



Division of Student Affairs
Dean of Students Office

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December 07, 2017

Tau Epsilon Phi

c/o [REDACTED]

Delivered via email [REDACTED]

Dear Tau Epsilon Phi,

I have recently received notice from the Greek Conduct Committee indicating that your chapter was involved in two separate incidents. The first, allegedly involving members of your organization providing alcohol to minors through common source containers at an unregistered event at your official chapter house on August 24, 2017. The second, allegedly involving members of your organization causing over \$3,000 of damage to a hotel and possessing controlled substances while on an organization sponsored event during the weekend of September 23-24, 2017.

After a review of these findings, I concur with the recommendation of the Greek Conduct Committee finding you responsible for violating section(s) of the Student Conduct Code:

Student Conduct Code/4(i) Alcohol Beverages Violations/4i4 Distribution or sale of alcoholic beverages. - Distribution or sale of an alcoholic beverage to any person before his or her twenty-first birthday.

Student Conduct Code/4(i) Alcohol Beverages Violations/4i5 Possession of common source containers. - Unless explicitly approved by the Division of Student Affairs for a particular occasion, possession or use of kegs, mini kegs, beer balls or other common source containers of alcoholic beverages such as trash cans, tubs or similar containers of alcohol, when such possession or use occurs on campus, in the housing of any University of Florida organization or group, or in connection with a University activity

Student Conduct Code/4(p) Violation of University Policy. - Violation of any regulation or policy of the University of Florida, the Florida Board of Governors, or the State of Florida. Applicable policies include but are not limited to the University of Florida Department of Housing and Residence Education Community Standards, available in the Department of Housing and Residence Education, and the Gator Fan's Code of Conduct, available at the University Athletic Association

Student Conduct Code/4(h) Drug Violations/4h1 - Use, possession, manufacturing, distribution, or sale of marijuana, heroin, narcotics, or any other controlled substance which is prohibited by law. Intentionally or recklessly inhaling or ingesting substances (e.g., nitrous oxide, glue, paint, etc.) that will alter a student's mental state is also prohibited

Student Conduct Code/4(k) Misuse or Unauthorized Possession or Use of Public or Private Property./4k2 Destroying, damaging, or littering of any property. - Conduct that destroys, damages, or litters any property of the University or any property of an individual or group

The rationale for this decision is:

- The Chapter accepted responsibility for violating the UF Student Conduct Code

I am, however, modifying the recommended sanctions as follows:

Suspension:

Start Date: December 7, 2017

Deadline: December 17, 2021

The organization is officially suspended and has lost recognition with the University of Florida until the deadline. While the organization is suspended, it will not be recognized an active part of our community, will be unable to participate in any functions/organizational operations at the University, and is denied all privileges afforded to registered student organizations. However, we also recognize the steps that the organization has taken at a national level to address these behaviors of concern in a way that will both help prevent future incidents and prepare the future membership at the University of Florida for success and positive growth. Therefore, the organization will have the opportunity to reduce the length of sanctions and return to our community as an active entity prior to the above stated deadline if the following conditions are met:

- All current residents vacate the official chapter house by January 31, 2018 and the property is either exclusively sub-leased to another registered student organization and its members or left vacant until the suspension time period ends. If this condition is met, the organization will have the opportunity to have their suspension reduced by a period of four (4) academic semesters.
- If the organization completes a full membership review of all members and affiliates to ensure any active associates meet the membership expectations of the University of Florida and the national organization guidelines. If this condition is met, the organization will have the opportunity to have their suspension reduced by a period of one (1) academic semester.
- Finally, to be eligible for sanction reduction credit and be re-recognized as a registered student organization and/or social fraternity or sorority at the University of Florida, all financial accounts with the institution must be in good standing.

The University defines academic semester to include Fall, Spring, and Summer Terms

The rationale for the sanctions are:

- The Chapter has been previously placed on Deferred Suspension twice, due to violations of the Student Conduct Code
- The information provided shows that a majority of active chapter members, including chapter leadership, were involved in behaviors that violated University of Florida policies.
- The incident involving an unregistered event at your chapter facility resulted in multiple intoxicated person transports to the hospital
- The incident that occurred off campus, in New Orleans, included a large number of the chapter membership, and resulted in several thousand dollars worth of damage to the hotel, along with illicit drug possession and use.
- Based off of the rationale above, continued active presence of the organization in its current composition creates a health and safety risk to the University of Florida and the University of Florida Greek lettered communities.

As you were notified in your hearing, any appeal of this decision must be made in writing to the Vice President for Student Affairs and an appointment made within 10 business days from the date of this letter (January 22, 2018). Failure to do so will forfeit your right of appeal. The *Appeal Request Form* can be accessed at <https://sccr.dso.ufl.edu/process/appeals/> and must be submitted to Mr. Gerard Dorve-Lewis in 155 Tigert Hall or via email at GerardDL@ufsa.ufl.edu.

This conduct is inappropriate in the University community and is recognized as such by the University of Florida. A record of this incident will be maintained in Student Conduct and Conflict Resolution. Nothing in this letter limits our ability to investigate, charge, and adjudicate conduct that occurred before the date of this letter. If the organization is found responsible for any such conduct, we may increase the length of this suspension or impose additional sanctions, despite the organization's suspended status.

Please contact me if you have any questions or concerns.

Sincerely,



Heather White, Ed.D.
Interim Dean of Students

cc: Mick Earley, Associate Director for Student Conduct and Conduct Resolution
Jack Causseaux, Director, Sorority and Fraternity Affairs
Simonne Horman, Assistant Director, Sorority & Fraternity Affairs
Jacob Dube, Outgoing IFC President
Jacob Holloway, Outgoing IFC EVP
Sean Murtha, Incoming IFC President
Jake Wanamaker, Incoming IFC EVP
Tim Smith, International Consul, Tau Epsilon Phi

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