



DELTA UPSILON

INTERNATIONAL FRATERNITY

Memorandum

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

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 27th 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:



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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.



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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