



Interfraternity Council

MASSACHUSETTS INSTITUTE *of* TECHNOLOGY

Outcome Letter
May 15th, 2023

From: Tobe Obochi, IFC Judicial Committee Chair

To: Jack Readlinger, Delta Kappa Epsilon President

CC: Anthony Dominguez, Assistant Dean, FSILGs

James Reed, Assistant Dean, Student Conduct and Community Standards

Liz Jason, Associate Dean, FSILGs

Tessa McLain, Associate Dean, Student Conduct and Community Standards

Dear Jack,

This letter is to notify you of the resolution of a report I received from the FSILG Office regarding an incident that occurred on April 20th, 2023. The report stated there were two kegs, one with the tap still attached, on the Delta Kappa Epsilon roof. In addition, there were multiple empty and partially filled alcoholic beverages, and several pong tables. Based on this information, Delta Kappa Epsilon may have violated the following policies:

MIT Mind and Hand Book

II (2) (A). Alcohol Policy

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 are not considered a violation of this policy.

Other alcohol-related behaviors prohibited by MIT include but are not limited to: the possession or use of false identification to purchase alcohol, possession of open containers of alcohol in public spaces, consumption from quantity dispensing sources (e.g. kegs, punch bowls, water coolers, beer balls or garbage cans) on campus (except for events receiving the approval specified in the *Event Planning Guide*) or in Institute-approved housing, engaging in drinking games or other activities involving rapid and/or excessive consumption of alcohol on campus or in Institute-approved housing, and hosting events where alcohol is present or consumed without prior approval.

IFC Risk Management Policy

II. Alcohol

A. Fraternities are responsible for insuring that the possession, sale, use, or consumption of alcoholic beverages, while on chapter premises or during a fraternity event, any situation sponsored or endorsed by the chapter, or in any

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Alpha Delta Phi · 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 · Phi Sigma Rho ·

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

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



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event an observer would associate with a fraternity, is in compliance with all MIT, local, state, and federal laws, statutes, and regulations.

C. The purchase or use of a bulk quantity of common sources of alcoholic beverages, such as kegs, mini-kegs, or “beer balls”, is prohibited.

G. Fraternities shall not have a tap system or kegs present in their house at any time.

Finding

- *MIT Mind and Hand Book, Alcohol Policy – Responsible*
 - Delta Kappa Epsilon accepted responsibility for violating this policy.
- *IFC Risk Management Policy, II. Alcohol – Responsible*
 - Delta Kappa Epsilon accepted responsibility for violating this policy.

Delta Kappa Epsilon accepted responsibility for all charges prior to the expedited hearing, and representatives provided statements to the Panel for the purpose of determining sanctions.

Sanctions

After reviewing all information available at the time of the hearing, the IFC Judicial Committee has assigned the following sanctions:

- Delta Kappa Epsilon will be placed on organizational probation until December 1st, 2023. Probation is a strong warning from the Institute that the fraternity’s behavior violated Institute expectations. During the probationary period, you are encouraged to be especially thoughtful in decision-making because additional violations will result in more serious consequences. Please note that this does not directly impose any loss of rights or privileges on Delta Kappa Epsilon.
- Delta Kappa Epsilon must host an in-person internal risk management meeting with Anthony Dominguez, Assistant Dean of FSILGs, before September 15th, 2023, to discuss risk management practices and ensure that members understand and can operationalize Delta Kappa Epsilon’s risk management plan. This meeting is also designed to familiarize all of Delta Kappa Epsilon’s membership with MIT, FSILG, and IFC social event policies in addition to fraternity procedures for enforcing these policies and running safe social events.
 - The meeting must be attended by a minimum of 75% of the fraternity’s membership. Delta Kappa Epsilon must submit a handwritten attendance sheet to Anthony Dominguez, Assistant Dean of FSILGs and to Tobe Obochi, IFC Judicial Committee Chair by September 16th at 4:30 PM.
- Delta Kappa Epsilon must develop a presentation explaining the incident and the steps that have been taken to prevent similar occurrences in the future at an IFC President’s Council meeting by October 1st, 2023.
- Delta Kappa Epsilon will be unable to hold Social Events with Alcohol until the Risk Management Meeting has been held and they have presented at President’s Council.

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The Panel considered Delta Kappa Epsilon's relevant disciplinary history when assigning sanctions as well as the severity of this particular incident and assigned a sanction of organizational probation, with the stipulation that Delta Kappa Epsilon complete an internal risk management meeting and present the results at President's Council. Delta Kappa Epsilon received a 6-Month Organizational Probation that ended on May 1st, 2023, from the IFC Judicial Committee in the Fall of 2022 due to mismanagement of alcohol, so the Panel feels that a continued sanction is needed to help Delta Kappa Epsilon take a step back and reflect on how mistakes in the chapter's execution of Institute policies led to a situation like this occurring while the chapter was on probation. The Panel believes that a lack of attention to policies among all members, not just the executive board, contributed to this incident.

The Panel feels that a risk management meeting with FSILG Assistant Dean Anthony Dominguez can effectively prepare the chapter to prevent similar incidents from occurring again, and that the presentation will help Delta Kappa Epsilon educate other chapters on their policy violations, as well as provide an extra reminder to their own leadership. Overall, the Panel believes that the sanctions as designed will enable Delta Kappa Epsilon to take the necessary steps to reflect on its brothers' practices and use this experience as an opportunity to learn and grow as an organization and brotherhood.

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 May 22nd, 2023, at 5:00PM to submit an appeal. Appeals may be sent directly to the IFC Judicial Committee Chair. Please let me know if you have any additional questions about this outcome or the overall process.

Sincerely,

Tobe Obochi

Judicial Committee Chair, MIT Interfraternity Council