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January 20, 2017

Kappa Sigma Fraternity  
C/o Mr. Alex Queen, Chapter President  
Sent electronically to ajqueen@mit.edu

Dear Mr. Queen,

I am writing to follow up from our meeting on December 14, 2016, during which we discussed the complaint alleging that Kappa Sigma Fraternity hosted a party, served hard liquor at the party, served alcohol to underage people at the party, and did not seek assistance for someone who was in medical distress due to alcohol use on September 18, 2016. This incident raised the possibility that the chapter had violated the following Institute policies:

1. FSILG Social Event Policy section IV (C): Hard liquor is prohibited, which can be found online at: <http://studentlife.mit.edu/life-campus/fraternities-sororities-independent-living-groups/forms-resources>
2. *Mind and Hand Book* section II (2) (A): Alcohol Policy, which can be found online at: <http://handbook.mit.edu/alcohol>

During our meeting, we discussed this situation and you and Mr. Austin Hubbert responded to the allegations on behalf of the chapter. You and Mr. Hubbert stated that an underage person did consume hard alcohol, but he took it from another person's room and drank it without consent; you stated that no one was served hard alcohol at the party. You also stated that beer and/or wine were served to at least one and likely more underage people at this party. You stated that several people in the chapter attempted to help a student who had consumed too much alcohol and felt that calling an ambulance was not necessary. Following our meeting, you submitted a written statement to the COD.

The Chair of the Committee on Discipline (COD) and a student member of COD reviewed this case. The Chair determined that this case would be handled as an administrative resolution. As you know, this case was referred to the COD by the IFC JudComm due to the JudComm's inability to resolve it in a timely way.

### **Finding**

Based on a review of the information available in this case, including the information you shared during our meeting and your written statement, the COD Chair made the following findings of responsibility.

1. Regarding FSILG social event policy section IV (C): Hard Liquor: The Chair determined there was insufficient evidence to show that hard liquor was served at the party. The Chair accepted your explanation that the hard liquor was taken without agreement from a private bedroom. Accordingly, the chair determined the chapter is **not responsible** for violating this policy.
2. Regarding *Mind and Hand Book* section II (2) (A): Alcohol Policy: The Chair determined that alcohol was served to at least one underage person by the chapter, as documented in the complaint and your response. Accordingly, the Chair finds the chapter **responsible** for violating this policy. The Chair felt that the chapter showed a reasonable degree of care to the student who was intoxicated and that it was not clear at the time the chapter was in contact with him that a transport was required. Accordingly, the Chair determined there will be no additional finding of violation of the alcohol policy for that allegation.

## **Sanctions**

Based on the finding of responsibility for violating the alcohol policy by serving alcohol to an underage person, the COD Chair has assigned the following sanctions:

1. This finding of responsibility will be recorded as a letter to file, which is considered a warning from MIT that the chapter's behavior in this situation violated Institute expectations. This letter should serve as a prompt to reflect on the chapter's actions and the factors that led to it, then apply that knowledge so that your behavior improves. This letter is not part of your anyone's official transcript. However, if the chapter is involved in any type of misconduct in the future, this letter will be considered in determining how that case should be heard and during sanctioning.
2. Kappa Sigma is required to have a third party, trained bartender at all social events with alcohol that are hosted or conducted by the chapter, effective immediately and lasting until March 31, 2017. This means that one or more outside bartenders are the only people allowed to serve alcohol at KS social events, as defined by the social event policy, for this period. The outside bartender may not be a member or Kappa Sigma or otherwise affiliated with the chapter and must have appropriate certification and insurance. MIT's Muddy Charles Pub provides this service (see [http://web.mit.edu/muddy/beverage\\_catering.html](http://web.mit.edu/muddy/beverage_catering.html)). Any vendors other than the Muddy Charles must be approved by the Office of Community Development and Substance Abuse (CDSA; Don Camelio, Assistant Dean/Director, [dcamelio@mit.edu](mailto:dcamelio@mit.edu)) in advance to ensure appropriate training. You must also have an outside vendor checking IDs during this period to ensure that only people who are 21 or over are served. You may arrange to have the bartenders do this or make arrangements with another outside vendor. Every event registration you submit to the FSILG Office during this period must include names and contact information of the bartenders and information about their certification and insurance.
3. Review and revise the chapter risk management procedures and training provided to members of the chapter so that effective measures are in place to prevent underage people from being served alcohol in the future. This may include making an internal requirement that all future parties have third-party vendors checking IDs to verify age and third party vendors serving alcohol or other steps reasonably calculated to ensure the social event policy and other MIT policies are followed in the future. It is important to make sure the risk management protocol and training put in place is effective, rather than simply well intentioned, because future instances of serving alcohol to underage students will not be tolerated, nor will any explanation along the lines of members not doing their job, not being adequately trained, not transitioning information down through the organization accurately, or any similar situation. These are all genuine possibilities in the future, so your risk management plan and training must take them into account and design a situation that is effective despite these potential obstacles. In reviewing and revising your risk management policies and training, you are strongly encouraged to consult regularly with the FSILG Office and the CDSA. A revised risk management protocol and training plan must be submitted to the Office of Student Citizenship ([citizenship@mit.edu](mailto:citizenship@mit.edu)) by March 24, 2017.

The rationale for these sanctions took into consideration that in addition to being a blatant violation of policy, knowingly serving alcohol to an underage person is a violation of the trust that MIT places in student organizations when allowing them to hold large scale social events. If you choose to hold such events, your obligation as a chapter, and particularly your individual obligation as the leader of the chapter, is to ensure that alcohol is not served to underage people under any circumstances. Because of the severity of the violation, the COD considered prohibiting the chapter from having social events for one semester. However, the COD elected not to implement this prohibition due in large part to your cooperative approach to this situation and your acknowledgement of the deficiency of the current model. Your candor and preventative approach is weighed strongly in your favor.

Completing these assignments is a required part of Kappa Sigma's continued affiliation with MIT, so please take note of the deadlines and understand that it is your responsibility to submit documentation of your completion of these assignments to the Office of Student Citizenship without further prompting. Failure to complete the assignment by the specified due date will result in further disciplinary action. If you have a disability and need an accommodation in order to complete these assignments or to participate in any other part of the COD process, please contact Student Disability Services at 617-253-1674 or sds-all@mit.edu.

**Feedback about the discipline process**

I invite you to give the Committee on Discipline your feedback about your interaction with the Institute's student discipline process. Hearing from students who have been through the process is important because it enables the COD to evaluate how the program is working, what areas can be improved, and what students think about this Institute process. Please take the survey at: <http://studentvoice.com/miot/oscoutcomes1617>. The survey is anonymous, this URL is not unique to you, and responses cannot be linked to individual students. Providing your feedback is optional and voluntary. The survey generally takes less than ten minutes to complete. This survey is related to, but distinct from, the survey you were given an opportunity to take following your initial meeting with the Office of Student Citizenship.

I appreciate your honesty and cooperation in this situation. You represented yourself and your chapter well by the way you conducted yourself, responded to the allegations, and worked to learn what happened and make proactive change in the future.

Please feel free to contact me at (617) 258-8423 if you have any questions about this situation or if I can be of any assistance.

Sincerely,

A handwritten signature in black ink that reads "Kevin M. Kraft". The signature is written in a cursive style with a large, stylized 'K' and 'M'.

Kevin Kraft  
Director of Student Citizenship

CC: Prof. Suzanne Flynn, Chair of the Committee on Discipline  
Mr. Brad Badgley, Associate Dean and Director, FSILG Office  
Ms. Liz Jason, Assistant Director, FSILG Office  
Mr. Arjun Mithal, IFC JudComm Chair  
Mr. Don Camelio, Community Development and Substance Abuse  
Mr. Austin Hubbert, Past Chapter President