



Interfraternity Council

MASSACHUSETTS INSTITUTE *of* TECHNOLOGY

Outcome Letter
November 2nd, 2022

From: Kameron Dawson, IFC Judicial Committee Chair

To: Jake Jones, Sigma Chi President

CC: Liz Jason, Associate Dean and Director, FSILGs

James Reed, Assistant Dean, Student Conduct and Community Standards

Dear Jake Jones,

This letter is to notify you of the resolution of a report I received from MIT Police regarding an incident that occurred on September 22nd, 2022. The report stated that an officer was performing a check on the party at Sigma Chi and upon arrival the officer observed that there were no clickers, sign-in sheet, or wristbands for people over 21. Additionally, the officer stopped a student with a beer in her hand who informed the officer she was under the age of 21. Based on this information, Sigma Chi 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).
3. No lines or crowds of individuals are permitted outside of the door.

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

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attendees that are 21 years of age or older must wear a wristband at all times.

Guest List

A complete list of all attendees must be kept for the duration of the event. This list must be updated for arrivals and departures and should be an accurate representation of attendance at all times. A complete guest list must have a full name, a university of origin, and an indication of who is 21 or older. There should be a time entered on the list. Members of the organization who are present for an event must also be signed in on the guest list but do not count against the 350 invitations of an FSILG. FSILGs need to maintain a digital copy of all guest lists for a minimum of one month, or longer if requested by the IFC Judicial Committee or FSILG Office

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.



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Finding

Sigma Chi selected to precede with an expedited hearing with the following acceptance of responsibility:

- **Mind and Hand Book Alcohol Policy:** Responsible.
- **Guest Management Policy:** Responsible.
- **Proof of Age Policy:** Not responsible.
- **Guest List Policy:** Responsible.
- **Admittance Policy:** Responsible.
- **Control of Alcohol Policy:** Responsible.

Sanctions

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

- Sigma Chi will be placed on organizational probation until February 7th, 2023 (the start of the Spring semester). Probation is a strong warning from the Institute that the fraternity's behavior violated Institute expectations. During the probationary period, Sigma Chi is encouraged to be especially thoughtful in decision-making because additional violations will result in more serious consequences. Please note that this does not directly impose any loss of rights or privileges on Sigma Chi.
- Sigma Chi is prohibited from hosting and co-hosting social events with alcohol until February 7th, 2023.
- Sigma Chi must revise their risk management plan and send a copy of the revised document to Kameron Dawson, IFC Judicial Committee Chair, and Liz Jason, Associate Dean and Director of FSILGs, by December 14th, 2022 (the end of the Fall semester).
 - As general guidance, these revisions should focus on a plan that ensures the Risk Manager is checking that risk management duties are being performed adequately, checking guests with alcohol for wristbands, a formal policy is in place for when to officially end a registered event and transition to members-only activities at the house, etc.
- Sigma Chi must host a risk management meeting with the FSILG Office before February 7th, 2023 to go over risk management policies and best practices.
 - At least 75% of membership must be in attendance for the house to successfully complete this requirement. A hand-written attendance sheet must be verified by the FSILG Office and submitted to the next Judicial Committee Chair by February 7th, 2023.
- Sigma Chi will be able to resume hosting and co-hosting social events with alcohol after February 7th, 2023 if the risk management plan revision and the risk management meeting are complete and approved. Sigma Chi will remain unable to host these types of events until these two sanctions are complete.

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The Panel considered Sigma Chi's relevant disciplinary history when assigning sanctions as well as the severity of this particular incident and assigned a sanction of organizational probation, with the stipulation for a period where registered events may only be dry. Sigma Chi received two warnings last semester (Spring 2022) from the IFC Judicial Committee, so the Panel feels that a more serious sanction is needed to help Sigma Chi take a step back and reflect on how mistakes in the chapter's risk management policies and execution of the policies led to a situation like this occurring. The Panel believes that a lack of attention to control of alcohol and an improper execution of risk management strategy contributed to these incidents, so Sigma Chi can benefit from a period of not hosting registered events with alcohol in order to focus on fixing issues with the chapter's risk management strategy.

The Panel believes that while the circumstances of these circumstances are indeed concerning, the steps that Sigma Chi has taken since the event are steps in the right direction. The Panel feels that a revision of Sigma Chi's risk management policy, as well as a risk management meeting with the FSILG Office, can effectively prepare the chapter to prevent similar incidents from occurring again. Overall, the Panel believes that the sanctions as designed will enable Sigma Chi to take the necessary steps to reflect on its risk management practices and use this experience as an opportunity to learn and grow as an organization and be enabled to host successful events 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 Article IX of the Bylaws. You have until November 10th, 2022 at 5:00PM to submit an appeal. Appeals may be sent to me directly. Please let me know if you have any additional questions about this outcome or the overall process

Sincerely,

Kameron Dawson

Judicial Committee Chair, MIT Interfraternity Council

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