



Interfraternity Council

MASSACHUSETTS INSTITUTE *of* TECHNOLOGY

Outcome Letter

March 10th, 2020

From: Jaya Kambhampaty, IFC Judicial Committee Chairman

To: Aidan Simpson, Theta Xi President

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

Dear Aidan,

I am writing to provide you the outcome of an IFC Judicial Committee Expedited Hearing panel held on March 9th, 2020. The panel was convened to review the incident that happened at Theta Xi on November 16th, 2019 during which Theta Xi may have violated the following policies:

MIT Mind and Hand Book

II (2) (A). Alcohol Policy (shortened, for full text, read [here](#))

MIT prohibits any persons under the age of 21 from possessing or consuming alcohol. Additionally, MIT prohibits persons from providing, serving, or selling alcohol to any person, except as expressly allowed in Institute policy 9.11.2. Small social gatherings (usually considered to be 25 guests or fewer) at which alcohol is served to individuals over the age of 21 is not considered a violation of this policy.

II (6). Disorderly Conduct

MIT prohibits disorderly conduct. Disorderly conduct is defined as any unreasonable or reckless conduct by an individual or group that is inherently or potentially unsafe to other persons or to their real or personal property, and/or any behavior that disrupts the peace or interferes with the normal operation of the Institute or Institute-sponsored activities. Disorderly conduct includes making unreasonable noise, disrupting a lawful meeting, obstructing pedestrian or vehicle traffic, or creating a hazardous situation.

FSILG Social Events Policy

Social Events with Alcohol

2. The maximum number of persons that may be present in the fraternity house during an event with alcohol shall be the lesser of:
 - f. The number provided in the social event registration form submission.



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Management Requirements for Social Events with Alcohol

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

Alcohol

The service of hard liquor is prohibited at all FSILG social events. No common source alcohol (e.g. kegs) will be permitted. House or Institutional funds may not be used to purchase alcohol. All alcohol should be maintained in a centralized distribution location, and no other location can be used to distribute alcohol to guests. This policy includes all event spaces, including individual member rooms. For additional information, please refer to the guidelines of PartySafe training.

IFC Risk Management Policy

Procedures for Events with Alcohol

II. Admittance

G. All events must be limited to the safe capacity of the event location as described in the FSILG Social Event Policy. An accurate account must be kept as to the number of guests currently in an event; the IFC Risk Manager will provide capacity “clickers” upon request. An accurate count of the number of individuals inside the chapter's house must be presented to IFC Risk Management Consultants his/her inspection.

At the expedited hearing on March 9th, you and two other representatives of Theta Xi 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 Theta Xi responsible for violating the following policies:

MIT Mind and Hand Book

II (2) (A). Alcohol Policy

II (6). Disorderly Conduct



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FSILG Social Events Policy

Social Events with Alcohol (2) (f).

Management Requirements for Social Events with Alcohol - Proof of Age

Management Requirements for Social Events with Alcohol - Alcohol

IFC Risk Management Policy

Procedures for Events with Alcohol (2)

Committee members found that Theta Xi was more likely than not responsible for mismanagement of the event on November 16, 2019, that resulted in the event being shut down by MIT police and a transport. The committee found that Theta Xi was more likely than not responsible for failing to properly check IDs and manage capacity. The committee also found Theta Xi responsible for serving hard liquor. Theta Xi accepted responsibility for all of the policy violations.

After due consideration, the Committee assigned the following sanctions:

1. Theta Xi will be placed on social probation until Fall 2020. This social probation will end on the later of:
 - (a) the date of a risk management meeting with IFC Risk Manager Jan Wojcik to be scheduled by Theta Xi
 - (b) November 1, 2020.
2. Theta Xi will be prohibited from hosting social events with alcohol until May 20, 2020.
3. Theta Xi is required to submit a complete revision of 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 20, 2020. This risk management plan should include a clear description of the duties of a sober monitor at a social event with alcohol.
4. Theta Xi is required to submit a lesson plan from its new member education policies instructing new members on how to properly manage social events with alcohol, due September 1, 2020.



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The committee considered Theta Xi'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 the risk management changes Theta Xi has already made will help Theta Xi avoid related complaints in the future.

Please note that failure to comply with the above noted sanctions is grounds for additional Judicial Committee action. 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 March 17th, 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.

Sincerely,

Jayaprakash D. Kambhampaty
Judicial Committee Chairman, MIT Interfraternity Council