



Interfraternity Council

MASSACHUSETTS INSTITUTE *of* TECHNOLOGY

Alpha Delta Phi
IFC Judicial Committee Outcome
Tuesday April 21, 2015

At an IFC Judicial Committee hearing on Thursday March 19, 2015, Alpha Delta Phi was found responsible for the following policy violations:

IFC Risk Management Policy:

II. Alcohol

- A. Fraternities are responsible for insuring that the possession, sale, use, or consumption of alcoholic beverages, while on chapter premises or during a fraternity event, any situation sponsored or endorsed by the chapter, or in any event an observer would associate with a fraternity, is in compliance with all MIT, local, state, and federal laws, statutes, and regulations.
- H. When hosting events with alcohol, all fraternities must follow the guidelines for hosting events.

VI. Fire, Health, and Safety

- D. All fraternities must respect the maximum capacity of their chapter house, as determined by the FSILG Social Event Policy. This number will be the maximum number of individuals allowed in the chapter at any given time.

Procedures for Events with Alcohol:

II. Admittance

- A. Each entrance and exit to an event must be monitored by at least one non-consuming individual.
- B. Efforts shall be made to determine the level of intoxication of every entrant and no visibly intoxicated individual may be admitted to an event.
- C. Fraternities are responsible for keeping an accurate list of the name and over/under 21 status of all attendees to a party.

IV. Event Logistics and Planning

- B. Mass digital advertisements for events are prohibited. This includes by is not limited to:
 - 1. Mass emails.
 - 2. Searchable Facebook events and groups: events must be secret and hosted by individual brothers with invites issued only by brothers and to individuals.

V. Monitors

- A. There must be at least one party monitor per 15 guests per room of the party,



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as required by the FSILG Social Event Policy.

FSILG Social Event Policy:

Social Event Gathering Provisions:

House Events with Alcohol

2. Total members of the FSILG PLUS three guests per party safe trained member attending the event.
3. Events in excess of 175 persons shall have a paid security detail for the duration of the event. The security detail shall be paid for by the FSILG hosting the event and shall be confirmed with the FSILG office three business days prior to the date on which the event is to take place.

Management Expectations and Best Practices for House Events with Alcohol:

Guest Management

Open parties, meaning those with significant unrestricted access by non-members of an FSILG without specific invitation where alcoholic beverages are present, are prohibited.

2. At least two-thirds of the guests in attendance at a particular event must have specific invitations that were extended at least 24 hours prior to the start of the event and whose names are present on a written guest list prepared in advance of the event.

Guest List

A complete list of all attendees must be kept for the duration of the event. This list must be updated for arrivals and departures and should be an accurate representation of attendance at all times.

As a result of this finding, the hearing review board determined the following to be appropriate sanctioning taking in regard the specific events of the incident and Alpha Delta Phi's actions:

1. Alpha Delta Phi is prohibited from hosting or co-hosting any social events (including, but not limited to, parties, mixers, and formals) prior to the beginning of Campus Preview Weekend 2015.
2. Alpha Delta Phi is prohibited from hosting or co-hosting any wet social events prior to September 23, 2015.
3. Alpha Delta Phi is prohibited from hosting any social events that exceed a ratio of guests to PartySafe+ trained members of 1:1 prior to December 31, 2015.
 - a. This sanction will not apply to social events held during Campus Preview Weekend 2015 or IFC Rush 2015.
4. Alpha Delta Phi may only hold closed social events prior to Campus Preview Weekend

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Alpha Delta Phi · Alpha Epsilon Pi · Chi Phi · Delta Kappa Epsilon · Delta Psi · Delta Tau Delta · Kappa Sigma ·

Nu Delta · Phi Beta Epsilon · Phi Delta Theta · Phi Kappa Sigma · Phi Kappa Theta · Phi Sigma Kappa ·

Pi Lambda Phi · Sigma Alpha Epsilon · Sigma Chi · Sigma Nu · Sigma Phi Epsilon · Tau Epsilon Phi ·

Theta Chi · Theta Delta Chi · Theta Xi · Zeta Beta Tau · Zeta Psi



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2016.

- a. A complete list of all invited guests must be submitted to the MIT FSILG Office prior to event registration, and all event attendees must be included on this pre-invited guest list.
- b. The IFC Risk Management Consultants will randomly select a minimum of four guests at every Alpha Delta Phi social event to confirm that their names are included on this guest list.
- c. This sanction will not apply to social events held during Campus Preview Weekend 2015 or IFC Rush 2015.
5. Alpha Delta Phi must submit accurate sign-in sheets to the FSILG Office following every social event prior to Campus Preview Weekend 2016.
 - a. Sign-in sheets must include the full name, school affiliation, class year, and over/under 21 status of all event attendees.
6. Alpha Delta Phi shall develop a comprehensive risk management plan including greater-than-usual security measures for larger events during Campus Preview Weekend 2015.
 - a. Alpha Delta Phi must submit a list of all planned CPW events to the IFC Risk Manager and the MIT FSILG Office at least two weeks in advance of the earliest event.
 - b. The IFC Risk Manager and a member of the MIT FSILG Office will determine which events will require a risk management plan to be submitted in advance.
 - i. The Judicial Committee Review Board recommends that any event with a ratio of guests to PartySafe+ trained members exceeding 1:1 require a risk management plan to be submitted in advance.
 - c. For all such events, a comprehensive plan detailing risk management procedures to be followed and additional security measures to be taken must be submitted to the IFC Risk Manager and a member of the MIT FSILG Office at least one week prior to the start of the event.
 - i. The Judicial Committee Review Board recommends that this plan include the supervision of a house corporation alumni member, the presence of the Alpha Delta Phi house GRA, and the hire of an MIT Police security detail.
 - d. Alpha Delta Phi must meet with the IFC Risk Manager and a member of the FSILG Office to discuss submitted risk management plans and to receive the written approval of each party.
7. The President and Risk Manager of Alpha Delta Phi must meet with a member of the FSILG Office and the IFC Risk Manager to review and revise their written risk management policy.
 - a. The above policy shall be presented to the active members of Alpha Delta Phi.
 - b. 75% of the chapter must be in attendance at this presentation. Additionally, the IFC Risk Manager shall be in attendance as an additional resource. Alpha Delta Phi shall also provide a sign-in sheet to the IFC judicial Committee Chairman after the presentation.

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- c. The meeting and presentation shall occur prior to May 14, 2015.
8. Alpha Delta Phi shall contribute 50 man-hours of volunteer service to MIT Police, in the manner of the department's choosing, by May 14, 2015.
 - a. A log sheet with the written approval of Captain Cheryl Vossmer must be submitted to the IFC Judicial Committee Chairman as confirmation.
9. Failure to comply with any of the aforementioned sanctions will result in an IFC Judicial Committee hearing.

The severity of the incident and its impact on neighboring communities warranted the strict nature of the hearing review board's response. Sanctions were chosen in order to give Alpha Delta Phi sufficient opportunity to hone its risk management procedures before it may once again participate in the full range of social activity afforded the rest of the community. However, the situation was mitigated by a number of factors that were looked upon favorably by the hearing review board. Alpha Delta Phi accepted responsibility for several of the charges. Furthermore, the chapter was responsive in working to correct the incident as it occurred and active its efforts to make reparations with the communities affected and to prevent a similar incident from happening again.

Respectfully,

Jack Spira
Judicial Committee Chairman
MIT Interfraternity Council