



Interfraternity Council

MASSACHUSETTS INSTITUTE *of* TECHNOLOGY

Outcome Letter
February 28th, 2019

From: Daniel Gonzalez, IFC Judicial Committee Chair

To: Colt Hermesch, Theta Chi President

CC: Liz Jason, Assistant Dean, FSILGs
James Reed, Assistant Dean, Student Conduct

Dear Colt,

This letter serves to inform you of the outcome of the IFC Judicial Committee hearing held on February 26, 2019. After reviewing all of the evidence available at the time of the hearing, including the complaint information and your response, the Judicial Committee has found Theta Chi responsible for the following violations:

FSILG Social Event Policy

IV. Management Requirements for House Events with Alcohol
B. Guest List

IFC Risk Management Policy

II. Alcohol

Fraternalities are responsible for ensuring that the possession, sale, use, or consumption of alcoholic beverages, while on chapter premises or during a fraternity event, any situation sponsored or endorsed by the chapter, or in any event an observer would associate with a fraternity, is in compliance with all MIT, local, state, and federal laws, statutes, and regulations.

Procedures for Events with Alcohol

II. Admittance

- 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.
- 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.

III. Control of Alcohol

- A. The event monitors must be non-consuming and present until their duty for the event has ended.
- D. Alcohol should not be served to any individual who does not have a proper

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wristband, whose hand has been marked as an underage guest, or who is not of the age of 21.

Theta Chi was found responsible for these violations because the Committee found that the fraternity did not keep an accurate count of the guests at the event and that the student managing the door was intoxicated. The Committee also found guests were not being marked as being of age to consume alcohol, allowing for the possibility of underage students obtaining alcohol at the event. The committee found Theta Chi not responsible for violating the FSILG Social Events Policy on occupancy due to a lack of evidence that supported the event being over the maximum occupancy number.

Based on the above finding of responsibility, the following sanctions have been assigned:

- Theta Chi will be placed on organizational probation through the end of the Spring 2019 semester. Probation is a strong warning from the Institute that Theta Chi's behavior violated Institute expectations. During the probationary period, your fraternity 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 Theta Chi.
- Theta Chi must host a risk management meeting with David Pobererjsky, the IFC Risk Manager, to discuss risk management practices and ensure that members understand and can operationalize Theta Chi's risk management plan. This meeting is also designed to familiarize all of Theta Chi's membership with MIT, FSILG, and IFC social event policies in addition to fraternity procedures for enforcing these policies and running safe social events.
 - The meeting must be attended by a minimum of 75% of the fraternity's membership. Theta Chi must submit a handwritten attendance sheet to Liz Jason, Assistant Dean of FSILGs and to Daniel Gonzalez, IFC Judicial Committee Chair by April 1, 2019.
 - Until this sanction is completed, Theta Chi will be unable to register and host any house events with alcohol.
- Theta Chi must host event management meetings during the Spring 2019 and Fall 2019 semesters. The purpose of these meetings will be to go over each of the roles and assignments for house events described in Theta Chi's risk management plan so that all members can be prepared to serve in their assigned roles.
 - The Spring 2019 meeting must occur by April 1, 2019 and the Fall 2019 meeting must occur by September 30, 2019.
 - Both meetings must be attended by a minimum of 75% of the fraternity's

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membership. Theta Chi must submit a handwritten attendance sheet to Liz Jason, Assistant Dean of FSILGs and Daniel Gonzalez, IFC Judicial Committee Chair by each of the respective due dates.

- o The Committee strongly recommends that Theta Chi make event management meetings a regular practice at the beginning of each semester after completing the second required meeting in Fall 2019.

The Committee assigned these sanctions to ensure that Theta Chi focuses on improving its risk management procedures and member education practices. The risk management and event management meetings have been assigned so that members of Theta Chi can become familiar with each of the assigned roles needed at events as well as the responsibilities of these roles and to establish a routine of regular review of this information in the house. The Committee strongly recommends that Theta Chi make a concerted effort to strengthen member familiarity with risk management procedures in order to prevent future incidents from occurring.

As President of Theta Chi, you have until March 7th, 2019 if you wish to appeal this decision. Grounds for appeal may be found in Article VII of the IFC Judicial Committee Bylaws. If you have any questions, please feel free to reach out to me at ifc-judcommchair@mit.edu.

Respectfully,

Daniel Gonzalez
Judicial Committee Chair
MIT Interfraternity Council