



Student Development and Enrollment Services
Office of Student Rights and Responsibilities

October 24, 2011

Sigma Chi Fraternity
ATTN: Sloan Hagerty, President
4418 Greek Court
UCF P.O. Box 161770
Orlando, FL 32816-1770

Dear Sigma Chi Fraternity:

At the conduct board hearing held October 21, 2011, you were found "Not In Violation" of university policy, specifically, **Hazing**- (#10 a,b, c, & e of the "Organizational Rules of Conduct" in the 2011-2012 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 'Dana Juntunen', written over a horizontal line.

Dana Juntunen
Director, Office of Student Rights and Responsibilities

xc: Office of Student Conduct



Student Development and Enrollment Services
Office of Student Rights and Responsibilities

October 13, 2011

Sigma Chi Fraternity
ATTN: Sloan Hagerty, President
4418 Greek Court
UCF PO Box 161770
Orlando, FL. 32816-1770

Dear Sigma Chi Fraternity:

As the Interim Suspension Hearing officer, I hereby inform you that Sigma Chi Fraternity is NO LONGER on interim suspension status with the University of Central Florida. An appointment has been scheduled for Sigma Chi Fraternity on **Friday, October 14, 2011 at 11:00 AM** to discuss the alleged violations of the *Organizational Rules of Conduct* with an Office of Student Conduct staff member. Failure to attend this appointment will result in the immediate reinstatement of the interim suspension status.

To refer to **The Golden Rule Student Handbook**, the *Organizational Rules of Conduct* and the *Organizational 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 that reads 'Kathryn Mitchell'.

Kathryn Mitchell
Office of Student Rights and Responsibilities Interim Suspension Hearing Officer



Student Development and Enrollment Services
Office of Student Rights and Responsibilities

September 30, 2011

Sigma Chi Fraternity
ATTN: Sloan Hagerty, President
4418 Greek Court
UCF PO Box 161770
Orlando, FL 32816-1770

Dear Sigma Chi Fraternity:

This letter serves as notification that the Office of Student Rights and Responsibilities has taken summary action and placed Sigma Chi Fraternity on interim suspension effective immediately. Such action is subject to review within ten (10) business days and has been set for a review as noted below. The outcome of an interim suspension hearing shall remain in effect until the final disposition of formal charges resulting from the circumstances of the case, unless the Vice President for Student Development and Enrollment Services or designee shall decide otherwise.

While on interim suspension, Sigma Chi Fraternity may only gather at regularly scheduled business meetings. The organization will also not be able to update its registration until such time that it appears at a hearing. All other activities are to be suspended at this time.

Upon receipt of this letter, Sigma Chi Fraternity must contact the Office of Student Rights and Responsibilities to schedule an interim suspension hearing to review this action. The attendance of the chief officer for your organization at this review is mandatory.

Date of incident:
Charges:

Fall 2009

Hazing- (10a) 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; (10b) 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; (10c) Any activity that could subject the individual to mental or physical stress such as sleep deprivation forced exclusion from social contact forced contact which could result in embarrassment, or any other activity that could adversely affect the mental or physical health or dignity of the individual; (10e) Any activity, as described above, upon which the initiation or admission into or association with a student organization may be directly or indirectly conditioned, shall be presumed to be a "forced" activity, the willingness of an individual to participate in such an activity notwithstanding.

Information Received:

Office of Student Rights and Responsibilities Incident Reporting Form received September 29, 2011.

Clarification regarding this matter is available by calling the Office of Student Rights and Responsibilities at (407) 823-6960.

Sincerely,

Patricia MacKown
Director, Office of Student Rights and Responsibilities

xc: Office of Student Conduct

Director's Office

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Student Development and Enrollment Services
Office of Student Rights and Responsibilities

October 17, 2011

Sigma Chi Fraternity
ATTN: Sloan Hagerty, President
4418 Greek Court
UCF P.O. Box 161770
Orlando, FL. 32816-1770

Dear Sigma Chi Fraternity:

An administrative hearing has been scheduled for you regarding alleged violations of the UCF "Organizational Rules of Conduct." Your administrative hearing officer is Rocky Blesso. Your presence at this hearing is mandatory.

Date: Wednesday, October 19, 2011
Time: 2:00 PM
Place: Student Rights and Responsibilities Conference Room, Ferrell Commons, rm. 227

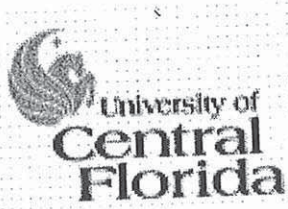
Date/Time of Incident: Fall 2009
Location: Sigma Chi House
Charge(s): Hazing – (10a) Any action or situation which recklessly or intentionally endangers the mental or physical health and/or safety of a student for the purpose of initiation or admission into, or association with, any organization. Hazing may result in felony charges; (10b) Brutality of a physical nature such as whipping, beating, branding, forced calisthenics, exposure to the elements; forced consumption of any food, liquor, 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; (10c) Any activity that could subject the individual to mental or physical stress such as sleep deprivation, forced exclusion from social contact, forced contact which could result in embarrassment, or any other activity that could adversely affect the mental or physical health or dignity of the individual; (10e) Any activity, as described above, upon which the initiation or admission into or association with a student organization may be directly or indirectly conditioned, shall be presumed to be a "forced" activity, the willingness of an individual to participate in such an activity notwithstanding.

Information: Office of Student Rights & Responsibilities Incident Reporting Form received September 29, 2011.

Potential Witness(es): Scott Clark, [redacted], Glen Castle, PJ Stephens, [redacted]

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

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Incident Reporting Form
Submitted on September 30, 2011 at 1:11:36 am EDT

Type: **Initiate the Student Conduct Review Process**
Urgency: **Normal**

Incident Date: **2011-09-22**
Incident Time:
Incident Location: **Sigma Chi Fraternity House**

Reported by:

Name: **Scott Clark**
Title: **Assistant Director**
Email: **clark.scott.L@gmail.com**
Phone:
Address:

Involved persons:

Sigma Chi Fraternity ()
Individual/Organization Involved Organization

Incident description:

On Thursday, September 22nd at 3:58pm an email from student [redacted] came into the anti-hazing email account that is overseen by Fraternity and Sorority Life. The email stated the following...

"I would like to remain anonymous but when I rushed Fall of 2009 I was totally brainwashed by the Sigma Chi fraternity hints why I didn't come forward sooner. During our initiation week I was stripped naked, tied to a table, and had baking powder thrown all over me. it was honestly incredibly humiliating. I was left there like that for like 30 minutes until someone let me go. One of my fraternity brothers [redacted] was stripped, tied to a chair, had baking powder thrown on him, and then was moved upstairs in front of a brothers room where one of the brothers knocked the chair over and left him there for a couple of hours. At the time I didn't think it was a big deal which is why I didn't come forward sooner but after hearing about the girl that died I just want them to be held responsible for their actions because I know they are still doing things like this."

Upon receiving this information, I notified the Director of Fraternity and Sorority Life and then the Office of Student Conduct. After consulting with both parties, it was determined that the best course of action would be to investigate the matter further by attempting to bring in [redacted], who filed the complaint as well as the President of Sigma Chi, Sloan Hagerty.

After numerous attempts to contact [redacted] via phone or email had failed, the Office of Student Conduct along with myself were able to meet with the President of Sigma Chi, Sloan Hagerty, to inform him of the complaint that had been filed. In the meeting that was held on Friday, September 23rd at approximately 4pm, myself along with Nick Oleksy and Dana Juntunen from the Office of Student Conduct questioned Sloan about the alleged allegations brought forth towards Sigma Chi fraternity.

In the conversation, the administrators in the room explained the situation to Sloan. They explained that they could not share exact details of what the allegations brought forth against Sigma Chi were, but wanted to ask him questions pertaining to activities that may or may not have occurred in the past few years. After bringing up potential hazing issues, it was apparent that Sloan was caught off guard and very adamant that no hazing had occurred in his time with the fraternity. Sloan stated that he was a new member during the Fall 2009 semester and that his new member class was approximately 26 men. After approximately 30 minutes of questioning, Sloan was asked if there were any individuals of Sigma Chi that had any ill will or left the fraternity on bad terms. Sloan stated that he wasn't aware of any but he did acknowledge that approximately 10-12 men had just been sent to collections for outstanding financial debt. Nick and myself asked Sloan to provide us with the names of those individuals and thanked Sloan for his time.

On Monday, September 26 it was determined by the Student Conduct staff and myself to bring try and bring in

██████████, who was named in the incident report to ask him a few questions. After reaching Mr. ██████████ he was able to come to Student Conduct for questioning. During the meeting that was held in the afternoon of Sept. 26th, of which Nick Oleksy from Student Conduct, myself and Mr. ██████████ were in attendance, Nick and myself asked ██████████ a number of questions. Specifically what ██████████ could recall about his new member experience. It was determined that Mr. ██████████ had been a new member a part of the Fall 2009 class. When asked about any activities that he thought could appear to be hazing, he stated that he didn't think he had gone through any hazing activities. Mr. Oleksy asked Mr. ██████████ a series of activities such as "Were you ever forced to drink alcohol" along with about 6 other questions to which Mr. ██████████ denied each activity from occurring. When asked about his pledge class size, Mr. ██████████ stated that it was approximately 30-35 guys. Mr. ██████████ stated that he wasn't active within the chapter anymore and didn't have any relationships with the chapter. He stated that he left the organization on good terms and wished he could help us more but didn't recall anything pertaining to hazing or what could be perceived as hazing during his new member process. After approximately 30 minutes of questioning, we thanked Mr. ██████████ for his cooperation and appreciated his time. It was also agreed that while Mr. ██████████ was cooperative, there were certain responses and body language that made Nick and myself feel like he was a little and at times a little hesitant to say some things.

On Wednesday, September 28th the Office of Student Conduct was able to get a hold of ██████████, the person who wrote the incident report and bring him in for questioning. At the meeting, the attendees were Nick Oleksy, myself, and Mr. ██████████. The first question asked was why Mr. ██████████ filed the report. He stated that he was upset that the chapter had sent him to collections for an outstanding balance due to Sigma Chi when he felt he had left the organization on good terms. He stated that he felt this was a stab in the back and he stated that since they threw him under the bus, he wanted to throw them (Sigma Chi) under the bus for what they did to him. He want to explain the following...

Mr. ██████████ went on to state that he joined during the Fall 2009 and was part of that pledge class. He stated that the pledge class started with about 40 men but by the end had been brought down to 26. He then went on to describe initiation week, where the alleged hazing incident took place. Specifically, Mr. ██████████ described initiation week as "I-week." During I-week, Mr. ██████████ stated that new members were required to stay at the Sigma Chi house for the whole week (Sunday - Saturday). During that time, new members, or pledges as Mr. ██████████ stated were told that they had to wear a shirt and tie each day, go to class and then come back to the Sigma Chi house each day. During the day, the pledges were unable to speak to any women and were only allowed to speak to current brothers of Sigma Chi. When asked why, Mr. ██████████ stated that this was to ensure the pledges focused on Sigma Chi.

Once the pledges were at the Sigma Chi house, ██████████ stated that they were then placed in a certain room of the chapter house and blindfolded. They were asked to sit in a chair and not to say anything. When asked if the room was a certain temperature, Mr. ██████████ stated that the temperature was normal room temperature. When asked if he had to wear anything specific, Mr. ██████████ stated they were still in their shirt and tie attire. Mr. ██████████ then went on to state that as the week progressed, the amount of time sitting in the room increased. He estimates that the first day was 4 hours long and got as long as 8-10 hours later in the week. When asked if he could go to the restroom or eat during this time of being in the room blindfolded, ██████████ stated that you were able to go to the restroom if you raised your hand but no food was available. When asked if he was being taught anything during the time he was in the room, Mr. ██████████ stated that they were told to sit in silence and not do anything. He also stated that at some point, he was shot with an air gun.

Moving forward, ██████████ went on to state that during the middle of I-week on one of the nights, the pledges were asked to head to a room for something. Once in the room, Mr. ██████████ stated that he was then attacked by his pledge class (per instructions of the current Sigma Chi brothers), stripped naked, tied to a table, and thrown baking powder on him. He stated that he was left there for approximately 30 minutes. When asked how the incident was stopped, ██████████ stated that Tom Fider, the House Dad came into the room and said to stop the behavior immediately. When asked if other new members had to go through anything similar, ██████████ stated that ██████████ was stripped, tied to a chair, had baking powder thrown on him, and then was moved upstairs in front of a brothers room where one of the brothers knocked the chair over and left him there for a couple of hours. After further questioning, ██████████ stated that ██████████ was the brother who kicked Mr. ██████████'s chair from under him. When asked how he knew this, Mr. ██████████ stated there were some times when they would have time to go "help" one another.

When asked what happened next, Mr. ██████████ stated that once Mr. Fider had intervened, things changed. Mr. ██████████ went on to state that the next day, the pledge process and I-week had been postponed. When asked who made that

decision, Mr. ██████ stated it was the decision of Glenn Castle and PJ Stevens. Glenn Castle serves as the Sigma Chi chapter advisor and PJ Stevens serves as the Regional Advisor for Sigma Chi. When asked what happened next, Mr. ██████ stated that it was weird. The pledges weren't considered pledges but they weren't brothers either. When asked about the current members rationale for postponing the initiation, Mr. ██████ stated that they were told they "weren't ready." He went on to state that everything was postponed but then he was put through 1-week again during the Spring 2010 semester. When Mr. ██████ was asked who the leadership of the chapter was at the time, he stated that the chapter president was Cabot Brown and the new member educator was Lewis Banuals. He also mentioned Peter Ravens as the outgoing or potentially transitioning chapter president. This wasn't quite clear and Mr. ██████ wasn't too sure but knew that Cabot Brown was the president.

After discussing the incident, we began to question Mr. ██████ perceived attitude throughout his pledge process. Specifically, was he a "good" pledge? Was he picked on? Was he being targeted? Did he have any bad relationships that could potentially alter his story? All of these questions were asked to Mr. ██████ to which he stated that was a good new member, attended everything, and felt he left on good terms. This is why he was so mad about going to collections. He stated that he was being charged approximately \$1000.00 and was stressed that he didn't have the money. He went on to state that at the time of his resignation from Sigma Chi which was in the Fall 2010 semester, he told the treasurer that he would be resigning and that the treasurer stated that he was "good to go." When he was asked if he had signed anything about his financial obligation, he stated that he signed off on something but did not get a copy. When he asked for a copy after the fact, the treasurer or person overseeing the budget did not have a copy available for Mr. ██████.

When asked if Mr. ██████ understood the severity of the situation at hand, he understood fully and was willing to cooperate with the police or anyone else if needed to ensure this didn't happen anymore. His one concern was that he was worried that if his name was mentioned, he would be harassed outside of UCF by members of Sigma Chi. When asked if he had any relationships with any Sigma Chi members, Mr. ██████ stated that he did not. When asked why he would subject himself to this type of behavior, Mr. ██████ acknowledged that he was naive and that he wanted to do whatever it took to be part of Sigma Chi. He went on to say that looking back, he regrets going through the experience. When we asked why it took him two years to file such a complaint, he said that he was upset with the collections issue and was so humiliated by the experience that he kind of wanted to forget it. However, once he was contacted by collections for outstanding debt and after hearing about all the things going on with Sigma Chi in the news, he was angered that the organization was throwing him under the bus and was determined to make sure no one was humiliated like he was. After approximately 45-50 of questioning, we thanked Mr. ██████ for his time and stated that we would be in touch. He agreed that he would do whatever he needed to do to help. Before he left, Mr. ██████ did bring up that he was also upset that Sigma Chi would recruit a certain number of guys with the knowledge that they wouldn't keep them all just so Sigma Chi could get their money. He described the process of not letting a pledge join as being "balled." When asked for clarity of what this meant, Mr. ██████ stated that it meant you were no longer a pledge and that you had been kicked/voted out of the organization. He stated that's why his pledge class started with about 40 guys and went down to about 25-26. We acknowledged his comment and wished him a nice day.

Recognizing that there were other individuals named by Mr. ██████, I consulted with the Office of Student Conduct and went forward with contacting PJ Stevens, the Sigma Chi Regional Advisor for the UCF chapter. I spoke with Mr. Stevens on Thursday, September 29th at approximately 3:00pm.

In my conversation to Mr. Stevens, I explained that we were investigating the matter at hand and that the student who filed the report (Mr. ██████ had mentioned his name in his account of what happened. I did not state Mr. ██████ name at any point to Mr. Stevens. When asked if he knew of any incident that may or may not have occurred in the Fall 2009 semester, Mr. Stevens acknowledged that an incident had occurred but that the pledges had done so on their own accord. When asked what the incident was specifically he was referring to, Mr. Stevens stated that he did not recall the events. He further stated that he wasn't at the event and that it was hard to recall an event that had occurred approximately 2 years ago. When asked how he knew about the incident only involving the pledges, Mr. Stevens stated that he had communicated with Glenn Castle, the chapter advisor for Sigma Chi.

When I asked Mr. Stevens about how he was made aware of this alleged incident, he stated that Glenn Castle had called him and described the behavior as "horseplay." I then asked Mr. Stevens to describe what happened next and he went on to state that Mr. Castle had requested to postpone the pledge process and he agreed to that. When I asked who made that decision, he stated that it was him and Mr. Castle. It appeared that during the phone

conversation, the decision was based on this notion of "horseplay" and that the pledges were not taking the process seriously.

When asked about the state of the organization at the time, Mr. Stevens stated that the organization had just gone through a membership review during August of 2009. He stated that the chapter president had been suspended in the summer and the new member educator had been expelled. When I asked who the chapter president was, he stated that it was Cabot Brown. Mr. Stevens then went on to state that Mr. Brown was overwhelmed with a lot of things. Specifically, Mr. Stevens stated that the organization had financial troubles and Mr. Brown was not only serving the role of chapter president but also chapter treasurer. When I asked if there could have been mis-communication about financial debt of members, Mr. Stevens acknowledged that brothers were misled to believe that their debt was settled by current members of Sigma Chi when in fact, those members did not have the authority to make such decisions. Thus, Mr. Stevens went on to state that there were a number of men who owed money to the fraternity and were given options to repay their debt. He then went on to state that there were about 10-12 men who had failed to pay and would be sent to collections. After about a 45 minute conversation, I thanked Mr. Stevens for his time and cooperation and told him to contact me if he had any further information.

Immediately following my conversation with Mr. Stevens, I decided to contact Glenn Castle, the Sigma Chi chapter advisor. I explained that we were investigating the matter at hand and that the student who filed the report (Mr. ██████) had mentioned his name in his account of what happened. I did not state Mr. ██████ name at any point to Mr. Castle. Mr. Castle began the conversation by stating that he is a member of Sigma Chi from the UCF chapter and that he has been a member for over 25 years. He stated that he been selected as the chapter advisor in the Spring 2009 which was right before the membership review.

Mr. Castle went on to state that the chapter was in "bad" shape when he took over as chapter advisor. He stated that he had to expel brothers because of their failure to live up to Sigma Chi's values. During the Fall 2009 semester, Mr. Castle acknowledged that the chapter was still a work in progress. When I asked what he knew about initiation week, he stated that there were some traditions that the brothers were still doing. When I asked him to explain, he stated that the pledges were asked to stay at the chapter house for the full duration of I-week which he stated was from Sunday - Saturday. When I asked him to describe I-week, Mr. Castle stated that it is a time of quiet, independent study. He went on to state that alumni would come over to talk to the pledges for about an hour each day of I-week and then would let the rest of I-week activities occur. When I asked how long these initiation activities would occur, Mr. Castle stated that they would go on for a few hours, 3-4 hours.

When I asked Mr. Castle specifically about any incident that may or may not have occurred in the Fall 2009 semester, he stated that he was aware of an incident in which the pledges were told by the brothers to "wrestle." Mr. Castle was adamant about stating that these men are naturally going to goof around and wrestle with one another. I acknowledged his statement but asked, how did he become aware of the incident. Mr. Castle stated that the house director, Tommy Fider, had called him about the "wrestling." When I asked Mr. Castle why Mr. Fider would call him if it was simply wrestling, he stated that he couldn't recall exactly. I asked if Mr. Fider described anything to him, Mr. Castle stated that he could not describe what was going on because he wasn't there.

When I asked Mr. Castle what happened after Mr. Fider contacted him, Mr. Castle stated that he communicated with PJ Stevens, the regional advisor. When I asked what happened next, he stated that because of the "horseplay" and "wrestling" it was determined that the pledges were not taking the initiation seriously and thus, their initiation period would be postponed. When I asked if at any point during this time, if he or Mr. Stevens communicated with the administration or Fraternity and Sorority Life staff, Mr. Castle stated that he didn't think they did. He stated that he felt it was more of an internal issues within Sigma Chi. After speaking for about 40 minutes, I thanked Mr. Castle for his time and asked that he call me if he had any additional information regarding this alleged incident.

At approximately, 4:40pm on Thursday September 29th, I called Tommy Fider, who served as the Sigma Chi house director at the time of the alleged incident. Mr. Fider picked up and I explained who I was and why I was calling. I explained that we were investigating the matter at hand and that the student who filed the report (Mr. ██████) had mentioned his name in his account of what happened. I did not state Mr. ██████'s name at any point to Mr. Fider.

Mr. Fider went on to state that he was the house director during the Fall 2009 and Spring 2010 semester. He stated that he is a member of Sigma Chi and that he did his undergraduate degree at the University of Miami. I then proceeded to ask him if he recalled any activities during the Fall 2009 that could be perceived as hazing. He stated

that he had no recollection of events that could be perceived as hazing. He stated that there were a number of times that guys were being guys and being loud, punching walls, etc. but at no point did he state there were activities going on that shouldn't have been.

When I asked about initiation, he stated it was a time to reflect on Sigma Chi. I asked if he was involved in any initiation activities, he stated that he would fill in for a chapter brother if needed but didn't really participate in anything. When I asked about any activity in which he supposedly stepped in to intervene, he stated that he did not recall any such event. He stated that there was horseplay going on at times but other than that, nothing. When I asked if there were any events that could be perceived as hazing and he didn't think so. When I asked about the postponement of the pledge initiation, he stated that horseplay wasn't tolerated and that they weren't taking it seriously. I asked if there was anything else Mr. [REDACTED] wanted to share and he said no. He stated that he wished he could help more but did not recall anything that came to mind that suggests hazing. He went on to state that he was shocked by my phone call and that he couldn't imagine any type of hazing activity occurring. He also went on to state that we should ensure we fully investigate the matter to ensure that the person filing the report isn't out to get the organization out of spite. I acknowledged that we are fully investigating the matter and that I appreciated him taking time to talk to me. I encouraged him to contact me if he had any further information regarding the matter at hand.

It should be noted that each individual named in the report was told of the severity of hazing allegations in the state of Florida. It should also be noted that because of the alleged incident taking place approximately two years ago, it was difficult for Mr. [REDACTED], Mr. [REDACTED], and Mr. [REDACTED] to recall with great clarity a lot of details.

In terms of location, all individuals concurred that initiation week was held in the Sigma Chi house.

Additional Questions

Were any additional agencies or departments present or contacted? If so, please list them:
Office of Student Conduct

Pending IR #UCF1613137142

Submitted from 138.210.127.110 and routed to Patricia MacKown (Director, Office of Student Rights and Responsibilities)

Anti-Hazing

From: [REDACTED]
Sent: Thursday, September 22, 2011 3:58 PM
To: Anti-Hazing
Subject: Regarding Sigma Chi Hazing

To Whom It May Concern,

I would like to remain anonymous but when I rushed in Fall of 2009 I was totally brainwashed by the Sigma Chi Fraternity hints why I didn't come forward sooner. During our initiation week I was stripped naked, tied to a table, and had baking powder thrown all over me. It was honestly incredibly humiliating. I was left there like that for like 30 minutes until someone let me go. One of my other Fraternity brothers [REDACTED] was stripped, tied to a chair, had baking powder thrown on him, and then was moved upstairs in front of a brothers room where one of the brothers knocked the chair over and left him there for a couple hours. At the time I didn't think it was a big deal which is why I didn't come forward sooner but after hearing about the girl that died I just want them to be held responsible for their actions because I know they are still doing things like this.

Thanks,
[REDACTED]

OFFICE OF STUDENT CONDUCT: STATEMENT OF HEARING DETERMINATION

Date: October 19, 2011 Hearing Type: Administrative Panel
 Time: 2:00 PM Name of Student/Organization: Sigma Chi Fraternity

Finding: Select IV for in violation or NIV for not in violation for each applicable charge.

- | | | | |
|-----------------------------|--|-----------------------------|---|
| <input type="checkbox"/> IV | <input type="checkbox"/> NIV Academic Misconduct | <input type="checkbox"/> IV | <input type="checkbox"/> NIV Controlled Substances (Drugs) |
| <input type="checkbox"/> IV | <input type="checkbox"/> NIV Possessing/Providing False Info/Records | <input type="checkbox"/> IV | <input type="checkbox"/> NIV Alcoholic Beverages Violation |
| <input type="checkbox"/> IV | <input type="checkbox"/> NIV Disruptive Conduct | <input type="checkbox"/> IV | <input type="checkbox"/> NIV Firearm or Dangerous Material |
| <input type="checkbox"/> IV | <input type="checkbox"/> NIV Harmful Behavior | <input type="checkbox"/> IV | <input type="checkbox"/> NIV Group Disturbance during Events |
| <input type="checkbox"/> IV | <input type="checkbox"/> NIV Sexual Misconduct | <input type="checkbox"/> IV | <input type="checkbox"/> NIV Computing/Telecommunications Misuse |
| <input type="checkbox"/> IV | <input type="checkbox"/> NIV Larceny/Property Damage | <input type="checkbox"/> IV | <input type="checkbox"/> NIV Gambling |
| <input type="checkbox"/> IV | <input checked="" type="checkbox"/> NIV Hazing | <input type="checkbox"/> IV | <input type="checkbox"/> NIV Student Residence Violations |
| <input type="checkbox"/> IV | <input type="checkbox"/> NIV Unauthorized Use of Keys/Entry | <input type="checkbox"/> IV | <input type="checkbox"/> NIV University Wordmark Violations |
| <input type="checkbox"/> IV | <input type="checkbox"/> NIV Misconduct at UCF Related Functions | <input type="checkbox"/> IV | <input type="checkbox"/> NIV Violation of any Local/State/Federal Law |

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

- Disciplinary Warning Disciplinary Probation through: _____
- Disciplinary Expulsion Disciplinary Suspension through: _____

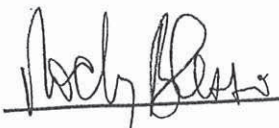
Educational Sanctions:

1. Alcohol/Drug Evaluation & Treatment by an outside provider OR
 Attend the PASS Program (Providing Assistance to Sanctioned Students) through the Alcohol
 and Other Drug (AOD) Office. Select level: 1 2 3 4 5.
2. Attend the _____ Seminar.
3. Community Service for _____ hours.
4. Interview (enter name) _____ and write a _____ page summary/reflection.
5. Presentation on (enter topic) _____
 Specify length of presentation: _____ and # of pages: _____
6. Proof of completion of court ordered sanctions/Pre-Trial Diversion Program
7. MADD Victim Impact Panel
8. Community Connections: Site Program
9. Community Connections: Mentor Program
10. Reflective Paper - Write a _____ page paper on (topic) _____
11. Research Paper - Write a _____ page paper on (topic) _____
12. Other

Signature(S):

Administrative Hearing Officer or Panel Members:

Rocky Blesso (Type name)
 _____ (Type name)
 _____ (Type name)
 _____ (Type name)

 (signature)
 _____ (signature)
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OFFICE OF STUDENT CONDUCT: STATEMENT OF HEARING DETERMINATION

RATIONALE:

Please provide a concise and explicit rationale explaining what the hearing body considered when determining "in violation" or "not in violation" for all alleged violations. In addition, please describe the factors the hearing body took into account when developing recommendations for sanctions.

I determined Sigma Chi fraternity to be not in violation of the charge of hazing. I considered each and every aspect of this charge and applied it to the evidence that I read and heard during the hearing. In regards to the the statement made by Mr. [REDACTED] that he was "attacked by his pledge class, stripped naked, tied to a table, and thrown baking powder on him," there was no evidence presented that supported this statement other than Mr. [REDACTED]'s words. The statements of two of his pledge class brothers (Sloan Hagerty and [REDACTED]) deny these events took place; in addition, the statements made by Tom Feiter, the House Director at the time, also deny that these events took place. Mr. Feiter was the individual who first reported to the scene of the alleged incident and who initiated the postponement of the initiation process. It is clear that something happened during "Initiation Week" in the fall of 2009, and it was significant enough to postpone initiation until spring 2010; however, it is unclear exactly what happened.

Mr. [REDACTED] stated that during "Initiation Week," pledges are required to sleep at the Sigma Chi house, wear dress shirts and ties, limit social contact, not talk to women, and only talk to Sigma Chi brothers. Mr. Sloan Hagerty also makes similar statements that pledges have certain rules to follow during the week. I attempted to determine if these acts were indeed required, either explicitly or implicitly, in order to be initiated into Sigma Chi; however, no clear cut evidence was presented that implied a pledge was forced to or had to follow these rules - or risk being left out of the initiation process.

The statements made by Glen Castle, the chapter advisor at the time, did not provide any information to support the charge of hazing. Mr. Castle stated that the pledges engaged in "horseplay" and wrestling, which resulted in the postponement of "Initiation Week." He did not have any knowledge of the specific incident that Mr. [REDACTED] mentioned. Mr. Castle felt that the pledge class should be postponed as there was too much "horseplay," and they were not taking the process seriously. Again, something clearly happened during that week; however, it is unclear exactly what happened.

Scott Clark, Assistant Director of Fraternity and Sorority Life at UCF, also provided statements during the hearing. Mr. Clark mentioned that Sigma Chi had several "red flags," including low GPA, high drop out rate from pledge classes, and poor participation in earning points. He agreed that having pledges spend the night in the fraternity house each night during "Initiation Week" was another "red flag." However, Mr. Clark admitted that each chapter does things differently and did not have any first hand knowledge of the incident. His statements implied that Sigma Chi had some issues, but they did not prove that hazing occurred.

Finally, Mr. [REDACTED] contacted Sigma Chi's treasurer, Mr. David Barley, via Facebook in September and threatened to blackmail the fraternity. He owed some past dues and wanted them cleared. When his request was denied, he threatened to go to IFC and talk about the incident. Mr. Barley replied that he did not know what Mr. [REDACTED] was talking about. When considering a case such as this one, in which the statements of one individual are the bulk of evidence, the individual's character must be considered, specifically when the individual threatens to blackmail another party.

In summation, I found Sigma Chi not in violation of the charge of hazing. It is not very clear what happened during that week in fall 2009, and based on the preponderance of evidence, there was not enough evidence presented to determine that the incident and hazing were more likely to occur than not.

Signature(S):

Administrative Hearing Officer or Panel Members:

Rocky Blesso _____ (Type name)

_____ (Type name)

Date: October 21, 2011

Rocky Blesso _____ (signature)

_____ (signature)