



Interfraternity Council

MASSACHUSETTS INSTITUTE *of* TECHNOLOGY

Outcome Letter
May 8th, 2023

From: Tobe Obochi, IFC Judicial Committee Chair

To: Darsh Grewal, Phi Delta Theta 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 Darsh,

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 13th, 2023. The report stated that an admit housed at Phi Delta Theta saw evidence of a party with alcohol during Campus Preview Weekend, including lights, people, and they thought were glass alcohol bottles. However, there were no events registered for this day, and the house should have been dry regarding the CPW policies. Based on this information, Phi Delta Theta 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.

II (18). Institute Expectations of Student Behavior and Integrity

MIT expects that students will comply with any and all policies related to special Institute events; these events include, but are not limited to: Orientation, Campus Preview Weekend, and Commencement.

FSILG Social Events Policy

Event Registration Protocol – All FSILGs

Registration Timeline

Events that do not require a paid security detail and/or municipal approval, as further defined below, shall be registered by 11:59pm on the Wednesday

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

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



Interfraternity Council

MASSACHUSETTS INSTITUTE *of* TECHNOLOGY

immediately preceding the date on which the event is scheduled to occur.
Same-day registrations are not permitted.

Management Requirements for Social Events with Alcohol

Guest Management

Open parties, meaning those with significantly unrestricted access by nonmembers of a fraternity without specific invitation where alcoholic beverages are present, are prohibited.

1. Events with alcohol must have guestlists.
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).
3. No lines or crowds of individuals are permitted outside of the door.

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

VIII. Event Registration

All events must be registered with the IFC according to the rules outlined in the FSILG Social Event Policy. As of this writing, the Social Policy requires that events must be registered by 11:59 pm on the Wednesday before the event is scheduled to take place (events on Wednesday must be registered by 11:59 pm on the preceding Wednesday). The Social Policy's requirements shall supersede the requirements listed here.

Procedures for Events with Alcohol

II. Admittance

- A. Each entrance and exit to an event must be monitored by at least one non-consuming individual.
- C. Fraternities are responsible for keeping an accurate list of the name and over/under 21 status of all attendees to a party.
- E. Those guests who are of legal age and who wish to drink must show proof of age, and then be fitted with a wristband.



Interfraternity Council

MASSACHUSETTS INSTITUTE of TECHNOLOGY

F. Those that do not show proof of age to drink must have a non-washable mark placed on the same hand that would otherwise have a wristband applied.

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

III. Control of Alcohol

D. Alcohol should not be served to any individual who does not have a proper wristband, whose hand has been marked as an underage guest, or who is not of the age of 21. In addition, no alcohol should be served to an individual who is visibly intoxicated. Party monitors shall monitor the event for guests distributing alcohol or for underage guests possessing alcohol, and will deal with such guests accordingly.

Finding

- *MIT Mind and Hand Book, Alcohol Policy – Not Responsible*
- *MIT Mind and Hand Book, Institute Expectations of Student Behavior and Integrity – Responsible*
 - Phi Delta Theta accepted responsibility for violating this policy.
- *FSILG Social Events Policy, Event Registration Protocols - All FSILGs, Registration Timeline – Not Responsible*
- *FSILG Social Events Policy, Management Requirements for Social Events with Alcohol, Guest Management – Not Responsible*
- *FSILG Social Events Policy, Management Requirements for Social Events with Alcohol, Proof of Age – Not Responsible*
- *IFC Risk Management Policy, VIII. Event Registration – Not Responsible*
- *IFC Risk Management Policy, Procedures for Events with Alcohol, II. Admittance – Not Responsible*
- *IFC Risk Management Policy, Procedures for Events with Alcohol, III. Control of Alcohol – Not Responsible*

After reviewing all information at the time of the hearing the IFC Judicial Committee has found Phi Delta Theta responsible for only one of the policies listed above. The Panel made this decision because it was deemed that Phi Delta Theta was not hosting a social event that should have been registered. There was not enough evidence to suggest that anyone under 21 was served alcohol, or that there were invited guests within the house for an extended period.



Interfraternity Council

MASSACHUSETTS INSTITUTE *of* TECHNOLOGY

Sanctions

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

- This finding of responsibility will be recorded as an organizational 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.
- Phi Delta Theta must participate in a Decision-Making Workshop hosted by staff from the Office of Student Conduct and Community Standards.
 - Contact OSCCS at osccs@mit.edu to schedule the workshop. The workshop may be held in person or virtually but must be completed by September 30th, 2023.
 - The Fall President, Vice President, and Risk Manager must be in attendance.
 - At least 75% of membership must be in attendance for the house to successfully complete this requirement. Phi Delta Theta must submit a handwritten attendance sheet to Anthony Dominguez, Assistant Dean of FSILGs and to Tobe Obochi, IFC Judicial Committee Chair by October 1st, 2023, at 4:30 PM.
- Phi Delta Theta is required to create a leadership development plan for the next semester. The directions for creating this plan are as follows:
 - In consultation with your house membership, identify two to three goals in areas relevant to the development of your leadership team. Possible goal areas include leadership transition plans, house governance, event planning and management, new member recruitment, etc. Your goals should be specific, measurable, and time bound.
 - Identify the steps needed to reach each of these goals, and any skills you will need to develop. Determine the mechanisms of accountability that will be most useful to you as you work towards your goals.
 - Submit your plan to Tobe Obochi, Judicial Committee Chair, and Anthony Dominguez, Assistant Dean of FSILG's by September 15th, 2023, at 4:30 PM.
 - Your house president with meet with Anthony Dominguez monthly to review your progress. Your first progress review should happen by no later than October 15th, 2023.

The Panel believes that a lack of attention to Institute policies from the members of Phi Delta Theta contributed to this incident, so Phi Delta Theta can benefit from a decision-making workshop. The members involved in this incident were also former leaders of both the chapter

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Interfraternity Council

MASSACHUSETTS INSTITUTE *of* TECHNOLOGY

and the broader IFC community, so the Panel believes that a leadership development plan would help Phi Delta Theta's leaders to focus on improving the chapter and avoiding incidents such as these in the future.

The Panel feels that a leadership development plan and decision-making workshop with OSCCS can effectively prepare the chapter to prevent similar incidents from occurring again. Overall, the Panel believes that the sanctions as designed will enable Phi Delta Theta to take the necessary steps to reflect on its members' decisions and use the experience to guide better decision making 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 May 15th, 2023, at 5:00 PM 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