations. This warning should prompt your house to reflect on this incident and the behavior. Please note that this letter to file does not directly impose any loss of privileges on Phi Delta Theta. However, if you are involved in any type of misconduct in the future, this letter will be considered in determining how your case should be heard and during sanctioning.
2. Phi Delta Theta is required to submit an addition to its risk management plan to the Assistant Dean of FSILGs (Liz Jason), IFC Judicial Committee Chair (Jaya Kambhampaty), and IFC Risk Manager (Jan Wojcik) due May 12, 2020. This addition should clearly outline a procedure for closing events.

The committee considered Phi Delta Theta’s prior history of disciplinary action when assigning sanctions and assigned the sanction of an organizational letter to file in accordance with the severity of the incident. The committee believes that preemptive planning in accordance with the existing policies will enable Phi Delta Theta to successfully deal with similar events in the future, should they arise. Additionally, the committee noted that the “casual observer” rule can help guide decision-making and procedural understandings in the future. As per the [FSILG Social Events Policy](#), “a ‘social event’ is defined as an event...that would be considered a social event by a reasonable, objective observer” (2).

As noted in the [IFC Judicial Committee Bylaws](#), you have the option to appeal this decision if you so choose; specific details on the appeal process may be found in Article IX of the Bylaws. You have until April 23rd, 2020 at 4:30 PM to submit an appeal. Appeals may be sent to me directly.

Please let me know if you have any additional questions about this outcome or the overall process.

IF



Interfraternity Council

MASSACHUSETTS INSTITUTE *of* TECHNOLOGY

Sincerely,

Jaya Kambhampaty

Judicial Committee Chairman, MIT Interfraternity Council

77 Massachusetts Avenue · W20-450 · Cambridge, MA 02139 · <http://ifc.mit.edu> · ifc-exec@mit.edu

Alpha Delta Phi · Alpha Epsilon Pi · Beta Theta Pi · Chi Phi · Delta Kappa Epsilon · Delta Psi · Delta Tau Delta · Kappa Sigma ·

Nu Delta · Phi Beta Epsilon · Phi Delta Theta · Phi Kappa Sigma · Phi Kappa Theta · Phi Sigma Kappa ·

Pi Lambda Phi · Sigma Alpha Epsilon · Sigma Chi · Sigma Nu · Sigma Phi Epsilon · Tau Epsilon Phi ·

Theta Chi · Theta Delta Chi · Theta Tau · Theta Xi · Zeta Beta Tau · Zeta Psi