

Beta Theta Pi Investigative Summary

Initial Complaint:

A report was filed through an incident report submitted to the office of Student Conduct.

Investigation:

Based on this report an investigation took place on December 1, 2017. The following individuals were interviewed: [REDACTED]

[REDACTED] The organization and members were notified in writing on November 30, 2017 of this investigation and their requested participation. Provided below is a summary of each interview.

I. [REDACTED] (Pledge)

On December 1, 2017, Corey Esquenazi and Germaine Graham met with [REDACTED] a new member of Beta Theta Pi, (A new member during the time of the alleged incident) and during this meeting, [REDACTED] made the following comments.

[REDACTED] described himself as a sophomore, [REDACTED]. When asked why he joined Beta Theta Pi, he stated that he was looking to get more involved because he was only involved with [REDACTED]. [REDACTED] is a currently initiated member who pledged this semester. [REDACTED] described the semester as challenging for everyone, emotionally and mentally. [REDACTED] stated that it was a different experience for him; he reiterated that it was not bad. When asked what happened during the pledge process he stated that they participated in trust exercises and a couple retreats to see how they would bond. They did activities such as trust falls and other exercises during the semester.

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When asked about what else they did during the semester, [REDACTED] stated they were given guidelines to what they should know and learn over the semester. He stated that week by week the brothers added a little more. He said they were given mentally taxing written tests. [REDACTED] also stated they had to obtain signatures from brothers and they received these by conducting interviews. The interviews were conducted to get to know each other. Most interviews were completed at the house. New members were given a list of brothers and had to perform the interviews at the brothers' convenience. The interviews typically happened whenever the brothers had time. [REDACTED] stated that the brothers never called the new members to set up interviews. It was expected that the pledges contacted the brothers if they wanted to meet them.

[REDACTED] reported that the pledge group had to complete a pledge project. For their project they chose to create a fraternity bench. [REDACTED] stated that the brothers gave them no resources and they had to buy and build everything.

█████ said that they went to Sorority events and they did this to show that we (the new members) wanted to be involved. When asked what kind of events █████ stated philanthropy events and socials. When asked if alcohol was present at any events █████ stated, alcohol was always present at the house but they were not forced to drink and that brothers over 21 would drink if they wanted to. █████ stated pledge meeting was at house. When asked about Big brother night █████ stated that it was a Ritual. Before █████ spoke, he asked the interviewer if this was going to be written down and the interviewer replied yes. █████ stated that the event was a surprise and he did not know what was going to happen. █████ stated they were put into cars and driven around. He thought the entire night was fun and meaningful. After they received their Big Brother, all new members were offered alcohol at the house. █████ stated he did drink at event. He said that no one was forced to drink if they did not want to participate. █████ stated at one point the new members were "Iced." He defined "Iced" as brothers chugging a Smirnoff Ice drink. █████ stated that everyone in pledge class and the big brothers were at this event.

When asked about Initiation week, █████ stated that this was the most challenging week. He said they had to work hard and were required to sleep at the house that week. █████ stated they were tested on the history and their knowledge about the fraternity. In addition the group was also responsible for cleaning and chores. When asked where the new members slept, █████ replied on couches, sleeping bags and mattresses that new members brought to the house. According to █████ it was expected for new members to be at the house. They were allowed to take care of any outside responsibilities but should return to the house after.

█████ described his Pledge Master as a very good role model. He stated that his PM tested the group but kept them updated with events and information about the fraternity. He described him as a guide and someone he could look up to.

When leaving, he emphasized that his only goal here today was to tell the truth and be honest

II. █████ -Pledge

On December 1, 2017, Corinna Corrala and Collin Byaird met with █████ a new member of Beta Theta Pi, (A new member during the time of the alleged incident) and during this meeting, █████ made the following comments.

█████ is a freshmen student. When asked why he joined Beta Theta Pi, he stated that he was looking to get more involved and make more connections. He said that he also wanted to meet new people and he wanted to participate in the philanthropy of Beta.

When asked how often would brothers ask you to give them a ride during pledging? █████ stated that it wasn't mandatory. He said that every once and a while brothers asked him and sometimes they would ask other brothers. It was whoever was available and whatever was convenient. He expressed that brothers accepted if a pledge member was not available. He said that if you were headed home no one wanted to take away from your life. Brothers mostly asked them to drive to pick up members to take them to campus and to get food.

When asked to address the times that alcohol was at fraternity events, █████ stated that alcohol was presented but no one forced you to drink if you didn't want to. Alcohol was provided by of age brothers but they didn't force you to drink, there were a few brothers who didn't drink during the process. █████ stated that he believes students are going to drink anyway because it's still college.

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what they like , name birthday likes and dislikes and have a conversation. The pledges were responsible for setting the meetings. Normally they would text and ask a member if they time to meet up. The meeting usually lasted up to an hour and the goal was to get every interview. [REDACTED] stated that he had to complete 63 interviews. Each week the Pledge Educator reviewed the books to check them to see the numbers that had been accumulated each week. [REDACTED] said that he never had to make extreme accommodations to his schedule to get appointments.

When asked to describe the week leading up to Initiation, [REDACTED] talked about the activities that his pledge class had to complete. He said that the purpose was to get closer as a pledge class and "better as one". They solved puzzles and were given items to find and told to think as a group. One example was the group was told to build or complete a puzzle but there was some pieces missing or blank. When asked if there were other teambuilding activities he took a long pause and appeared to be very uncomfortable. He was then able to recall an activity when the group had to go through a maze in the sand one person at a time and communicate without talking. This took place at the Arboretum around 11:00am and he said that the group got home at 10-10:30pm.

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[REDACTED] was asked how the new member's performance was reviewed and he stated that there no review, everyone could just tell who was giving effort and who was not. You could just tell who wants it the most by how much effort they give. As a pledge class they were given feedback and told when they needed to be better members. Other measures that helped with assessment were the Beta Manual, review of national information and quizzes throughout. Members also observed how well pledges tried to connect with brothers. There are no specific hours required for attending events and pledges have to do study hours if they are failing a class. In order to get removed from the process, the brothers discuss in chapter if they really think the pledge qualifies because not everyone is fit for this specific fraternity. [REDACTED] was not sure what makes someone fit because he's never been part of the process. He always felt confident in his status but in the back of his mind he said one never knows. It's a bad mindset to think you'll get dropped.

Overall he was very careful to say that he was not forced to do anything especially older brothers giving minors alcohol frequently.

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[REDACTED] described himself as a freshmen from [REDACTED]. He like to play and watch sports. He is currently studying [REDACTED]. He recently changed his major from [REDACTED].

When asked why he decided to join Beta he stated that he didn't come to UCF with friends. Through Beta he has experienced brotherhood and people having your back. He believes that his brothers always have his back in terms of helping with classes and always someone to talk to. He also likes have older brothers who are 21- 23 years old because they have a lot of experience to share.

Through the pledge process, he was taught about time management, how to work out, how to make friends and interact socially. He stated that it could be intimidating to get to know some of the older brothers because they are older you don't know what they are thinking about you. He also said that it could be hard to talk to people if you don't know them.

In addition to time, time management, pledging also taught him how to balance school and hanging out. His weekly schedule included: leaning about chapter, reading the suns and stars book, and weekly tests. The weekly written tests were completed at the house and it usually took about one hour. He said that other activities that he took part in were: study hours, hanging out with brothers, playing video games and completing a pledge project. The pledge project was to make a bench. The materials were collected by the pledges but the tools were provided by the fraternity.

Another activity that the new members took part in was serving as designated drivers (DD). [REDACTED] stated that this was a good way to help people out. It was also reported as an optional activity because the new members were not required to drive. [REDACTED] stated that he felt the need to serve a s DD because he wanted to help them out. He said that other than DD, brothers also requested rides back and forth from school to home, to attend classes and to pick up food.

Another chore/task that the new members completed involved lots of house clean ups because the house was dirty. [REDACTED] said that he swept and mopped the floors. This took place every Sunday morning. When asked if they received signatures for completing chores he replied no.

He further went on to describe how the new members received signatures for their interview books. They only received signatures for asking questions and setting up meetings when brothers were available. [REDACTED] said that he would contact the brothers to set up meetings through text messages and phone calls. It happened only when they were both available. The questions and discussion was usually about the brothers' role in the fraternity, number, jersey name, major, and likes. This information was all written down. There was a quota each week starting low and then going high to as close as 20 per week.

New members were encouraged to attend events such as KD shakedown because it made them look better and it represents the chapter better. New members were expected to do whatever needed to be done in order to be helpful. [REDACTED] stated that he wanted to be helpful and not let anyone down.

When describing Big Bother night, [REDACTED] stated that when they went to the house, there was alcohol there. He reported that his brothers said that they didn't have to drink and he didn't do it because he had an 8:00am class the next morning. He stated that other new members took drinks and lots of other brothers who were present drank also. He described the activity in this way- "brothers walked up to us and said

hey you want to drink, it's fine if say no because school comes first." He believes that this event of just celebrating. This is a part of college and everyone does it. He reported that even though alcohol was present in the house, it was not in main room unless people were going out.

During Initiation Week, the new members slept at the house. [REDACTED] stated that it really was not that bad because it was only for 1 week. He reported that the group had to be there for most of the day unless they had work or class. He reported that members could go out to eat. They slept on mattresses or couches. He stated that the brothers encouraged them throughout the week by telling them to keep going because they would make it through.

The new members also helped the brother with setting up for tailgate. They were not able to drink at the tailgates so they helped the brothers out by serving as DD's during this event. The brothers told them that new members were supposed to be dry at tailgate. [REDACTED] recalled that some tailgates were dry and some were wet – it depended on how well they did on tests and how well they did around the house. New members were also rewarded if they came around the house a lot.

When asked if alumni members were present for events, [REDACTED] stated that they attended initiation.

[REDACTED] was asked if he had any final remarks and this was his reply: "I don't think that we did anything wrong compared to others." He believes that his former pledge brother [REDACTED] was the reason that they are here. He said that [REDACTED] got kicked out before initiation because no one in the pledge class liked him. "He was kooky- he thought that he was going to make all of the way. All he did was worry about himself." [REDACTED] said that he did not really know [REDACTED] and had only talked to him a few times. He believes that he just did not fit in. He said that when the brothers told them that he [REDACTED] was no longer a pledge brother, many of the new members were not surprised. The brothers asked all of the new members "In all honesty did any of you like [REDACTED]?" He said that four people raised their hand. So the brothers believed that it was a good decision.

IV. [REDACTED] (New Member)

On December 1, 2017, Corinna Corrala and Colin Byaird met with [REDACTED] a new member of Beta Theta Pi, (A new member during the time of the alleged incident) and during this meeting, [REDACTED] made the following comments.

[REDACTED] is a first year student at UCF. He stated that he did know too much about what's going on and why he is here. When asked to describe himself and how he got interested in Beta, he stated that rushing wasn't a thought at first and he wasn't going to and got interested in Beta from friends and how engaged they seemed on campus. When sharing his pledging experience, he expected it to be different and said it was fun but wouldn't want to do it again.

[REDACTED] was asked about obtaining signatures for interviews and he described it as an activity to meet new brothers and see if they like you. Pledges were provided a list of questions that they would get a signature for such as basic info birthday, major, role and family number. Sometimes it turned into conversations. The pledges were provided a roster of names to get in touch with older brothers. Sometimes the signatures included giving rides and getting them food.

When asked about tailgating, [REDACTED] said that they set up the tailgate tent but didn't drink. He reported that all tailgates were dry except for one- because the pledge class performed well on their test that week as a group. There is always alcohol there in the house if anyone wants it. There is also a community pool of money that everyone gives to get beer and someone that is of legal age buys it for everyone.

When asked how the pledges were evaluated on their progress, ██████ stated the pledge educator would give a weekly test and look at the interview book. Based on the number of signatures pledge educator and a couple of other brothers would be able to determine how dedicated you are. Some pledges got kicked out because there weren't enough interviews and they weren't doing well on the tests. ██████ Stated that pledges could get dropped at any point until initiation (which didn't happen too much). He stated that after you make it to a certain point you have a feeling that you are safe. When asked about specific details of evaluation and feedback, ██████ stated that the group just received feedback on tests, the brothers did not ask too much how they were doing. ██████ Said that he feared making it all the way through initiation because he didn't always have the best test grades but knew he was a "good fit."

When asked to describe the week leading up to initiation ██████ stated that the only bad part was that they had to sleep at the house every night. He slept on a mattress pad from his room and didn't have to miss any school. He recalled that the pledges had spent a lot of time cleaning the house on multiple occasions and by the end it was "sparkling." ██████ Stated that he was mostly responsible for sweeping. Others mopped, dusted and cleaned up garbage because the brothers that lived there left garbage. When asked if other brothers helped, he replied that only the pledge educator helped them. Now all of the brothers help out but they didn't when he was a pledge.

Another activity that he spoke of that took place during Initiation Week was going to an obstacle course and walking through the course. He recalled that each pledge had a person guiding them through. The group met there at 8 or 9am with just the pledges and a few brothers in attendance. When asked how much time the pledge class spent at the fraternity house, ██████ stated that he had to sign in and out. He was able to get food and go to class but whenever they were free they had to be there all together.

When asked to describe the "icing," ██████ said that they didn't have to participate but all of the pledges line up and drank a Smirnoff ice and everyone participated. There was alcohol there at the event for whoever wanted to drink and the pledges wanted to get to know their big brothers. Those in attendance were: the pledges, their assigned big brothers and other brothers who came to see the pairings.

Overall ██████ was very honest and forthcoming and didn't think anything was wrong really.

V. ██████ (Brother)

On December 1, 2017, Corey Esquenazi, Germaine Graham, Olivia Escolona, and Corina Corrallo spoke with ██████ a member of Beta Theta Pi and during this meeting, ██████ made the following comments. ██████ is a sophomore student from ██████ and double majoring in ██████.

██████ joined Beta Theta Pi last fall. When asked about his pledging process, he stated that it was 8 weeks long, and the purpose was to learn about the fraternity and interact with brothers. ██████ involvement with this year's pledge class included having a little brother in the fall 2017 pledge group. He did not serve as a pledge educator, he just participated as a brother. When asked about their pledge process, he stated that it was also 8 weeks long.

When asked about big brother night, he stated that it was an event where the older brothers were assigned their little brothers, and become their guide. When asked to expand, he stated that on that night everyone hangs out and creates a bond. He was asked about icing. ██████ stated all the pledges are given a Smirnoff and asked to chug in a race. When asked if all of the new members drank, ██████ said that he thinks they all drank. ██████ also stated that other alcohol was present at the event. ██████ also stated

that other brothers were there, but cannot recall if alumni were there. [REDACTED] stated they did it last year as well (Icing).

[REDACTED] stated that all the new members had to interview the brothers to get to know them. He said that the new members reach out to the brothers and responsibility was all on them. When asked about how the new members are evaluated [REDACTED] stated that Beta has five values, and they must uphold those five core values. If through the process, the new members got in trouble or something wrong, the chapter would talk about it and vote on if they were to continue in process. When asked when this happens, he stated that it occurred at Chapter every Sunday or when anyone wanted to bring it up in conversation. When asked if the new members can appeal the decision, he stated there was no appeal process for the new members. When asked about how many brothers could vote out a new member, [REDACTED] stated that it depends on how far along in the process they were. [REDACTED] stated each week required less votes.

When asked about I-week [REDACTED] stated it is the week leading up to initiation and the new members spend a majority of time at the chapter house. The new members participate in sleeping over so that they can prepare for and learn the information for the final test to get in to the fraternity. [REDACTED] said that the pledge class could leave to class and eat, but the chapter wanted them to spend as much time there as possible. [REDACTED] also stated the new members slept there. [REDACTED] stated he does not live at chapter house and was not required to sleep there as a brother. When [REDACTED] was a pledge, he cleaned some of the rooms once or twice during the week. [REDACTED] stated that [REDACTED], the advisor came through house during I week. When asked what they did at the house [REDACTED] stated they mostly studied the majority of the time. When asked about tailgates [REDACTED] stated that new members are required to help during tailgates. The new members were told that they were not able to drink.

Summary

Investigative Summary

Based on the investigation completed, it is evident that hazing took place during the entire pledge process of this organization. When describing the new member process it was repeatedly stated that new members had to participate in the following activities:

1. Transportation: Designated driving, driving brothers upon request, driving brothers to classes and to get food, driving members anywhere requested by big brothers
2. Chores: Cleaning the fraternity house every Sunday and every day during Initiation Week
3. New Member Interviews and Signatures: Members were required to obtain signatures after meeting individually with brothers but the number of signatures became increasing difficult to obtain each week.
4. Underage Drinking: Drinking used as a reward and punishment during tailgate, drinking used as a part of the big brother ceremony.
5. Forced Habitation- Staying at the house, having to sign in and out and sleeping over

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On December 1, 2017, Corey Esquenazi and Germaine Graham met with [REDACTED] a new member of Beta Theta Pi, (A new member during the time of the alleged incident) and during this meeting, [REDACTED] made the following comments.

[REDACTED] described himself as a freshmen from [REDACTED]. He like to play and watch sports. He is currently studying [REDACTED]. He recently changed his major from [REDACTED].

When asked why he decided to join Beta he stated that he didn't come to UCF with friends. Through Beta he has experienced brotherhood and people having your back. He believes that his brothers always have his back in terms of helping with classes and always someone to talk to. He also likes have older brothers who are 21- 23 years old because they have a lot of experience to share.

Through the pledge process, he was taught about time management, how to work out, how to make friends and interact socially. He stated that it could be intimidating to get to know some of the older brothers because they are older you don't know what they are thinking about you. He also said that it could be hard to talk to people if you don't know them.

In addition to time, time management, pledging also taught him how to balance school and hanging out. His weekly schedule included: leaning about chapter, reading the suns and stars book, and weekly tests. The weekly written tests were completed at the house and it usually took about one hour. He said that other activities that he took part in were: study hours, hanging out with brothers, playing video games and completing a pledge project. The pledge project was to make a bench. The materials were collected by the pledges but the tools were provided by the fraternity.

Another activity that the new members took part in was serving as designated drivers (DD). [REDACTED] stated that this was a good way to help people out. It was also reported as an optional activity because the new members were not required to drive. [REDACTED] stated that he felt the need to serve a s DD because he wanted to help them out. He said that other than DD, brothers also requested rides back and forth from school to home, to attend classes and to pick up food.

Another chore/task that the new members completed involved lots of house clean ups because the house was dirty. [REDACTED] said that he swept and mopped the floors. This took place every Sunday morning. When asked if they received signatures for completing chores he replied no.

He further went on to describe how the new members received signatures for their interview books. They only received signatures for asking questions and setting up meetings when brothers were available. [REDACTED] said that he would contact the brothers to set up meetings through text messages and phone calls. It happened only when they were both available. The questions and discussion was usually about the brothers' role in the fraternity, number, jersey name, major, and likes. This information was all written down. There was a quota each week starting low and then going high to as close as 20 per week.

New members were encouraged to attend events such as KD shakedown because it made them look better and it represents the chapter better. New members were expected to do whatever needed to be done in order to be helpful. [REDACTED] stated that he wanted to be helpful and not let anyone down.

When describing Big Bother night, [REDACTED] stated that when they went to the house, there was alcohol there. He reported that his brothers said that they didn't have to drink and he didn't do it because he had an 8:00am class the next morning. He stated that other new members took drinks and lots of other brothers who were present drank also. He described the activity in this way- "brothers walked up to us and said

hey you want to drink, it's fine if say no because school comes first." He believes that this event of just celebrating. This is a part of college and everyone does it. He reported that even though alcohol was present in the house, it was not in main room unless people were going out.

During Initiation Week, the new members slept at the house. [REDACTED] stated that it really was not that bad because it was only for 1 week. He reported that the group had to be there for most of the day unless they had work or class. He reported that members could go out to eat. They slept on mattresses or couches. He stated that the brothers encouraged them throughout the week by telling them to keep going because they would make it through.

The new members also helped the brother with setting up for tailgate. They were not able to drink at the tailgates so they helped the brothers out by serving as DD's during this event. The brothers told them that new members were supposed to be dry at tailgate. [REDACTED] recalled that some tailgates were dry and some were wet – it depended on how well they did on tests and how well they did around the house. New members were also rewarded if they came around the house a lot.

When asked if alumni members were present for events, [REDACTED] stated that they attended initiation.

[REDACTED] was asked if he had any final remarks and this was his reply: "I don't think that we did anything wrong compared to others." He believes that his former pledge brother [REDACTED] was the reason that they are here. He said that [REDACTED] got kicked out before initiation because no one in the pledge class liked him. "He was kocky- he thought that he was going to make all of the way. All he did was worry about himself." [REDACTED] said that he did not really know [REDACTED] and had only talked to him a few times. He believes that he just did not fit in. He said that when the brothers told them that he [REDACTED] was no longer a pledge brother, many of the new members were not surprised. The brothers asked all of the new members "In all honesty did any of you like [REDACTED]?" He said that four people raised their hand. So the brothers believed that it was a good decision.

IV. [REDACTED] (New Member)

On December 1, 2017, Corinna Corralla and Colin Byaird met with [REDACTED] a new member of Beta Theta Pi, (A new member during the time of the alleged incident) and during this meeting, [REDACTED] made the following comments.

[REDACTED] is a first year student at UCF. He stated that he did know too much about what's going on and why he is here. When asked to describe himself and how he got interested in Beta, he stated that rushing wasn't a thought at first and he wasn't going to and got interested in Beta from friends and how engaged they seemed on campus. When sharing his pledging experience, he expected it to be different and said it was fun but wouldn't want to do it again.

[REDACTED] was asked about obtaining signatures for interviews and he described it as an activity to meet new brothers and see if they like you. Pledges were provided a list of questions that they would get a signature for such as basic info birthday, major, role and family number. Sometimes it turned into conversations. The pledges were provided a roster of names to get in touch with older brothers. Sometimes the signatures included giving rides and getting them food.

When asked about tailgating, [REDACTED] said that they set up the tailgate tent but didn't drink. He reported that all tailgates were dry except for one- because the pledge class performed well on their test that week as a group. There is always alcohol there in the house if anyone wants it. There is also a community pool of money that everyone gives to get beer and someone that is of legal age buys it for everyone.

When asked how the pledges were evaluated on their progress, ██████ stated the pledge educator would give a weekly test and look at the interview book. Based on the number of signatures pledge educator and a couple of other brothers would be able to determine how dedicated you are. Some pledges got kicked out because there weren't enough interviews and they weren't doing well on the tests. ██████ Stated that pledges could get dropped at any point until initiation (which didn't happen too much). He stated that after you make it to a certain point you have a feeling that you are safe. When asked about specific details of evaluation and feedback, ██████ stated that the group just received feedback on tests, the brothers did not ask too much how they were doing. ██████ Said that he feared making it all the way through initiation because he didn't always have the best test grades but knew he was a "good fit."

When asked to describe the week leading up to initiation ██████ stated that the only bad part was that they had to sleep at the house every night. He slept on a mattress pad from his room and didn't have to miss any school. He recalled that the pledges had spent a lot of time cleaning the house on multiple occasions and by the end it was "sparkling." ██████ Stated that he was mostly responsible for sweeping. Others mopped, dusted and cleaned up garbage because the brothers that lived there left garbage. When asked if other brothers helped, he replied that only the pledge educator helped them. Now all of the brothers help out but they didn't when he was a pledge.

Another activity that he spoke of that took place during Initiation Week was going to an obstacle course and walking through the course. He recalled that each pledge had a person guiding them through. The group met there at 8 or 9am with just the pledges and a few brothers in attendance. When asked how much time the pledge class spent at the fraternity house, ██████ stated that he had to sign in and out. He was able to get food and go to class but whenever they were free they had to be there all together.

When asked to describe the "icing," ██████ said that they didn't have to participate but all of the pledges line up and drank a Smirnoff ice and everyone participated. There was alcohol there at the event for whoever wanted to drink and the pledges wanted to get to know their big brothers. Those in attendance were: the pledges, their assigned big brothers and other brothers who came to see the pairings.

Overall ██████ was very honest and forthcoming and didn't think anything was wrong really .

V. ██████ (Brother)

On December 1, 2017, Corey Esquenazi , Germaine Graham, Olivia Escolona, and Corina Corrallo spoke with ██████ a member of Beta Theta Pi and during this meeting, ██████ made the following comments. ██████ is a sophomore student from ██████ and double majoring in ██████ .

██████ joined Beta Theta Pi last fall. When asked about his pledging process, he stated that it was 8 weeks long, and the purpose was to learn about the fraternity and interact with brothers. ██████ involvement with this year's pledge class included having a little brother in the fall 2017 pledge group. He did not serve as a pledge educator, he just participated as a brother. When asked about their pledge process, he stated that it was also 8 weeks long.

When asked about big brother night, he stated that it was an event where the older brothers were assigned their little brothers, and become their guide. When asked to expand, he stated that on that night everyone hangs out and creates a bond. He was asked about icing. ██████ stated all the pledges are given a Smirnoff and asked to chug in a race. When asked if all of the new members drank, ██████ said that he thinks they all drank. ██████ also stated that other alcohol was present at the event. ██████ also stated

that other brothers were there, but cannot recall if alumni were there. [REDACTED] stated they did it last year as well (Icing).

[REDACTED] stated that all the new members had to interview the brothers to get to know them. He said that the new members reach out to the brothers and responsibility was all on them. When asked about how the new members are evaluated [REDACTED] stated that Beta has five values, and they must uphold those five core values. If through the process, the new members got in trouble or something wrong, the chapter would talk about it and vote on if they were to continue in process. When asked when this happens, he stated that it occurred at Chapter every Sunday or when anyone wanted to bring it up in conversation. When asked if the new members can appeal the decision, he stated there was no appeal process for the new members. When asked about how many brothers could vote out a new member, [REDACTED] stated that it depends on how far along in the process they were. [REDACTED] stated each week required less votes.

When asked about I-week [REDACTED] stated it is the week leading up to initiation and the new members spend a majority of time at the chapter house. The new members participate in sleeping over so that they can prepare for and learn the information for the final test to get in to the fraternity. [REDACTED] said that the pledge class could leave to class and eat, but the chapter wanted them to spend as much time there as possible. [REDACTED] also stated the new members slept there. [REDACTED] stated he does not live at chapter house and was not required to sleep there as a brother. When [REDACTED] was a pledge, he cleaned some of the rooms once or twice during the week. [REDACTED] stated that [REDACTED], the advisor came through house during I week. When asked what they did at the house [REDACTED] stated they mostly studied the majority of the time. When asked about tailgates [REDACTED] stated that new members are required to help during tailgates. The new members were told that they were not able to drink.

Summary

Investigative Summary

Based on the investigation completed, it is evident that hazing took place during the entire pledge process of this organization. When describing the new member process it was repeatedly stated that new members had to participate in the following activities:

1. Transportation: Designated driving, driving brothers upon request, driving brothers to classes and to get food, driving members anywhere requested by big brothers
2. Chores: Cleaning the fraternity house every Sunday and every day during Initiation Week
3. New Member Interviews and Signatures: Members were required to obtain signatures after meeting individually with brothers but the number of signatures became increasing difficult to obtain each week.
4. Underage Drinking: Drinking used as a reward and punishment during tailgate, drinking used as a part of the big brother ceremony.
5. Forced Habitation- Staying at the house, having to sign in and out and sleeping over