



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.

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 by March 10th.

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 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