

Delta Upsilon February 8, 2014, Hazing Report Investigation

Executive Summary

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Timeline:

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| August 31, 2013 | - <i>IFC Rush begins</i> |
| September 2, 2013 | - Delta Upsilon Rush roof deck party cited by Boston |
| September 11, 2013 | - <i>IFC Rush ends/Beginning of pledge period</i> |
| Fall 2013 | - Big brother/little brother event |
| Fall 2013 | - Boston pledge scavenger hunt |
| December 4, 2013 | - <i>Expiration of 12 week pledge period maximum (MIT policy).</i>
All pledging and initiation activities required to be concluded. |
| December 6, 2013 | - Pledges initiated using Delta Upsilon non-secret ritual
- Chapter hosts its annual toga party (unregistered event) |
| January 18, 2014 | - Chapter hosts an unregistered event. Pledge injured at event as a result of alcohol consumption |
| January 24, 2014 | - Chapter hosts an unregistered event |
| January 25, 2014 | - Chapter begins "Help Week" at 9:00 a.m. |
| January 29, 2014 | - One pledge elects to leave Delta Upsilon. He tells investigators he left because he no longer saw the value of being a member of the Delta Upsilon. |
| January 31, 2014 | - Chapter hosts party on second floor of the house (unregistered event) |
| February 1, 2014 | - Larry Legend Ceremony begins |
| February 2, 2014 | - Larry Legend Ceremony ends
- Pledges initiated into chapter using local ceremony
- Chapter hosts Super Bowl party (unregistered event) |
| February 8, 2014 | - Anonymous <i>Hazing Reporting Form</i> received by Office of Student Citizenship and FSILG Office |
| February 18, 2014 | - Former pledge interviewed by Kraft and McCready |
| February 19, 2014 | - Kraft and McCready attempt to schedule additional interviews, but Delta Upsilon chapter president Guillum Kugener directs chapter members not to cooperate. |
| February 20, 2014 | - Kraft and McCready interview Kugener, ask for his cooperation
- Kugener organizes emergency chapter meeting, informs others of the investigation, despite having agreed not to do so |
| February 21, 2014 | - Kraft and McCready interview former Delta Upsilon chapter president Louis DeScioli |
| February 26, 2014 | - Office of Student Citizenship contacts pledges to set up interviews
- McCready notifies Delta Upsilon International Fraternity staff about investigation, chapter placed on Temporary Emergency Suspension by fraternity
- McCready and Robert Ferrara notify Delta Upsilon house corporation president David Latham about investigation |
| March 1, 2014 | - Chapter submits written response to fraternity regarding hazing allegations |
| March 4, 2014 | - Division of Student Life staff members begin interviewing pledges
- Delta Upsilon staff arrives at MIT and interviews all pledges, current and past presidents, and pledge trainer |
| March 7, 2014 | - Division of Student Life staff members conclude pledge interviews. All fall 2013 pledges, the current and immediate past chapter presidents, and the current pledge trainer were interviewed. |

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Findings Regarding Hazing Reporting Form Allegations

Initial report: "Pledges were forced to drink large amounts of water and not allowed to use the restroom"

- Not confirmed, however, multiple interviewees indicated that they were required to ask permission to use the restroom while in the "Rainbow Room" during the "Larry Legend Ceremony" (LL) on the night of Saturday, February 1, 2014, and throughout much of the day on Sunday, February 2, 2014. Also, several interviewees stated that there was a saucepan of water in the "Rainbow Room" that was available for drinking throughout LL.
- Interviewees consistently informed the interviewers that they were required to chug a mug full of water in a competition with their big brothers to conclude LL.

Pledges "were forced to be naked and stand with each other"

- All of the interviewees denied that there was any forced nudity. However, one new member acknowledged during his interview that the pledges stripped naked during their isolation in the Rainbow Room because they thought this might be a potential solution to accomplish an unknown task, with the reward being the advancement to the next LL task.

Pledges "were forced to assist each other in urination, etc."

- All interviewees denied this allegation.

This took place during "End of help week during initiation (1/31 ish)"

- The majority of the interviewees acknowledged that the fraternity pledge program continued throughout the final week of IAP, known in Delta Upsilon as "Help Week," and culminated in a local, secret initiation ceremony known as the Larry Legend Ceremony. This ceremony began on the night on Saturday, February 1, 2014, and finished either in the late afternoon or early evening on Sunday, February 2, 2014. Several interviewees confirmed that the fraternity hosted an unregistered social event on the night of Sunday, February 2, 2014, to celebrate the new initiates and watch the Super Bowl.

"Help week, where pledges were":

- *"Forced to clean with toothbrushes"*
 - o A majority of the interviewees confirmed that the pledges were required to clean the common areas of the Delta Upsilon house throughout Help Week. One interviewee confirmed that toothbrushes were used to clean the facility. Also, a majority of interviewees confirmed that the condition of the house was vile, with overflowing trash barrels, food debris, clogged toilets, beer cans, spray painted walls, hole in the walls, and other abnormal conditions. Accounts on how the house got to this condition diverged, with some claiming that it was normal wear and tear during IAP, and others suggesting that a party was thrown prior to the start of Help Week.
- *"And were deprived of sleep (I was told less than 4 hours a night, every night)"*
 - o Several interviewees confirmed that they were up late throughout the week to either socialize with other pledges or active members, or to complete their cleaning assignments. However, all of the interviewees denied that the routine late nights during Help Week were forced, and they stated that they stayed up

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late on their volition. The exception to this was LL, when the pledges were stripped of their watches, cell phones, and other time-telling or communication devices, and isolated in the "Rainbow Room." They were up into the night studying for their pledge exam and writing essays about why they should be initiated into Delta Upsilon. Though they were unable to provide specific times on the account of not having time-telling devices, several interviewees confirmed that they were up late studying or writing, and then awoken early in the morning, some suggested as early as 6:00 a.m., to take their pledge exams.

Additional Findings from Investigation

Pledges residing in the Delta Upsilon house during final week of IAP

- Every interviewee confirmed that the pledges, all MIT freshmen, were expected to reside in the chapter house from January 25, 2014, to February 2, 2014.

Fire safety and Boston ISD issues

- Several interviewees confirmed that the fire exit signs were covered during LL.
- One interviewee informed his interviewer that the pledges were gathered on the Delta Upsilon chapter house roof during LL following the riddles portion of the ceremony. Access to roof decks is currently prohibited by Boston and MIT.

Unregistered events with alcohol

- Various interviewees confirmed that the chapter had a number of unregistered social events in the fall and during IAP.
- One interviewee claimed that the December social event had between 150 to 300 attendees.

Underage consumption of alcohol

- The chapter leadership in the interviews, and in their response to the national fraternity, acknowledge that underage students had access to and consumed alcohol at chapter events.

Alcohol included in pledge activities

- One underage interviewee informed the interviewers that he was required to funnel a 40oz malt liquor beverage after an unregistered social event at the chapter house in December 2013.
- One interviewee acknowledged that alcohol was available at pledge activities, but that "no one is forced to drink."
- One underage interviewee acknowledged that the chapter provided the pledges with wine during the LL formal dinner.
- Two members admitted to representatives of the national fraternity that some of the mugs chugged by the underage pledges in the LL ceremony were filled with beer.
- The national fraternity confirmed that alcohol was available to the pledges during the post-LL Super Bowl party.
- Alcohol may have also been involved after the Big Brother/Little Brother event in the fall 2013, as one interviewee confirmed that the chapter hosted a "celebration" after the event.

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Alcohol use resulting in injury

- One interviewee admitted that he was injured during an unregistered social event with alcohol at Delta Upsilon on approximately January 18, 2014. He admitted to drinking at the event (note: he is under the age of 21). He fell, hit his head, lost consciousness, and received a large laceration on his forehead. Later he was diagnosed with a concussion. Another interviewee confirmed this incident.
- The members present at the event did not contact MIT EMS for medical assistance, though one interviewee acknowledged that they should have contacted them.

Communication restrictions and other expectations

- Several interviewees discussed communication restrictions with family members and significant others during Help Week.
- During their investigation, the national fraternity uncovered that pledges were “disciplined” for failing to attend meals or other Help Week events. Possible punishments included additional cleaning duties, including undesirable projects.
- One interviewee stated that the chapter did not want the pledges to leave the house until there was a purpose.

Intentional disorientation of pledges

- Several interviewees explained that the brothers took away their cell phones, watches and other time-telling devices during LL. Also, the windows in the house were covered with cardboard, tin foil, or other materials that prevented sunlight from entering the building, and fire exits were covered too. Pledges interviewed reported they were not disturbed by this element.

Attempt to surprise, overwhelm, or distress pledges

- At least two interviewees stated that they were surprised by the expectations to reside in and clean the house during Help Week. None of the interviewed pledges were aware of LL prior to the start of the ceremony on Saturday night.
- At least two interviewees stated that it the expectation to reside in the house and clean during “Help Week” were unanticipated.
- The chapter created and required the pledges to take a fake national exam for membership. The pledges studied for hours prior to taking the meaningless exam.
- A number of interviewees discussed the riddles during LL. Some interviewees stated that they believed the intent of these riddles were to confuse the pledges; most indicated they found the riddles and activities fun.
- One interviewee discussed one of the riddles in the bathroom. Skittles were scattered on the floor, and the pledges were required to count the yellow Skittles will a strobe light flashed periodically. He stated that it was an impossible task.
- Many of the interviewees talked about LL ending with the pledges’ big brothers pretending or actually striking the pledges on their behinds with their paddles. While the interviewees downplayed this incident by saying it was all for fun and well-received by everyone, it could have been used as an intimidation tactic.
- One interviewee stated that the pledges were informed that Help Week could go longer than a week.

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Weekly cleanings

- Several interviewees spoke about the chapter's expectation that the pledges clean the house each week. At least two said this was to instill a sense of respect and responsibility for the house amongst the pledges. However, one interviewee stated that it was clear that the brothers did not respect the house because they did not clean it.

Overall pledge experience

- Despite the raised concerns, most interviewees spoke favorably about their pledge and overall membership experiences in Delta Upsilon.
- During the interviews, no one reported any distress caused by pledge activities. One or two interviewees reported frustration with the extent of the required cleaning and other expectations for Help Week.
- Conversations with initiated members of the chapter indicated that the activities were not designed with any malicious intent, and they believe they were acting in good nature and fun.

Students and alumni identified during investigation, other than pledges

Nathan Min: Served as Pledge Trainer

Gulliuame Kugener: Current President

Louis DeScioli: Former President

Josh Vagts: Former House Manager, explained cleaning duties to pledges

Andrew Adams (alumnus): Attended Bertucci's dinner

Max Prunner (alumnus): Attended Bertucci's dinner

Henry [last name unknown]: Attended Bertucci's dinner

Nick [last name unknown]: Attended Bertucci's dinner

Division of Student Life Interviewers:

Adam McCready, Assistant Director of FSILGs

Kevin Kraft, Director of Student Citizenship

Sarah Rankin, Title IX Investigator

Jennifer Hapgood-White, Associate Director of Housing Assignments

MIT Policies which may have been violated

1. [Hazing policy](#)
2. [Alcohol policy](#)
3. [Institute Expectations of Student Behavior and Integrity](#)
4. [Safety policies – fire safety](#)
5. [FSILG Terms and Conditions of Recognition/Good Standing – pledge program length](#)
6. [IFC Risk Management policy](#)
 - a. II. Alcohol (A, D, F, H)
 - b. IV. Hazing (A, B)
 - c. V. Sexual Abuse and Harassment (A)
 - d. VI. Fire, Health and Safety (B)
 - e. VIII. Event Registration (A, B, C, D)
 - f. Procedures for Events with Alcohol (entire section)
 - g. Policy during Non-Academic Periods (II. Alcohol, IV. Fire, Health and Safety)