

University of North Carolina at Chapel Hill Greek Judicial Board Decision Form

Accused Organization: Delta Kappa Epsilon Fraternity

Nature of Complaint: Common source alcohol, alcohol present at a recruitment event, no security guard present at chapter house event, no guest list present at chapter house event, alcohol present at a recruitment event, and group purchase of alcohol.

List of Rules Violated: IFC Alcohol Free Recruitment Policy, Greek Alcohol Policy, Security Guard and Guest List Policy.

Brief Summary of the Evidence: Police reports, eye witness accounts from university employees, eye witness accounts from CHPD officers, IFC party patrol eye witness accounts, pictures, media articles, and conversations with chapter members.

Decision:

1. Chapter is being forwarded to the Standards & Review board for review of their chapters recognition with the University of North Carolina at Chapel Hill . This must be completed by the end of October.
2. Chapter will be on one year of social probation (Fall 2009 and Spring 2010 Semesters). This includes all formals, informals, mixers, cocktails, tailgates, alumni events, etc. This will be completed May (Final day of exams: May 7th).
3. The DKE new member education (pledge) period will be shortened from 8 weeks to 4 weeks. The four weeks begin with the distribution of bids. Chapter must confirm initiation of all new members with the Assistant Dean of Fraternity and Sorority Life. This must be completed by October 9th, 2009.
DKE shall assist with the curriculum development, the facilitation of the program, and covering the costs for handouts and refreshments for the new member educator training in the Spring of 2010. This must be completed by February 1st.

Self-Imposed Sanctions adopted by the Greek Judicial Board:

1. Mandatory information session at the beginning of each semester for all brothers on rules and regulations around social activities.
2. Social budget for the fall of 2009 and spring of 2010 will be spent to sponsor and build the Courtland Benjamin Smith Memorial Habitat for Humanity House
 - a. A total of 500 community service hours will be completed by members of the fraternity on the habitat house
3. Creation of 3 new student DKE Vice Presidents to increase number of members with authority.
 - a. Vice President of Social Events who will be required to appoint a brother for each event and monitor all parties, ensuring compliance with all IFC rules and regulations (including guest list, security, and no common-source containers)
 - b. Vice President of Philanthropic Events will oversee the construction of the Courtland Benjamin Smith House

- c. Vice President of University Relations will be required to hold weekly meetings with IFC authority or maintain other form of appropriate communication. Insert completion deadline
- 4. Mandatory substance abuse awareness plan as previously proposed by DKE alumni and currently being formulated by Chris Rice, DKE Alumni Officer, Assistant Vice Chancellor of Student Affairs, Winston Crisp, and other DKE members and alumni. Insert completion deadline
- 5. Any major fire violations (including fire extinguisher, fireworks, etc.) by members of the chapter will result in said brother(s) forfeiting all dues for that semester and becoming inactive.
 - a. All other violations will be handled by Judicial Bi-Laws already existing through the DKE Judicial Board

Sanctioning Rationale

Sanctions handed down by the Greek Judicial Board are meant to do the following as outlined in article 5, section a. of the GJB by-laws:

Section A: Guiding Principles

In determining an appropriate sanctioning package, the Hearing Board shall have available a broad range of sanctions which may be imposed alone or in combination so as (fix the formatting here) to do justice in the particular case. Relevant factors may be:

1. The nature and gravity of the violation(s);
2. The harm or risk of harm to members of the University community or others;
3. Any relevant recurrent patterns of misconduct;
4. Any opportunity to deter the organization or other organizations from committing the same or other violations in the future;
5. The importance of equitable treatment for similar violations and a perpetual awareness of precedent; and,
6. The opportunity for organizational development and education, including fostering a sense of responsibility for actions.

Section B: Previous Record

In levying sanctions, and determining their appropriate severity and scope, the Board may consider the organization's previous record of offenses on this campus for the preceding two (2) years.

The sanctions above were considered under these guiding principles. The rationale below is meant to help clarify how the decisions were made.

1. Standards & Review: The Greek Judicial Board referred the chapter to the Standards and Review Board in Spring 2009.

As the Standards and Recognition Policy Reads: The purpose of the Fraternity and Sorority Standards Review Board is to assemble a collaborative team of people on a local, campus, alumni and national level to assist the chapter to improve as the fraternity and sorority

community at Carolina strives for excellence. The goal of the review board will be to make recommendations to the chapter and assist in creating positive change that will result in the continued success of the organization on campus. If an organization fails to meet the above standards they will be called to the Fraternity and Sorority Standards Review Board for consultation and to develop a plan for improvement. The Board will also deal with chapters forwarded to them by the OFSL, IFC and Panhellenic Judicial Board, the NPHC Disciplinary Committee, and the GAC Judicial Board. The directives and decisions made by this board will be educational and facilitative in nature. For an example, a chapter who has had repeated issues surrounding risk management might be directed to coordinate a presentation on a risk management topic for the benefit of the entire Greek community. If educational and facilitative measures have been exhausted the board has the authority to remove university recognition from the chapter.

1. Social probation: Due to the extensive two year record DKE has had with the Greek Judicial Board we felt that a year of social probation was a more appropriate sanction than the proposed semester. The Chapter's two violations the night of September 10, 2009, during the period of time in which they were already under University and GJB investigations, signaled to the board disrespect for the seriousness of the judicial process. Furthermore, DKE has sanctions from last year's fire violation case that have not yet been completed. Taken together these events merit a year of probation as opposed to a semester. Alumni events were also cancelled in light of the fact that alumni were involved in one of the chapter's violations.
2. New Member Period cut in half: Considering two of the six violations were recruitment related the board felt it important to reduce the pledge period in an effort to help the chapter clean up its recruitment process and new member period.
3. New Member Educator Training: DKE shall assist with new member educator training in the Spring of 2010 as an outlet for them to take the lead in helping other chapters learn about the rules of IFC recruitment.
4. Self-Imposed Sanctions: The board was impressed with the time and thought DKE put into considering their own sanctions and were happy to accept the ones listed above as appropriate to help the chapter learn from this mistake and move forward to make the entire Greek community stronger.

Please Note

Section E: Failure to Comply

1. Failure to comply with the sanctions set forth by the IFC/Panhellenic Judicial Board will automatically result in a second hearing with the Judicial Board.
2. All communication regarding the hearing process, including questions about sanctions, must be handled through the Greek Judicial Board Co-Chairs or through the chapter's assigned Pre-Hearing Advisor during the pre-hearing phase. Representatives of the organization who contact individual board members may be further sanctioned or sent to the Honor Court

Members of the Board: Laurie Curnes- Chair, Tucker Piner, Elizabeth Hastings, Meghan Dwyer, Eddie Sykes, and Wes Saunders – Board Members