



Student Development and Enrollment Services
Office of Student Rights and Responsibilities

July 30, 2008

Kappa Alpha Psi, Fraternity
Attn: Jeremy Skinner
UCF PO Box 163245
Orlando, FL 32816

Dear Kappa Alpha Psi Fraternity:

At the conduct board hearing held July 28, 2008, you were found "Not In Violation" of university policies, specifically, **Hazing** - (#7, of the "Conduct Regulations for Student Organizations" in the 2007-2008 edition of The Golden Rule).

This means that you will not have to declare that you were found *In Violation* of university policy based solely on this incident. However, you will still have to disclose any violations of university policy that occurred prior or subsequent to this incident.

If you should have any questions, please do not hesitate to contact this office by calling (407) 823-6960.

Sincerely,

A handwritten signature in black ink, appearing to read 'Patricia MacKown', written over a horizontal line.

Patricia MacKown
Director, Office of Student Rights and Responsibilities

xc: Office of Student Conduct



Student Development and Enrollment Services
Office of Student Rights and Responsibilities
Office of Student Conduct

June 18, 2008

Kappa Alpha Psi, Fraternity
Attn: President
UCF PO Box 163245
Orlando, FL 32816

Dear Kappa Alpha Psi Fraternity:

The Office of Student Conduct has received an incident report alleging violations of *UCF's Rules of Conduct* and/or *Conduct Regulations for Student Organizations* as outlined in **The Golden Rule** student handbook. Please contact this office to schedule an appointment to discuss this report.

Date of Incident:	Spring 2008 semester
Charges:	Hazing- Any action or situation which recklessly or intentionally endangers the mental or physical health and/or safety of a student for the purpose of initiation or admission into, or association with, any organization. Hazing may result in felony charges and/or Brutality of a physical nature such as whipping, beating, branding, forced calisthenics, exposure to the elements; forced consumption of any food, liquor, liquid, drug, or other substances; or other forced elements; or other forced activity which could adversely affect the mental or physical health or safety of the individual

An appointment has been scheduled for you on **Friday, June 27, 2008 at 2:00PM** to discuss this report with an Office of Student Conduct staff member. This meeting will be held at the Office of Student Conduct, Ferrell Commons, rm. 142. At this time, you will have an opportunity to inspect any and all information that likely could be presented at a hearing. Upon receipt of this letter, email the Office of Student Conduct at st_condu@mail.ucf.edu to confirm attendance at your appointment.

Enclosed, please find the Student Conduct Review process. To refer to **The Golden Rule**, the *Rules of Conduct* and the *Student Conduct Review Process*, go to <http://www.osc.sdes.ucf.edu>. Any questions you have about this information will be answered at your appointment.

Sincerely,

A handwritten signature in black ink, appearing to read 'Nick Oleksy', written over a circular stamp or seal.

Nicholas A. Oleksy
Coordinator, Office of Student Conduct



Student Development and Enrollment Services
Office of Student Rights and Responsibilities
Office of Student Conduct

July 24, 2008

Kappa Alpha Psi, Fraternity
Attn: Jeremy Skinner
UCF PO Box 163245
Orlando, FL 32816

Dear Kappa Alpha Psi:

A conduct board panel hearing has been scheduled for you regarding alleged violations of the UCF "Rules of Conduct." Your presence at this hearing is mandatory.

Date: Monday, July 28, 2008
Time: 1:00pm
Place: Student Rights and Responsibilities Conference Room, Ferrell Commons, rm. 142

Date of Incident: Spring 2008 semester
Charges: Hazing- Any action or situation which recklessly or intentionally endangers the mental or physical health and/or safety of a student for the purpose of initiation or admission into, or association with, any organization. Hazing may result in felony charges and/or Brutality of a physical nature such as whipping, beating, branding, forced calisthenics, exposure to the elements; forced consumption of any food, liquor, liquid, drug, or other substances; or other forced elements; or other forced activity which could adversely affect the mental or physical health or safety of the individual

Potential Witness(es): Jennifer Alleyne, [redacted]
Evidence: Email from Jennifer Alleyne to Belinda Boston dated 5/6/2008, Email from Jennifer Alleyne dated 5/1/2008, Cease and Desist letter from J. [redacted] dated 5/30/2008, Email From Jeremy Skinner to Belinda Boston dated 6/6/2008, Spring 2008 Guidelines for Initiation/Orientation for Kappa Alpha Psi Fraternity, Kappa Alpha Psi Roster

Please call my office at (407) 823-4638 to confirm receipt of this notice and your attendance at this meeting.

Please plan on arriving 15 minutes before your hearing on Monday, July 28, 2008 for a pre-hearing informational session. At this hearing you will have the opportunity to respond to these allegations, present witnesses as applicable, and have an advisor present. Your advisor may be anyone of your choosing, however, the advisor may only communicate with you directly and may not address the hearing body or participate directly in the hearing process in any other way. You may also offer a written statement if you so choose. If you have any questions pertaining to the informational session or this hearing, please feel free to call my office.

Sincerely,

Nicholas A. Oleksy
Coordinator, Office of Student Conduct

(5/15/2008) Patricia MacKown - Fwd: Student problem

From: Elliot Vittes
To: Patricia MacKown
CC: Alison Morrison-Shetlar
Date: 5/5/2008 2:27 PM
Subject: Fwd: Student problem

Patty,

I am forwarding this message to you in case you have any information about this matter. The named "student" never seems to have registered at UCF and so we can find no records. I am answering the aunt simply by thanking her for the information and indicating that we have forwarded the information to the OSRR for their review, without promising any response.

Elliot

>>> Undergraduate Studies 05/05/08 1:47 PM >>>
Dr. Morrison-Shetlar and Dr. Vittes,

We received this email at the Undergraduate Studies email account and it seems to be something that needs to be addressed sooner than later, so I wanted to inform both of you since Dr. Morrison-Shetlar is out of town. Please let me know if there's any way you would like me to follow up with this.

Kayla

Office of Undergraduate Studies
Deans Office
(407) 823 - 3125
Fax: (407) 823 - 1993
www.undergrad.ucf.edu

>>>

5/1/2008 2:30 PM >>>

I know this email should not be coming to you but my sophomore nephew was away sick for weeks last semester. He was in the hospital for surgery, had a bad infection and could have died. He has not said much but I believe that the whole thing was related to hazing by fraternity members. Probably UCF was never sued and the fraternity never faced criminal charges but this thing has to be stopped. These unlawful activities are taking place at UCF and something has to be done. My nephew's name is [REDACTED]. He is still undergoing treatment.

██████ does not know that I am doing this and he has not said anything. But we are not stupid. UCF could be in big trouble and that fraternity would face charges. The fraternity may be Kappa Alpha Psi, the one for African American males. This has to be investigated.

Please forward the email to whoever should be responsible. I may send the email to other departments and hope someone would investigate.

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Sent: Tuesday, May 06, 2008 9:43 AM
To:
Subject: Student Problem

Hello Ms. my name is Belinda Boston and I'm the Director of Fraternity and Sorority Life at UCF. An email that you sent to undergraduate studies was forwarded to me. First, thank you for taking time to send this email, I hope your nephew is doing better. I'm writing to see if you can provide any more information regard the allegation you listed in the letter regarding Hazing. We have a zero tolerance for hazing at the university, so I'm attempting to collect as much detailed information as possible. Any thing future that you can share would be appreciated. I would also like to speak with the organization, safe guarding your privacy of course. In order for me to move forward I need just a little more information. You may call me if you like or simply respond to this email. My direct office number is 407-823-2616 or my email address is bboston@mail.ucf.edu <<mailto:bboston@mail.ucf.edu>> . I look forward to hearing back from you soon...Belinda

Belinda Boston
Director, Fraternity & Sorority Life
University of Central Florida
P.O. Box 160157
Orlando, FL 32816-0157

Phone: 407-823-2072
Fax: 407-823-2929
bboston@mail.ucf.edu <<mailto:bboston@mail.ucf.edu>>

"UCF stands for Opportunity"

The secret to happiness is loving what you do!

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The information contained in this message may be privileged and/or confidential and protected from disclosure. If the reader of this message is not the intended recipient or an employee or agent responsible for delivering this message to the intended recipient, you are hereby notified that any dissemination, distribution or copying of this communication is strictly prohibited. If you have received this communication in error, please notify the sender immediately by replying to this message and deleting the material from any computer.
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Office of Student Conduct: Statement of Hearing Determination

On July 28, 2008 the Organizational Hearing Panel / Hearing Officer (circle one) recommends that Kappa Alpha Psi be found as follows for each charge:

(Circle IV for in violation, NIV for not in violation for each charge)

- IV NIV Damage to Property
- IV NIV Theft, Disregard for Property
- IV NIV Disorderly Conduct
- IV NIV Alcohol & Drug Related Misconduct
- IV NIV Unauthorized Entry
- IV NIV Gambling
- IV **NIV** Hazing
- IV NIV Outstanding Debt

- IV NIV Use of Facilities
- IV NIV Fire Safety and Sanitation
- IV NIV Advertising
- IV NIV Falsification of Information
- IV NIV Social Events
- IV NIV Solicitation and Fundraising
- IV NIV Misuse or Infringement of Wordmark
- IV NIV Compliance with Directions/Requests

The Hearing Officer(s) hereby recommends the following sanctions:

Punitive Sanction:

 Disciplinary Warning

- Disciplinary Probation for _____ (length of time/end date)
- Suspension of UCF Registration _____ (end date)
- Recommendation for charter revocation (to national office)

 Revocation of UCF Registration

To Be Completed By:

Educational Sanction(s):

- Alcoholics Anonymous Meetings # _____ (specify # of meetings to attend)
- Alcohol / Drug Assessment with Director of Alcohol & Other Drug Programming
- ADAPT (Alcohol and Drug Abuse Prevention Training Course)
- Anger Management Course offered by Counseling Center
- Apology Letter to: _____ (person)
- Community Service _____ (# of hours)
- Ethics Seminar offered by the Office of Student Conduct
- Listening Skills Seminar offered by the Office of Dispute Resolution Services
- Marijuana 101 online program
- Presentation on _____ (identify topic) AND _____ specify length of presentation AND # _____ pages

- OTHER _____
- OTHER _____
- OTHER _____
- OTHER _____
- OTHER _____

Papers:

- ADAPT, (what I've learned), # _____ pages
- Affect on Others, # _____ pages
- Decision Making, # _____ pages
- Ethical Questions Paper (specify which questions # _____, or ALL) AND # _____ pages
- Ethical / Moral Development Reflection Paper, # _____ pages
- Goals Paper for the upcoming academic year, # _____ pages
- Impact of this behavior on your educational future, # _____ pages
- Perspective Paper of this incident, (specify: victim / residential life staff / police officer or other _____), # _____ pages

Rationale:

Evidence does not support Aant's claims. Alleged victim testified that he was not hazed. Aant back tracked on her e-mail statement.

Organizational Panel Members:

- _____ (print name)
- Scott Ebeale (print name)
- Cynthia Gurdy (print name)
- _____ (print name)

- Date: 07/28/08
- _____ (signature)
- _____ (signature)
- Cynthia Gurdy (signature)
- _____ (signature)

*Please note that these findings and sanctions are recommendations only, and are subject to change upon review by the Director of the Office of Student Rights and Responsibilities.

From: "Belinda Boston" <bboston@mail.ucf.edu>
To: "Belinda Boston" <bboston@mail.ucf.edu>
Date: 5/6/2008 1:59 PM
Subject: RE: Student Problem

RECEIVED
UCF

JUN 11 2008

OSRR

Thanks for responding, Belinda. I really do not have much details because [redacted] has not said much. First he said he fell on a paddle, then he said he was stuck by a cane that a guy was swinging as he walked behind him. As a older person I do not know much about hazing but my kids, plus my nieces and nephews who [redacted] would communicate with more on certain issues, commented that his injuries were acts of hazing. I've overheard some of their discussions. I heard that the fraternity promised to cover all or part of the medical bills. I also learned that the fraternity I mentioned is indeed the correct one. I also overheard that [redacted] announced on his my space page that he has crossed over.

My kids are mad with me for complaining, and if [redacted] knows I did, he will also be mad. He is young, only 18, and I really do not want him to get into further trouble, but he could have died. He had surgery, spent almost 4 weeks in hospital, had to be given blood, had a bad infection, had to be transported by ambulance for 10 sessions at Florida hospital in Orlando for treatment in the hyperbaric chamber. We had to wear gowns and gloves when visiting. When he was discharged, a nurse had to visit at home every day to change the dressing, and he and his mother had to learn how to inject the antibiotics every day. He had to return to his home in Palm Bay to be treated because of his insurance. That meant being even further away from UCF. I don't know what happened to his classes. He was a good, intelligent student.

As good as the fraternities and sororities might be, serious injuries and death should not be part of it. [redacted] father, my brother, has a lot on his plate. He had to take time off and make so many trips back and forth from Palm Bay. Luckily after pleading when he was fired for taking too much time off, he got back his job. The wife does not work. The incident made things much harder on the family.

[redacted] is getting better slowly. The wounds take months to heal so he has a long way to go. Doctor's reports will reveal the severity of the injuries. This is as much that I can tell you now. I'll still give you a call later. I hope something will be done to prevent harm to other students and stop the grief of parents and relatives. It is not up to me to make a big thing and sue UCF, but I do not know the parents' intent. I'm sure you have heard of other colleges that have been sued. Maybe the fraternity already paid them to be quiet-who knows? However, I'm glad to know that at UCF the fraternities are organized and that their activities are monitored. Thanks in advance for investigating.

[redacted]

From: Belinda Boston [mailto:bboston@mail.ucf.edu]