



# DELTA UPSILON

INTERNATIONAL FRATERNITY

February 26, 2014

Technology Chapter  
526 Beacon Street  
Boston, MA 02215

**RE: EMERGENCY TEMPORARY SUSPENSION**

Dear Technology Chapter Member,

This afternoon the Delta Upsilon Fraternity received notice that the Technology Chapter and its members were engaged in serious violations of the Fraternity's Loss Prevention Policy. Specifically, chapter members participated in and observed hazing activities of associate members during the fall 2013 semester and during January 2014. As a result, the chapter is placed upon immediate **Emergency Temporary Suspension** by the Chairman of the Board of Directors. This emergency suspension is made using the emergency authority provisions of the Fraternity's By-Laws designed to protect our members and guests.

Under the terms of the suspension, the Technology Chapter may not conduct any chapter related events. Additionally, all members are expected to comply fully with any investigations conducted by the University, Fraternity, or law enforcement. Failure to comply with any investigation by the Fraternity, University or law enforcement officials may result in your expulsion from Delta Upsilon.

The Technology Chapter will be required to appear before the Board of Directors and additional sanctions may be issued. If the chapter does not comply, it will be placed on permanent suspension and closure will be considered.

If you have questions, please feel free to contact me.

Regards,

Justin J. Kirk  
Executive Director

cc: Board of Directors, Delta Upsilon  
Adam McCready, Massachusetts Institute of Technology  
Dave Latham, Housing Corporation President.



## DELTA UPSILON

INTERNATIONAL FRATERNITY

### Allegation Letter

February 27, 2014

Guillame Kugener  
President, Technology Chapter  
gkugener@mit.edu

Brother Kugener,

It has come to the Delta Upsilon International Fraternity's attention, after receiving a report on February 26, 2014 from the Massachusetts Institute of Technology's Fraternity and Sorority Life Office, that the Technology Chapter allegedly violated the Delta Upsilon Loss Prevention Policy. Specifically, in this report, it has been alleged that during the fall 2013 semester and again in late January 2014, associate members of the Technology Chapter were subjected to hazing practices and alcohol violations, including but not limited to:

- Possession, use, and consumption of alcohol on chapter premises and during chapter events not in compliance with the applicable laws of the state of Massachusetts, policies of Massachusetts Institute of Technology, and the Loss Prevention Policies of Delta Upsilon Fraternity;
- Service of alcohol to associate members under the age of 21;
- Alcohol included in associate member activities;
- Forced alcohol consumption;
- Forced water consumption;
- Sleep deprivation;
- Personal servitude;
- Caused mental and physical discomfort, embarrassment and ridicule to associate members;
- Physical abuse;
- Urination on associate members.

The allegations as reported above would constitute violations of the Delta Upsilon Loss Prevention Policy (see link at the end of this letter for the full Loss Prevention Policy).

A formal response to this report must be sent to the Fraternity within 36 hours. The chapter's response can be sent to Matthew Nance, Director of Chapter Services, via email at [nance@deltatau.org](mailto:nance@deltatau.org).

In the chapter's response please outline the following:

- 1) Description of what took place;
- 2) The event planning, preparation, and execution details associated with the allegations;
- 3) Acceptance of responsibility or denial of responsibility for the allegations;
- 4) If a violation did occur, state what policy was violated;
- 5) Recommendations to improve loss prevention practices within the chapter;
- 6) What change is needed;
- 7) What support or education the chapter will pursue to assist the chapter moving forward.

Failure to comply with the Fraternity's investigation may result in expulsion proceedings being brought against those members or chapter officers who refuse to cooperate fully.

Furthermore, this letter serves as written notice for a hearing with the Delta Upsilon International Fraternity Board of Directors. This hearing will address the hazing and alcohol allegations noted previously in this letter.

The hearing will be scheduled for no earlier than March 12, 2014, via teleconference with the Board of Directors. Final date, time, and call-in information will be provided prior to the hearing. If you cannot participate in the hearing, you are permitted to submit a letter responding to the allegations on your behalf. Please submit any response to Justin Kirk, Executive Director, at [kirk@deltatau.org](mailto:kirk@deltatau.org) by March 10<sup>th</sup>.

As stated in the Fraternity's Constitution and By-Laws (see link at the end of this letter for the full Constitution and By-Laws), the Undergraduate Chapter or related Alumni Chapter shall be entitled to present such witnesses or other evidence as it feels appropriate and necessary to respond to the cause of hearing. Should a representative of the Undergraduate Chapter or related Alumni Chapter fail to appear at the hearing as set forth in the written notice, the alleged cause shall be deemed admitted and conclusively established. This hearing may result in the Chapter's charter and operations being suspended or revoked.

If you have any questions, you may contact Matthew Nance, Director of Chapter Services, at [nance@deltatau.org](mailto:nance@deltatau.org) or (317) 875-8900.

Sincerely,



Tim Dowd, *Oklahoma '75*  
Secretary, Delta Upsilon Fraternity

Loss Prevention Policy: <http://www.deltatau.org/nosecrets/lawsandprocedures/lossprevention>  
Constitution & By-Laws: <http://deltatau.org/nosecrets/lawsandprocedures/lawsandprocedures>

CC: Board of Directors, Delta Upsilon International Fraternity  
Justin Kirk, Executive Director  
Dave Latham, Housing Corporation President  
Adam McCready, Massachusetts Institute of Technology

**Delta Upsilon Fraternity**



**Technology Chapter**

**Massachusetts Institute of Technology**  
526 Beacon St.  
Boston, MA 02215

RE: Allegation Letter

February 28, 2014

Tim Dowd, Oklahoma '75  
Secretary, Delta Upsilon Fraternity

Brother Dowd,

I want to assure you that no acts of hazing ever occurred, or at worst nothing we did was ever done with the intention to belittle, endanger, harass, or otherwise adversely impact our associate members. While it is possible that we had some technical violations of which we were unaware, at no time did we believe we were committing any acts that could constitute hazing. Since we only found out about these allegations recently we are not even sure why there is a belief that we hazed. From what we can tell, the MIT investigation was brought about due to the withdrawal of one associate member, Des, from DU at the beginning of Help Week.

As he told the MIT administrators, Des's decision to withdraw was a result of personal and family issues, and done after speaking with us. The brothers and I remain on amicable terms with Des and have continued to support him. From what I can tell (although this may be incorrect), when the MIT administrators became aware that Des separated from the fraternity they initiated an investigation because, in their experience, a late withdrawal could be the result of hostile conditions. While I appreciate the diligence being shown by MIT, I still do not know why we are being accused of most of the items below and are committed to assisting with your investigation and the MIT process. To that end, please see my response below. I will detail our New Member Education Program, including Help Week and the following ceremony known as Larry Legend, in the format given from your letter.

1. *What took place.*
2. *The event planning, preparation, and execution details associated with the allegations.*
3. *Acceptance of responsibility or denial of responsibility for the allegations.*

### **The New Member Education Process**

To begin, throughout the entire pledge process, at every pledge and house meeting, we take time to discuss how the associate members are doing and if they are comfortable and satisfied with how their education program is progressing. House and new member specific events are always opt-out for academic, athletic, work, or other personal reasons. This has and is made clear to the potential new members during Rush and throughout their education period, and many of them utilize that policy throughout the process, as do many brothers during their entire time at DU. We recognize that brothers and associate brothers have scheduling conflicts where the conflicting event takes precedence.

### **Associate Member Meetings**

Our New Member Educator facilitates weekly meetings throughout the process focused on a variety of topics. The program consists of reading and studying the Cornerstone, learning our chapter's history, and other lectures and activities on dating, technology and organization, MIT classes, getting internships, and other professional skills. At these meetings, the New Member Educator also reviews the chapter responsibilities that the associate members will share with us as brothers. For example, teaching them about the weekly cleanings and daily waitings at midnights that brothers do. (Waitings are the term for the duty of helping setup and serve dinner. Midnights are the term for the duty of cleaning the dirty dishes and the kitchen each night.) As with all events, the associate members can choose not to attend if they are heavily burdened with athletics or schoolwork, but these meetings are an excellent way for the new members to bond and learn about each other, the brotherhood, and life skills. For many of them, this is their favorite part of the pledge process.

### **Boston Orientation Trip**

Early in the fall term, an Orientation Trip is planned for the associate members to get acquainted with the cities of Boston and Cambridge. Typical itineraries include a suggestion to take photos with popular landmarks, e.g. Faneuil Hall Marketplace, Harvard Yard, Mike's Pastry, and Fenway Park. The associate members are able to navigate via smartphone and are given passes to use public transportation. Should they become lost or encounter trouble, the New Member Educator and other brothers are available by phone throughout the trip.

## **Big Bro Lil Bro**

Big Bro Lil Bro is a brother-only event that takes place in the fall where the associate members are given their big brothers. During the semester, associate members are encouraged to do signature talks, or “sig talks” with as many of the brothers in the house. These talks are opportunities for associate members to get to know brothers beyond MIT. Brothers and associate members share stories about their road to MIT, their goals and ambitions, and what they want out of MIT and life. Based on whom they connected well with, associate members list three brothers that they want to have as their big bro. Big bros serve as mentors and support for associate members during their first year at MIT and beyond. They are often associate member’s strongest connections in the house beyond their other associate members.

## **Work Week**

We are not certain of which events would be associated with the allegations, but I will discuss Help Week since that was the only event that took place in January.

Help Week is a mirror event of Work Week. Both of these events are essential to the survival of our house. The Technology Chapter has resided at 526 Beacon St. continuously for over 100 years. We are incredibly lucky to have such beautiful house, and understand that it needs constant care and maintenance. The history of the house is intertwined with the history of our chapter.

Work Week occurs a few weeks before the fall semester. The agenda for Work Week is set by a group including the President, House Managers, and other interested brothers. A list of needed repairs and projects is assembled with the consultation of a licensed contractor. During Work Week, brothers are broken down into teams of 5-6 with one brother having the responsibility of team leader. Each team is assigned projects and parts of the house to clean. The contractor is working throughout the week, including guiding and assisting on projects. Local alumni are also invited to attend, and have done so on occasion.

## **Help Week and IAP**

Help Week occurs during the last week of Independent Activities Period, or IAP. IAP takes place over the month of January and the beginning of February. MIT students have the opportunity to participate in many international programs, externships, special classes and workshops at MIT, for-credit classes, and research at MIT. Some sports teams have more practices as well, including crew, swimming, and track & field. Even though all of these opportunities exist, the month is generally much less stressful than during the semester. Many brothers and students choose to use it as an extended vacation or work away from Boston. The people who are in Boston during the month have a lot more free time. This is especially true for freshmen. Not only that, there are many activities and competitions such as MIT Puzzle Hunt, the web design competition, Battlecode, Maslab,

and many more, that students pursue with very unusual work hours. For people across campus, IAP is an eclectic and exciting month. Because of the free time that IAP affords, brothers who are in town spend more time around the house. As a result of this, the house is in worse shape than during the semester, but never “trashed” on purpose by anyone.

Help Week is 8 days long, from Saturday morning to Saturday night. It takes place over the last week of IAP. The new members are informed of Help Week during Rush. They are given more information throughout the semester. It is not kept a secret from them in any way. They are free to sign up for whatever IAP events they like without having to consider Help Week as a potential conflict. You can choose to defer Help Week to the following year due to a program, job, or other personal reason. That occurred this year—one upperclassman took part in Help Week after deferring it from last year. The associate members are asked to be at the house by that Saturday, but exceptions are always made without consequence. For example, one of the associate members did not return until Wednesday of that week because he was in India visiting his family.

There is no event the night before Help Week begins. Brothers are hanging out in their rooms and in the house like a regular Friday night during IAP. There is no event to mess up the house. This year, late in the night after everyone went to sleep, a brother decided to take spray paint from the tool room and paint some of the walls. The rest of the brothers were furious upon finding this the next morning. The house held the brother accountable by a deduction in housing points. More action was not taken since the walls were already chosen as ones to be painted during Help Week.

The freshmen meet on the morning of the first day where the New Member Educator gives them expectations and guidelines. The New Member Educator informs them of what practices have worked well in the past and what order they might want to clean in. It is at this point that the associate members choose two team captains for the week. It is made clear that they have special ownership of the house. They have the ability to cordon off any area that they want while it is being cleaned, and request check-offs whenever needed. Check-offs are performed by the brothers who served as team captains during their pledge year, or in the case of the kitchen, brothers who cleaned that area their year. The associate members and team captains amass a list of supplies and snacks that they need to begin cleaning. At the conclusion of the meeting, the team captains go to Home Depot and Costco with brothers to purchase said items. These items are purchased with chapter funds. These trips happen throughout the week as supplies are needed.

Brothers are around constantly during Help Week. They are checking in on the associate members wellbeing and progress, offering guidance, sharing stories, and occasionally helping out the associate members. The brothers are moving rooms throughout the week

and cleaning their rooms out as well, so cleaning supplies and taking out the trash are shared between the brothers and the associate members.

The associate members set their own schedule for Help Week. Each of them has various commitments, including two-a-day practices for the members of the swim team, research positions, and classes. They manage themselves accordingly. They are free to come and go as needed, and free to rest and relax as desired. At no point are their phones or other electronics taken from them. The associate members usually regulate themselves very well, not wanting to let down their associate members by not pulling their fair share of the work.

### **Larry Legend (LL)**

LL is the name for the day following the end of Help Week. When the associate members return to the house after a nice sit down dinner with alumni around 9 pm on Saturday night, the house's windows are covered with cardboard and tin foil, in order to darken the inside. They enter the house where the brothers are waiting in full suits, wearing sunglasses. The house is pitch black, except for the intermittent light from the flame of the lighter that each brother flicks in his hand. The freshmen are asked to stand in pledge order and turn in their electronics and time-keeping devices. They are then escorted upstairs by an upperclassman to a bedroom on the 3<sup>rd</sup> floor. In the room, there are ample beds and couches for them to rest and sleep comfortably on. Two upperclassmen wait outside the door of this room in case the freshmen have any requests (bathroom, water, food, etc.). The upperclassmen are responsible for making sure that they are not wandering around the house as we set up for the dinner and test that will be taken the next morning. The associate members have Cornerstones in the room and use them to study for the exam. The associate members also write an essay on what being a part of a fraternity means to them and why they want to be a member of the Delta Upsilon fraternity. These essays are fun to read years later, and some have even been quoted in our alumni newsletter in the past. After completing the essay, the associate members go to sleep in the room around 11pm.

The associate members are woken up around 6am the next morning, when we take them to the dining room to take their exam. The exam is a series of questions about Delta Upsilon and the Technology Chapter, based on the Cornerstone and other history from their pledge meetings. The exam is half an hour long. After finishing the exam the associate member's big bros come into the dining room and review their essays about DU for about a half hour. After the essay evaluation, they are brought back to their previous room, to sleep for another hour. During this time the brothers are preparing and setting up for an elaborate seven course meal for the associate members. After the hour the associate members are brought back down to the dining room for the meal. There are two brother acting as waiters, dressed in formal attire. They are responsible for running



the meal and ensuring that every whim of the associate members is met. They are straight-faced and courteous, and the associate members catch on that it is their job to try and make the brother laugh. Each course takes around 15-20 minutes; the entire dinner takes around 2 and a half hours.

After the dinner the associate members are brought out into the common room where all the brothers are waiting, dressed in silly costumes. The associate members are told to stand in pledge order. At this point they are presented with their fake paddles. These paddles are terribly done and completely underwhelming. They usually range from a wet sock, to a plain wooden dowel. A senior brother monologues about the importance of their paddles and how much work each big bro put into making the paddles. Then the senior describes an intellectual challenge created for the associate members, one where they must work together to solve a set of riddles. These riddles are based off of general house information or information specific brothers, done with a distinctly nerdy and challenging MIT flair. The associate members move throughout the house looking for the items, without any deadline or time limit. After they solve or try to solve the riddles and present what they have found to the rest of the brothers, they are brought back to the room on the 3<sup>rd</sup> floor.

After resting in the room for about an hour, the associate members begin to go through a set of rooms. They are escorted one-by-one by their big bros, who are there to ensure that they are not overwhelmed and are enjoying themselves. There is a puzzle room, a meditation room, a song lyrics room, a drawing room, a Mario Kart room, and a question room. It takes about two hours to go through all of the rooms, so about four hours for all of the associate members to complete all of them. Upon completion of the rooms the associate members are led to a bedroom on the fifth floor where they hang out while their peers go through the rooms and the brothers prepare the Chapter Room for watching the Super Bowl. During this time two brothers monitor them to ensure that they have any food, water, and bathroom breaks as needed.

Upon completion of the rooms, every brother reports to the Chapter Room wearing their DU jock shirt. Pizzas and soda are ordered. The associate members are brought down to the Chapter Room one by one by their big bros. Once in the Chapter Room, they are asked to tell a joke. The associate member then tells the joke that his big brother has shared with him on the way down the stairs. The big bro then takes the associate member's real paddle that they made and motions the paddle as if to spank the freshman but never actually making contact. During this motion, all of the brothers count down from 3 as if to raise the tension, laughing on the third motion when contact is not actually made. The associate member is then handed his paddle and mug. All of the brothers enthusiastically congratulate and welcome the new brother. The new brothers are given their phones, and we all eat pizza and watch the Super Bowl as a united brotherhood.

### *3) Acceptance of responsibility or denial of responsibility for the allegations*

**Possession, use, and consumption of alcohol on chapter premises and during chapter events not in compliance with the applicable laws of the state of Massachusetts, policies of Massachusetts Institute of Technology, and the Loss Prevention Policies of Delta Upsilon Fraternity.**

We acknowledge that individual members of our fraternity of legal drinking age have served underage guests using alcohol purchased with their own money. This is in violation of the policies of MIT, the Delta Upsilon Fraternity, and the State of Massachusetts, and we regret that we did not take more preventative measures as a matter of course, and that the members responsible for such incidents did not face more appropriate disciplinary action from within the Technology Chapter. We would like to develop a better system of inspection, control, and, if necessary, disciplinary action in the future.

**Alcohol included in associate member activities.**

Alcohol is not included in associate member activities and we deny this allegation.

**Forced alcohol consumption**

There was no forced alcohol consumption at any point and we deny this allegation.

**Forced water consumption**

There was no forced water consumption at any point and we deny this allegation.

**Personal servitude**

There is no personal servitude a part of the new member program or any other activity of the Technology Chapter. Although associate members are responsible for cleaning the common areas of the house during Help Week, it is part of the spring semester cleaning that takes place. As mentioned above, brothers clean their own space and no associate member is expected to assist with cleaning beyond the common areas. No individual errands are run, no special favors are asked, nor anything else asked of the associate members.

## **Caused mental and physical discomfort, embarrassment and ridicule to associate members**

Associate members were and are not caused any mental or physical discomfort, embarrassment, or ridicule as any part of their new member education process and we deny this allegation.

## **Physical abuse**

Physical abuse does not take part in any activity of the Technology Chapter of Delta Upsilon and we deny this allegation.

## **Urination on associate members**

Urination on associate members is not a part of any Technology Chapter activities and we deny this allegation.

### *4) If a violation did occur, state what policy was violated.*

Actions of our members violated item 1) of the section “Drugs and Alcohol” of the Delta Upsilon Fraternity’s loss prevention policy. Specifically, alcohol was served to guests under the legal drinking age on Technology chapter premises, in violation of the policies of MIT, and the Commonwealth of Massachusetts. We wish to reiterate that these violations, to our knowledge and after investigation, did not occur during official events.

### *5) Recommendations to improve loss prevent practices within the chapter.*

As the President of the DU Technology Chapter I see two areas where we can better uphold Delta Upsilon’s loss prevention policies. First, we can do a better job monitoring the behavior of individuals within the house. While we are thorough with risk-management during events, we recognize that we could be more diligent during “casual” times that are not official brotherhood events. Second, we should have taken more formal disciplinary steps against the brother who spray-painted the wall. While we did not believe there was any real harm done at the time since the walls were being painted, we now see how it could have looked and we regret giving the impression that we were trying to make the associates members work harder during Help Week.

Accordingly, our recommendations to improve our loss prevention practices are the following:

1. We will seek to implement a Judicial Board system within our chapter to do deal with loss prevention issues more promptly and appropriately. We understand that identical systems work well for many other chapters within Delta Upsilon and we hope to seek their guidance in creating ours.
2. We will create new policies regarding the possession and consumption of alcohol within our chapter premises by all members to ensure we can avoid loss prevention policy infractions moving forward.

*6) What change is needed.*

We, as the Technology Chapter of Delta Upsilon, believe that we were complying with the rules as they related to hazing and did nothing with the intention of hazing, demeaning, or otherwise belittling our newest brothers. To our knowledge, none of them ever felt hazed or belittled. If there were violations despite our intentions and efforts, we would like to hear and address them. We continuously review all of our chapter events activities openly and honestly, and will continue to do so to address shortcomings. Additionally, as a chapter, we think that we should prohibit any alcohol in the house until we can develop a plan to eliminate underage drinking. We believe, as a chapter, that this is the best approach to avoiding any future policy violations.

*7) What support or education the chapter will pursue to assist the chapter moving forward.*

As always, we welcome the guidance and experience of the Delta Upsilon International Fraternity. We are continuously seeking to improve our associate education and welcome working with your leadership consultants, attending conferences, and taking advantage of other resources make our house policies and new member education program even better and eliminate the possibility of these allegations in the future. We believe we can also take better advantage of resources at MIT to help us comply with Delta Upsilon's loss prevention policies, including PartySafe training, IFC Delegates' Councils, and other resources provided by the FSILG and Student Citizenship offices.

If I have not addressed a specific concern, please let me know, and I will be happy to do whatever I can to speak to all issues raised. We are not sure of the basis for these allegations and to the best of our abilities to provided complete answers. We welcome any further questions and appreciate your time and support.

Fraternally,

A handwritten signature in black ink, appearing to read 'G. Kugener', with a stylized flourish at the end.

Guillaume Kugener  
President, Delta Upsilon Technology Chapter

CC: Board of Directors, Delta Upsilon International Fraternity  
Dave Latham, Housing Corporation President  
Justin Kirk, Executive Director  
Adam McCready, Massachusetts Institute of Technology



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## Memorandum

To: File  
From: Karl Grindel, Associate Executive Director  
Date: March 6, 2014  
Subject: Technology Chapter Investigation

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### Scoring on Delta Upsilon Chapter Health Metrics

Chapter size 45 – MIT Campus Average 41

0 points on the Chapter Excellence Plan – last among Delta Upsilon Chapters

1 attendee at DU educational programs last 12 months – Average DU Chapter 12

Chapter GPA 3.15 – MIT Fraternity Average 3.29, All Men's 3.34

\$0 raised for Global Service Initiative

\$0 Accounts Receivable

This report is a summary of the allegations against the Technology Chapter and resulting chapter visit conducted by Justin Kirk, Executive Director, and Karl Grindel, Associate Executive Director, on March 4, 2014.

For purposes of clarity in this report, associate members are to refer to those who were initiated in December 2013, and member or initiated member refers to those initiated prior to the fall 2013 semester.

### Timeline of events:

**December 2013:** Fall associate members participate in Delta Upsilon's initiation

**January 25-February 2:** "Help Week"

**February 8:** Hazing allegation made to MIT

**February 8:** MIT begins its investigation

**February 19:** MIT notifies chapter of investigation and attempts to meet with associate members and chapter president. MIT only meets with one former associate member before the chapter president instructs all other associate members to not meet with MIT administrators. Chapter president meets with MIT administrators regarding the allegations and requests all communications go through him. Several questions were not answered for fear of incriminating themselves. Chapter instructed to notify advisors and headquarters staff (this did not happen).

**February 26:** Adam McCready, MIT's Assistant Director of FSLIGs, notified the Fraternity of an ongoing investigation into the Fraternity's Technology Chapter. The alleged charges are: forced consumption of alcohol, forced water consumption, sleep deprivation, personal servitude, public nudity, and urination on associate members. The allegations were made anonymously.

**February 26:** Technology Chapter placed on Temporary Emergency Suspension.

**February 27:** Technology Chapter issued formal allegations notice from Fraternity.



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**February 27:** Conference call held with Guillaume Kugener, current chapter president, and Louis DeScioli, most recent chapter president, to discuss the allegations. The chapter officers really wanted to focus more on why and how the school was conducting its investigation, they did not agree with the tactics used, and felt very offended by the process. The chapter officers admitted to some violations of the loss prevention policy during this call, though upon receipt of the chapter's formal reply they denied responsibility to violations such as inclusion of alcohol in new member events.

**February 27:** Conference call held with David Latham, alumni president, and Kevin Moore, vice president of the alumni corporation, to discuss the allegations. Neither alumnus was aware of the allegations and were uncertain how or if they would support the chapter. It was made clear that the alumni corporation could operate the chapter house if the chapter were to close for a period of time (It is uncertain how long this period might be though).

**March 1:** Guillaume submitted the chapter's response to the allegations letter

**March 4:** Onsite investigation conducted by Justin Kirk and Karl Grindel

## Confirmed information:

- Fall 2013 associate members were initiated in December 2013.
- For several years during the period known as IAP (Independent Activities Period) the Technology Chapter conducts its "Help Week."
- "Help Week" is typically the last week of IAP in January
- "Help Week" is described by the chapter and its members (initiated and recently initiated) as an opportunity for the members to clean the house and provide needed updates mid-year. All common space is the responsibility of fall 2013 associate members and personal living space is the responsibility of the member living in that room. It is further explained that this week of cleaning is similar to the work week conducted at the beginning of the fall semester in order to prepare the house for the academic year. Since the initiated members did the work in the fall it is expected the associate members do the work in the winter/spring.
- "Help Week" did occur from January 25-February 2
- Fall 2013 associate members do not live in the house
- The house was reportedly in worse condition than normal but this was attributed to the fact that normal cleaning procedures were not in place during IAP and that not all members were back yet. In the allegations it was reported that intentional messes were created for the cleaning to be much more burdensome than the "normal" wear and tear. A wall was spray painted, food was left out and thrown about the common areas, two toilets were intentionally clogged, trash cans were flipped over, and general disrepair.
- The chapter held a social gathering the evening before "Help Week" started and cups and beer cans littered the common areas.
- Some Associate Members stated the condition of the house was normal following "Help Week", others indicated it was much dirtier than normal.



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- During “Help Week” the fall 2013 associate members moved into the house and slept in rooms of initiated members. They did not share rooms with anyone until the last night.
- It was reported that failure to be at meals or other events could lead to “discipline” (most likely additional cleaning duties or cleaning most undesirable areas).
- “Help Week” hours occurred from 8:00am-2:00am, though many schedules were reportedly self-imposed and exceptions were made for those with other commitments (athletic practice, classes, work). The expectation was for the work to be completed by Saturday.
- Types of cleaning that occurred: cleaning the kitchen (including tasks like cleaning the grease trap), shampoo carpets, clean the grout in the bathrooms with a toothbrush, paint walls, clean floors, etc.
- Each night a different class would take the associate members to dinner, no other activities were reported to have taken place in the evenings
- The second Saturday of “Help Week” culminated in an event called “Larry Legend” and lasted approximately 20 hours.
- Recent alumni, graduates within the past five years, take the associate members to dinner. Upon returning to the chapter house around 9:00pm the associate members are left outside and locked out of the building because the initiated members have since changed the door code.
- Windows are blacked out by use of coverings, and when the door is opened all the lights are turned off in the house. The initiated members are standing in the entrance way wearing black suits, sunglasses, flicking bic lighters, and smoking cigars.
- The associate members then have to handover their cell phones and watches, and are then taken upstairs to the third floor and all placed in the same room.
- The associate members cannot leave the room and must knock on the door to receive water or use the restroom. Two members are posted outside the door to prevent the associate members from being in the house unescorted. This occurs throughout the night as associate members are brought out of the room for activities and then taken back between events.
- The associate members are given instructions to study the *Cornerstone* because there is a test they need to take to be members. In addition, they are instructed to write an essay about Delta Upsilon. Both are reported as necessary for the International Fraternity to consider them members (for clarification, the fall 2013 associate members participated in Delta Upsilon’s initiation in December and there is no requirement for a test or essay by the International Fraternity).
- Throughout the night members come to check on the associate members. Big Brothers also visit to instruct on the test and read the essays. Eventually the essays are graded and kept, and the tests are graded.
- The associate members are then brought to the kitchen where they are served a seven course meal, which includes wine. Only two initiated members are present and they serve as wait staff (dressed in tuxedos). This seven course meal starts in





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the early morning, around 6:00am and lasts for a couple of hours. The associate members are instructed to try and make the initiated members laugh.

- At the conclusion of the seven course dinner the associate members are brought into the common area where members are standing in costume (chicken mask, Peter Pan, Pumpkin outfit, Firefighter, etc.), this is called “Village People.”
- “Village People” is where the associate members are given fake “paddles” or tokens. Socks, dowel rods, anchors, and other items are used. As they are given their “paddles” they are asked several questions not related to Delta Upsilon or the chapter and in doing so several members yell and scream. In addition, the associate members were given riddles to solve. They had to visit different places in the chapter house to answer the riddles.
- The associate members are eventually taken back up to the third floor and placed in a room together.
- Each associate member is then taken from the room individually and led to separate rooms where there are different activities. The rooms consisted of a puzzle room, silent/meditation room, song lyrics room, drawing room, a Mario Kart room, a question room with seniors, etc. Once all rooms are completed the associate member is led upstairs to the fifth floor room called the “graveyard” where he waits for the others to finish. It takes about two hours to complete all rooms.
- Once the associate members are finished they are taken downstairs one-by-one and led by their big brother. On the way downstairs the big brother gives the associate member a joke to tell. Once the associate member is downstairs the entire chapter is gathered and members start chanting “joke, joke, joke” and the associate members tells his joke. The big brother then presents another paddle, this one nicer and personalized, to the associate member by allegedly acting like he is going to paddle him on the count of three. On “three” the big brother pretends to tap the associate member with the paddle. He then gives the associate member a mug filled with water to chug (though in our initial conversation with Guillaume and Louis on February 27<sup>th</sup> they admitted that some received beer in the mug).
- After all associate members have come downstairs there is a Super Bowl party where beer is served and some associate members do consume it.
- It is after this second ceremony in which the associate members are fully “initiated” into the Technology Chapter.
- It was also learned during the investigation that the chapter has a fall scavenger hunt of Boston landmarks. The associate members are given an extensive list of landmarks and spend a day finding the landmarks and taking pictures in front of them.
- The chapter has a beer pong table and drinking games are played regularly at the house.

Allegations not confirmed:



# DELTA UPSILON

INTERNATIONAL FRATERNITY

The investigation was unable to confirm the forced consumption of excessive amounts of water, the forced consumption of alcohol, public nudity, and urination on associate members.

Conducted interviews with:

Guillaume Kugener, chapter president  
Nathan Min, current “pledge trainer”  
Louis DeScioli, fall 2013 chapter president  
Eric Dahlseng, fall 2013 associate member (swim team)  
Kelly McGee, fall 2013 associate member (water polo team)  
Anuj Khandelwal, fall 2013 associate member (water polo team)  
Jeremy Ellison, fall 2013 associate member (swim team)  
Zach Churukian, fall 2013 associate member (water polo team)  
Nolan Kruse, fall 2013 associate member (water polo team)  
Ian Zaun, fall 2013 associate member (water polo team) (very uncooperative and not forthcoming, he also requested his uncle join the meeting via phone)  
John Matthews, fall 2013 associate member (swim team)  
Tanner Guerra, fall 2013 associate member (no team affiliation)

Meetings with MIT administrators:

Dean Chris Columbo, Dean for Student Life (conference call on March 6th)  
Dr. Henry Humphreys, Senior Associate Dean for Student Life  
Adam McCready, Assistant Director of FSILGs  
Marlena Love, former Director of FSLIGs (recently transitioned roles within MIT)

Conclusions:

The Technology Chapter did violate multiple loss prevention policies, namely:

1. Violation of state and federal law by allowing alcohol to be served to members under the age of 21;
2. Participation in drinking games (beer pong table in chapter house);
3. Alcohol included in associate member activities;
4. Personal servitude, sleep deprivation, and other hazing activities.

While “Help Week” is not a surprise to the associate members the other Saturday night events are not known until they begin. Members said each event is a “theatrical” performance and attempts are made to “surprise” the associate members.

Many Associate Members didn’t believe they were “fully initiated” until the end of the “help week”. The Delta Upsilon initiation is conducted at eight weeks because of university policy and the “Larry Legend” activity is viewed as the event that places the associate members on the par with the initiated members.



# DELTA UPSILON

INTERNATIONAL FRATERNITY

There is no identification or understanding by the associate members or initiated members that what was happening was considered hazing or wrong. Many said it was fun and they would repeat the activities in the future. When asked, some said this is a Good to Very Good Delta Upsilon Chapter.

Chapter officers also wanted to debate if serving alcohol to underage members during events was wrong.

There are several contrary statements from our initial conversations with Guillaume and what was reported in the written response, namely the inclusion of alcohol in events.

There is strong suspicion that the associate members were coached on what to say, especially in the areas of personal responsibility and making statements like, “I can only speak for myself;” also the comments regarding “Help Week’s” purpose were too similar to be coincidence.

Extreme loyalty is exhibited to their athletic teams.

There is no understanding or connection to Delta Upsilon in the chapter experience. Not one member could express what the chapter meant or what separated it from other student groups on campus. The most repeated statements on what makes the chapter good was living in the house together and eating meals as a group. There was no mention of service, philanthropy, academic programs or events that embody the Four Founding Principles. The Chapter President had never heard of the Chapter Excellence Plan.

There was no connection to DU or embodiment of its Four Founding Principles by the members.

## Outline of plan moving forward

**April 2014** – suspend chapter and all members placed on suspension until graduation from MIT at which time they will receive alumni status.

**Summer 2014** - Alumni conduct capital campaign and begin renovations on chapter facility

**Spring 2016** – Expansion and recolonization conducted by Delta Upsilon headquarters staff with 2-3 staff on campus for 8-10 weeks.

Request the alumni corporation commit to funding the DUEF Legacy Plan (\$150k)

Request the alumni corporation commit to funding the expansion effort at an estimated \$30,000

# Delta Upsilon Fraternity



# Technology Chapter

Massachusetts Institute of Technology  
526 Beacon St.  
Boston, MA 02215

RE: Allegation Letter

March 14, 2014

Justin Kirk, Boise State '00  
Executive Director, Delta Upsilon Fraternity

Dear Brother Kirk,

Now that the interviews are over, I wanted to share my impression of the process and the state of the Technology Chapter. As you know, I have only been President since December 6<sup>th</sup>, 2013. Because of this brief period, my fellowship over IAP, and this current situation, I have not been properly able to assess the condition of the house to determine how I can make a lasting impact when I am succeeded in May. Nevertheless, our meetings on the current situation and discussions with brothers have given me several ideas:

As you mentioned during our meeting, there was a tragic death of a senior brother before my time as a DU. After Brother Wells passed, it is my understanding that the Technology Chapter did a lot of soul searching to identify how it wanted to be and how it could address any shortcomings so that such a tragic event would not repeat itself. The dominant idea was to change DU's reputation from "jocks who partied" to valuable members of the MIT, IFC, and greater Boston community. I believe we are now one of the closest houses on campus as few houses have all their brothers live together until they graduate. We are also one of the most active when it comes to community service projects. We raised over \$1000 for Sean Collier's family last spring after the marathon bombing, have consistently sent a dozen brothers to help load buses before the Boston Marathon, and numerous brothers have spent their time working on community service projects outside of what we do as a chapter. While we have made great strides, we clearly have not done as good a job connecting with the larger Delta Upsilon fraternity. I am working with Brother Boone, the Alumni Relations chair at the Technology Chapter, to either act as a regular partner with your office or to appoint a new position solely dedicated to opening and improving communication and to ensure that we are represented at the programs and events like the retreats and leadership programs. I do not know how this has become the current state, but many brothers are simply not aware of the opportunities available, especially underclassmen that would be able to learn from these experiences. I hope that this will push our brothers to be leaders not just locally, but within the International brotherhood.

We believed that our new member education process was safe and supportive. I know the classes before me have removed what they considered hazing from the process to produce one that was supportive, safe, and connected the new members to the chapter's (and ideally, International's) values. The house as a whole reviews the pledge process every year. We ask the freshmen what they liked about each event

asking them if they ever felt uncomfortable or asked to do more than they wanted to, and that feedback has been used to eliminate any activities that any of the new brothers felt were not in line with everything else. That being said, this investigation has made us realize that there is still work to do. We want a new member education process that lives up to the best of our ideals, educates our new brothers on the ideals of the larger fraternity and is beyond reproach. We have not been secretive regarding our process, and in fact we have one of the most (if not the most) transparent new member education processes on campus. Again, that does not mean it is without its faults, but those faults are not intended to contradict our values or interfere with building a strong and lasting brotherhood. If we can improve this process and serve as examples, we want to do so and will make any changes that are necessary.

Our risk management has come a long way in the last two years. A couple years ago, the leadership made a decision to not only address alcohol use in the chapter, but to address any brothers who were believed to have a problem. While this does not mean that there aren't members who consume underage and we do not vilify alcohol, we do not have anything resembling the drinking culture of the past. In fact, through our efforts, several brothers have connected to resources on campus that have let them develop healthy habits that do not include alcohol. This year, one of our new members who had a problem before he came to MIT, was addressed numerous times, encouraged to get help, and eventually decided that he needed to remove himself from everything except athletics and academics—deactivating from Delta Upsilon, dropping several other activities, and turning down an internship. While he says that we were one of the motivating reasons for his desire to change his behavior, he did not feel that he could trust himself to be in non-structured situations until he gets better. He remains in contact with many of us, and frequently turns to us for support, but he does so on his own terms. That is the chapter we are. We have made and will make mistakes, but we work hard to ensure that none of those mistakes impact the health, safety, and wellbeing of any brother or any guest. Unfortunately, we have a long (and outdated) reputation to get past and would love to make our reputation and actions match our intentions.

While I am sure that there are other ways in which we can improve, I wanted to let you know that I am aware of many of our issues and the entire chapter is dedicated to improving our decisions and our connection to Delta Upsilon International. I recognize that there have been many problems and regret the current relationship we have, the decisions and actions that have created those situations are much more about who we were before I even joined than who we believe we are and how we want to be seen. While I cannot do anything to undo the past mistakes, I can make sure that we position ourselves to not make them again in the future. I am hoping that International, the alumni, and our campus administrators will help us become more than we are even though what we are is still something we are proud of.

We still do not understand what initiated this entire process, but if it can help strengthen the connection between the Technology Chapter and DU International and improve the way we do things as a chapter then I am grateful.

Fraternally,

Guillaume Kugener, Technology '15  
President



# DELTA UPSILON

INTERNATIONAL FRATERNITY

March 13, 2014

Guillame Kugener  
President, Technology Chapter  
gkugener@mit.edu

Brother Kugener,

This letter serves as written notice for a hearing with the Delta Upsilon International Fraternity Board of Directors. This hearing will address the Technology Chapter's reported loss prevention violations, specifically hazing, providing alcohol to minors, and drinking games.

The hearing is scheduled for Friday, April 4, 2014 at 1:30 p.m. EST. The hearing will be held via teleconference if the chapter elects to not attend in person. It is recommended that two chapter officers and at least one chapter advisor participate in the hearing. If you cannot attend in person or on the phone, you are permitted to submit a letter responding to the alleged cause on the chapter's behalf. Please submit any response to Justin Kirk, Executive Director, at [kirk@deltatau.org](mailto:kirk@deltatau.org) by April 1, 2014.

As stated in the Fraternity's Constitution and By-Laws (see link below), the Undergraduate Chapter or related Alumni Chapter shall be entitled to present such witnesses or other evidence as it feels appropriate and necessary to respond to the cause of hearing. Should a representative of the Undergraduate Chapter or related Alumni Chapter fail to appear at the hearing as set forth in the written notice, the alleged cause shall be deemed admitted and conclusively established. This hearing may result in the Chapter's charter and operations being suspended or revoked.

If you have any questions, you may contact Matthew Nance, Director of Chapter Services, at [nance@deltatau.org](mailto:nance@deltatau.org) or (317) 875-8900.

Sincerely,



Tim Dowd, *Oklahoma '75*  
Secretary, Delta Upsilon Fraternity

<http://deltatau.org/nosecrets/lawsandprocedures/lawsandprocedures>

cc: Board of Directors  
David Latham, Alumni President  
Adam McCready, MIT Greek Life Office

# Delta Upsilon February 8, 2014, Hazing Report Investigation

## Executive Summary

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### ***Timeline:***

- August 31, 2013 - *IFC Rush begins*
- September 2, 2013 - Delta Upsilon Rush roof deck party cited by Boston
- September 11, 2013 - *IFC Rush ends/Beginning of pledge period*
- Fall 2013 - Big brother/little brother event
- Fall 2013 - Boston pledge scavenger hunt
- December 4, 2013 - *Expiration of 12 week pledge period maximum (MIT policy).*  
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 *Hazing Reporting Form* 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.

# Delta Upsilon February 8, 2014, Hazing Report Investigation

## Executive Summary

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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



# Delta Upsilon February 8, 2014, Hazing Report Investigation

## Executive Summary

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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.

# Delta Upsilon February 8, 2014, Hazing Report Investigation

## Executive Summary

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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.

# Delta Upsilon February 8, 2014, Hazing Report Investigation

## Executive Summary

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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)