



Interfraternity Council

MASSACHUSETTS INSTITUTE *of* TECHNOLOGY

Outcome Letter
November 1st, 2023

From: Tobe Obochi, IFC Judicial Committee Chair

To: Ezra Kang, Sigma Alpha Epsilon President

CC: Anthony Dominguez, Assistant Dean, FSILGs

James Reed, Assistant Dean, Student Conduct and Community Standards

Liz Jason, Associate Dean, FSILGs

Tessa McLain, Associate Dean, Student Conduct and Community Standards

Dear Ezra,

This letter is to notify you of the resolution of multiple reports I received from MIT Police regarding a series of incidents that occurred on October 1st, 2023. The first report stated that an officer came by Sigma Alpha Epsilon on a routine check, and the door worker, the fraternity president, was uncooperative in helping to dismiss crowds outside of the chapter house. That report stated that an officer later responded to a report of a medical emergency at Sigma Alpha Epsilon. The report stated that the student required a medical transport and was under the age of 21. Additionally, the second report stated that a student that required a medical transport from an MIT dormitory was reported to have been drinking hard liquor at Sigma Alpha Epsilon's event earlier that night. This student was also under the age of 21. Based on this information, Sigma Alpha Epsilon may have violated the following policies:

MIT Mind and Hand Book

II (2) (A). Alcohol Policy

MIT prohibits any persons under the age of 21 from possessing or consuming alcohol. Additionally, MIT prohibits persons from providing, serving, or selling alcohol to any person, except as expressly allowed in Institute policy 9.11.2. Small social gatherings (usually considered to be 25 guests or fewer) at which alcohol is served to individuals over the age of 21 are not considered a violation of this policy.

FSILG Social Events Policy

Management Requirements for Social Events with Alcohol

Guest Management

Open parties, meaning those with significantly unrestricted access by nonmembers of a fraternity without specific invitation where alcoholic beverages are present, are prohibited.

1. Events with alcohol must have guestlists.
2. All guests must provide photo identification with proof of age and sign the guest list prior to entering the event (see Proof of Age below).

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3. No lines or crowds of individuals are permitted outside of the door.

Alcohol

The service of hard liquor is prohibited at all FSILG social events.

Proof of Age

Proof of age must be checked at all entrances to an event at all times. Only government-issued ID's may be used to verify proof of age. Those attendees that are 21 years of age or older must wear a wristband at all times.

IFC Risk Management Policy

Procedures for Events with Alcohol

II. Admittance

A. Each entrance and exit to an event must be monitored by at least one non-consuming individual.

C. Fraternities are responsible for keeping an accurate list of the name and over/under 21 status of all attendees to a party.

E. Those guests who are of legal age and who wish to drink must show proof of age, and then be fitted with a wristband.

F. Those that do not show proof of age to drink must have a non-washable mark placed on the same hand that would otherwise have a wristband applied.

G. All events must be limited to the safe capacity of the event location as described in the FSILG Social Event Policy. An accurate account must be kept as to the number of guests currently in an event; the IFC Risk Manager will provide capacity "clickers" upon request. An accurate count of the number of individuals inside the chapter's house must be presented to IFC Risk Management Consultants his/her inspection.

III. Control of Alcohol

D. Alcohol should not be served to any individual who does not have a proper wristband, whose hand has been marked as an underage guest, or who is not of the age of 21. In addition, no alcohol should be served to an individual who is visibly intoxicated. Party monitors shall monitor the event for guests distributing alcohol or for underage guests possessing alcohol, and will deal with such guests accordingly.

G. No hard alcohol can be present at any event.

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Finding

- *MIT Mind and Hand Book, Alcohol Policy – **Responsible***
 - Sigma Alpha Epsilon accepted responsibility for violating this policy.
- *FSILG Social Events Policy, Management Requirements for Social Events with Alcohol, Guest Management – **Not Responsible***
- *FSILG Social Events Policy, Management Requirements for Social Events with Alcohol, Hard Alcohol – **Responsible***
 - The panel agreed that although hard alcohol was not present at the bar, having it given out from a private room constitutes furnishing and serving to guests, and falls under this policy.
- *FSILG Social Events Policy, Management Requirements for Social Events with Alcohol, Proof of Age – **Not Responsible***
- *IFC Risk Management Policy, Procedures for Events with Alcohol, II. Admittance – **Not Responsible***
- *IFC Risk Management Policy, Procedures for Events with Alcohol, III. Control of Alcohol – **Responsible***
 - Sigma Alpha Epsilon accepted responsibility for violating this policy.

After reviewing all information at the time of the hearing the IFC Judicial Committee has found Sigma Alpha Epsilon Delta Theta responsible for three of the six policies listed above. The Panel made this decision because it was deemed that Sigma Alpha Epsilon did not violate any of the registered event policies other than the alcohol related ones – they maintained a proper guest list, had members working the bar and outer door, and provided wristbands to designate guests as over 21. There was no evidence to indicate that Sigma Alpha Epsilon was serving hard liquor or serving alcohol to individuals below the age of 21 at the centralized bar location.

Sanctions

After reviewing all information available at the time of the hearing, the IFC Judicial Committee has assigned the following sanctions:

- This finding of responsibility will be recorded as an organizational warning from MIT that Sigma Alpha Epsilon’s behavior in this situation violated Institute expectations. This warning should prompt your house to reflect on this incident and the behavior. Please note that this letter to file does not directly impose any loss of privileges on Sigma Alpha Epsilon. However, if you are involved in any type of misconduct in the future, this letter will be considered in determining how your case should be heard and during sanctioning.
- Sigma Alpha Epsilon must host an in-person internal risk management meeting with Anthony Dominguez, Assistant Dean of FSILGs, before December 1st, 2023, to discuss risk management practices and ensure that members understand and can operationalize Sigma Alpha Epsilon’s risk management plan. This meeting is also designed to familiarize all of Sigma Alpha Epsilon’s membership with MIT, FSILG, and IFC social event policies in addition to fraternity procedures for enforcing these policies and



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running safe social events.

- The meeting must be attended by a minimum of 75% of the fraternity's membership. Sigma Alpha Epsilon must submit a handwritten attendance sheet to Anthony Dominguez, Assistant Dean of FSILGs and to Tobe Obochi, IFC Judicial Committee Chair by December 2nd at 4:30 PM.
- Sigma Alpha Epsilon must develop a presentation explaining the incident and the steps that have been taken to prevent similar occurrences in the future at an IFC President's Council meeting by November 30th, 2023.
 - In addition, Sigma Alpha Epsilon must design a flyer or poster to be placed around events informing guests that they should only accept alcohol from the central bar location, and that there will be no alcohol served anywhere else within the event. This will also be presented at an IFC President's Council meeting by November 30th, 2023.
- Sigma Alpha Epsilon will be unable to hold Social Events with Alcohol until the Risk Management Meeting has been held and they have presented at President's Council.

The Panel considered Sigma Alpha Epsilon's relevant disciplinary history when assigning sanctions, as well as the severity of this particular incident and assigned a sanction of an organizational warning, with the stipulation that Sigma Alpha Epsilon complete an internal risk management meeting and present the results at President's Council. Sigma Alpha Epsilon received an organizational warning from the IFC Judicial Committee in the Fall of 2021 due to mismanagement of alcohol, but the Panel felt that this was an adjacent violation, and that the membership of Sigma Alpha Epsilon is significantly different from when they received that sanction, which resulted in a similar sanction, rather than an escalating one. The Panel believes that a lack of attention to policies among all members, not just the executive board, contributed to this incident.

The Panel believes that a lack of attention to Institute policies from the members of Sigma Alpha Epsilon contributed to this incident, so Sigma Alpha Epsilon can benefit from a risk management meeting. The Panel feels that a risk management meeting with FSILG Assistant Dean Anthony Dominguez can effectively prepare the chapter to prevent similar incidents from occurring again, and that the presentation will help Sigma Alpha Epsilon educate other chapters on their policy violations, as well as provide an extra reminder to their own leadership. Overall, the Panel believes that the sanctions as designed will enable Sigma Alpha Epsilon to take the necessary steps to reflect on its members' decisions and use the experience to guide better decision making in the future.

Please note that failure to comply with the above noted sanctions is grounds for additional Judicial Committee action. As noted in the [IFC Judicial Committee Bylaws](#), you have the option to appeal this decision if you so choose; specific details on the appeal process may be found in _____

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Article IX of the Bylaws. You have until November 8th, 2023, at 5:00 PM to submit an appeal. Appeals may be sent directly to the IFC Judicial Committee Chair. Please let me know if you have any additional questions about this outcome or the overall process.

Sincerely,

Tobe Obochi

Judicial Committee Chair, MIT Interfraternity Council

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