



February 27, 2026

Delta Sigma Phi (Theta Rho)

Sent electronically to [REDACTED]

BCC current members of Delta Sigma Phi (Theta Rho) Chapter

PERSONAL AND CONFIDENTIAL

Case Number: 2025106901

To the [REDACTED] Delta Sigma Phi (Theta Rho),

This letter provides you with my decision, on behalf of the Office of Student Conduct and Community Standards, regarding the alleged violations for the case number referenced above related to the incidents described in the Notice of Allegations letter dated November 19, 2025:

It is reported that in October 2025 and November 2025 at or near the Eugene/Springfield area, Delta Sigma Phi (Theta Rho) engaged in behavior towards new members that may constitute hazing, in a manner that may have endangered their health and safety. This behavior may include, but is not limited to, forced and/or pressured:

- *Consumption of milk, onions, and/or alcohol*
- *Purchase of snacks for older members late at night*
- *Planking and/or laying faces on broken glass*
- *Cleaning of older members' vomit*
- *Allowing older members to spit and/or blow cigarette smoke in new members' faces*

It is also reported that new members under the legal drinking age were furnished with alcohol, either during the above noted activities or during social events and other gatherings.

It is further reported that members of the chapter engaged in communication with an individual involved in the reporting of these alleged incidents in a manner intended to deter that individual from reporting.

Additionally, it is reported that on or around November 8, 2025, members of the chapter attempted to use a ladder to steal items from at least two facilities associated with other campus fraternities.

The Notice of Allegations letter indicated that the above behavior, if true, may violate the following sections of the Student Conduct Code:

Hazing

Intentionally subjecting another to a situation or action that a reasonable person would foresee as causing mental or physical discomfort, embarrassment, injury, or ridicule. Individual acceptance of or acquiescence to any activity does not affect a determination of whether the activity constitutes hazing. This includes



compelled participation in behavior which would violate the law and/or University Policy. Hazing may include, but is not limited to, sleep deprivation or causing excessive fatigue, physical or psychological shock, compelled ingestion of a substance, and other activities not consistent with the parent organization's rules and regulations.

Safety Hazard

Tampering with firefighting equipment or smoke detectors, causing a false alarm, or endangering the health or safety of others.

Alcohol

- i. *Possession or consumption of alcohol by those under the legal drinking age.*
- ii. *Furnishing of alcohol to a person under the legal drinking age.*
- iii. *Possession or consumption of alcohol by a person of the legal drinking age in unauthorized areas or furnishing of an alcoholic beverage to any person in unauthorized areas.*
- iv. *Causing another to ingest alcohol without consent.*

Retaliation or Obstruction

Any adverse action taken toward a person who is, or is perceived to be, engaged in an investigation, a report, or student conduct process, because that person participated in the University's process, or to deter a person from participating in the University's process. Includes retaliation as defined by the Discrimination Complaint and Response Policy.

Theft

Unauthorized taking or possession of property of another, including goods, services, and other valuables.

Conduct Determination: Based on my review of the totality of the available information and by a preponderance of the evidence standard, I find the organization **in violation** of the sections of the Code pertaining to **Hazing, Safety Hazard, Alcohol, Retaliation or Obstruction, and Theft.**

The rationale for this decision will be transmitted to the Delta Sigma Phi organizational representative.

Action Plan: When a student organization is determined to be in violation of the Student Conduct Code, our office assigns an action plan intended to help the student organization re-align with institutional values. In this case, I assigned the following action plan:

Suspension of Organization

As of the date of this letter, the Delta Sigma Phi (Theta Rho) chapter is suspended for a period of four (4) years. Effective immediately, all chapter operations must cease during the period of the suspension. This includes—but is not limited to—meetings; events and social functions; recruitment, membership education, and initiation-related activity; philanthropy and fundraising; use of chapter officers/committees; collection of dues; and any activity conducted in the name of, on behalf of, or that reasonably appears to be sponsored by the chapter, its members, or any affiliated entities.



A student organization on suspension status loses university recognition and all privileges associated with such recognition. While an organization is suspended, it may not use University resources or participate as an organization in any University activities or events.

Re-recognition is possible but not guaranteed, and will only be considered after the end of the suspension period, based on meeting all re-recognition criteria and obtaining clearance from the University. Any evidence that members of the organization have attempted to sustain an unofficial student organization will postpone the organization's ability to be re-recognized in the future.

In determining an appropriate action plan in this matter, in addition to the violations of the Code substantiated by the investigation into this matter, I also considered information which supported that the organization did not comply with the interim action that was issued on November 7, 2025. The November 8, 2025 incident where members of the organization were contacted by police during attempts to steal items from two facilities associated with other campus fraternities occurred after the interim action was issued, as did an EPD incident report of a disorderly party at the chapter facility on January 10, 2026.

Prohibition on Chapter Facility Use

During the suspension, the chapter and its members are prohibited from using any residence, house, or facility as a “chapter house” or chapter facility, regardless of ownership or lease status. This includes any location historically associated with the chapter or used as a hub for chapter activity. Prohibited conduct includes, but is not limited to:

- hosting or organizing chapter-related gatherings at the facility (formal or informal)
- storing chapter property/records there (banners, ritual items, composites, uniforms, financial documents, etc.)
- displaying chapter identifiers (letters, signs, flags, décor, social media check-ins/posts that portray it as a chapter location)
- maintaining a live-in structure that functions as chapter operations (e.g., officer rooms, mandated live-in requirements, “house meetings,” membership education in the facility)

The University acknowledges that housing arrangements may involve private lease agreements between individual tenants and a third-party landlord. The University is not directing any individual to violate a private lease. However, to ensure the chapter is not operating—nor appearing to operate—during suspension, the University expects the organization and individual members to make best efforts to transition away from residing together in a manner that functions as, or presents as, a chapter facility.

Accordingly, individuals are expected to take prompt steps to vacate the facility as quickly as practicable, consistent with applicable lease terms. This may include:

- relocation at the end of current lease term



- subleasing (if permitted by the landlord)
- early lease termination (if available)
- other landlord-approved arrangements

Given the historical association of the 1306 E 18th AVENUE address with the chapter, and the fact that violations of the Code were found to have occurred there, individuals are expected not to remain at this address once their current leases have ended.

Information which suggests non-compliance with the expectations described above may result in individual student conduct and/or an extension of the organizational sanctions.

Within **ten business days**, each individual currently residing at the 1306 E 18th AVENUE address must submit written confirmation of their current end lease date, and plan for vacating the facility from the options listed above via email (conduct@uoregon.edu).

Failure to submit the required plan to vacate, or failure to adhere to the submitted plan, may result in individual members being charged with violations of the Code, including but not limited to failure to comply with a university directive.

In addition, individuals who remain at 1308 E 18th AVENUE through the end of their current lease term should be aware that, moving forward, they will be held accountable through the individual student conduct process for any behavior that violates the Code which occurs at that address. Violations of the Code engaged in by individual students may result in sanctions which include Conduct Warning, Disciplinary Probation, Deferred Suspension, Suspension, or Expulsion, depending on the severity of those violations.

Recommendation for Charter Revocation

The University will officially request that the inter-national office revoke the local chapter's charter.

Pathway to Re-recognition

In order to receive University recognition following the suspension, the Theta Rho chapter of Delta Sigma Phi will need to participate in the re-recognition process with the Office of Fraternity and Sorority Life. This process includes:

- Submission of materials related to the return of the chapter. This is often referred to as an "Expansion Packet." This should include a plan for alumni support of the chapter, a recruitment plan, anti-hazing education, as well as a health and safety plan.
- The fraternity meets with the Director of Fraternity & Sorority Life and/or Interfraternity Council Advisor to review plan at least once per year.
- Upon successful completion of the Expansion Packet requirements and annual review meetings, and confirmation by the Office of Fraternity & Sorority Life that expectations have been met, the organization will be placed on the Spring 2030 expansion schedule.



Appeal: The Delta Sigma Phi organizational representative may submit a written appeal of this decision and/or the action plan within ten (10) business days of this letter. An appeal of this decision proceeds in accordance with the Student Organization Misconduct Procedures. Information about the appeals process, including how to submit an appeal, can be found [here](#).

Please feel free to contact me if you have any questions.

Sincerely,

Dianne Tanjuaquio
Senior Associate Dean of Students
Director of Student Conduct and Community Standards

CONFIDENTIAL MEMORANDUM

TO: Delta Sigma Phi, In Care of [REDACTED]
From: Kylie Stryffeler, Rebecca Joseph, and Erin Heidrich, Investigators at INCompliance
DATE: February 9, 2026
RE: Determination of Responsibility

Introduction

On November 3, 2025, the Office of Student Conduct and Community Standards (“SCCS”) received a community care and support report that Delta Sigma Phi (D. Sig.) may have engaged in hazing in violation of the Policy related to the Fall 2025 New Member Recruitment Process.

On November 7, 2025, SCCS informed D. Sig. that it would be placed on an interim suspension related to all new member activities, chapter operations, and events and programming. On November 8, 2025, SCCS received an additional report of alleged new member activity, specifically theft, in violation of the interim suspension. SCCS assigned Kylie Stryffeler, Erin Heidrich, and Rebecca Joseph (Collectively, the “Case Managers”) to conduct the investigation on behalf of the University.

On November 20, 2025, Kylie Stryffeler emailed the [REDACTED], to arrange the informational meeting and provided him with a copy of the Notice of Allegations and redacted evidence. (Appendix, pp. 1-18). According to the Notice of Allegations, D. Sig. was reported to have engaged in the following behaviors:

It is reported that in October 2025 and November 2025 at or near the Eugene/Springfield area, Delta Sigma Phi (Theta Rho) engaged in behavior towards new members that may constitute hazing, in a manner that may have endangered their health and safety. This behavior may include, but is not limited to, forced and/or pressured:

- Consumption of milk, onions, and/or alcohol
- Purchase of snacks for older members late at night
- Planking and/or laying faces on broken glass
- Cleaning of older members' vomit
- Allowing older members to spit and/or blow cigarette smoke in new members' faces

It is also reported that new members under the legal drinking age were furnished with alcohol, either during the above noted activities or during social events and other gatherings.

It is further reported that members of the chapter engaged in communication with an individual involved in the reporting of these alleged incidents in a manner intended to deter that individual from reporting.

Additionally, it is reported that on or around November 8, 2025, members of the chapter attempted to use a ladder to steal items from at least two facilities associated with other campus fraternities.

The University's *Standard Operating Procedures for Prohibited Conduct Allegations against Student Organizations* describes the procedures for resolving these allegations against the D.Sig. organization.¹

The Case Managers considered all relevant materials made available to them at the onset of the investigation, evidence submissions, and witness interview summaries in making the findings of fact here.

II. Applicable Policy Definitions

The November 20, 2025 Notice of Allegations to D. Sig. in this case implicated the following provisions of the University Student Code of Conduct:

Hazing

Intentionally subjecting another to a situation or action that a reasonable person would foresee as causing mental or physical discomfort, embarrassment, injury, or ridicule. Individual acceptance of or acquiescence to any activity does not affect a determination of whether the activity constitutes hazing. This includes compelled participation in behavior which would violate the law and/or University Policy. Hazing may include, but is not limited to, sleep deprivation or causing excessive fatigue, physical or psychological shock, compelled ingestion of a substance, and other activities not consistent with the parent organization's rules and regulations.

Safety Hazard

Tampering with firefighting equipment or smoke detectors, causing a false alarm, or endangering the health or safety of others.

Alcohol

- i. possession or consumption of alcohol by those under the legal drinking age.
- ii. Furnishing of alcohol to a person under the legal drinking age.
- iii. Possession or consumption of alcohol by a person of the legal drinking age in unauthorized areas or furnishing of an alcoholic beverage to any person in unauthorized areas.
- iv. Causing another to ingest alcohol without consent.

¹ Procedures: <https://dos.uoregon.edu/sites/default/files/student-organization-misconduct-procedures-2020.pdf>;
Code: <https://policies.uoregon.edu/vol-3-administration-student-affairs/ch-1-conduct/student-conduct-code>

Retaliation or Obstruction

Any adverse action taken toward a person who is, or is perceived to be, engaged in an investigation, a report, or student conduct process, because that person participated in the University's process, or to deter a person from participating in the University's process. Includes retaliation as defined by the Discrimination Complaint and Response Policy.

Theft

Unauthorized taking or possession of property of another, including goods, services, and other valuables.

III. Investigative Background

On November 24, 2025, Kylie Stryffeler met with the [REDACTED] for his informational meeting and allowed [REDACTED] to review copies of the unredacted documents.

On November 21, 2025, Dean Dianne Tanjuaquio obtained a statement from Witness 1.

On December 4, 2025, Kylie Stryffeler of INCompliance, met with [REDACTED] for the administrative conference and shared the following evidence with him by virtual screen share.²

On December 11, 2025, Kylie Stryffeler invited randomly selected new members to participate in an investigative interview. Between December 15 and December 17, 2025, the Case Managers interviewed five witnesses. On December 17, the Case Managers identified four additional witnesses and invited them to participate in interviews on December 18, 2025. Of the twelve witnesses contacted, five did not respond.

On January 9, 2026, Kylie Stryffeler provided [REDACTED] with copies of redacted interview statements for his review and gave him the opportunity to respond.

On January 15, 2026, Kylie Stryffeler met with [REDACTED] for a follow-up administrative conference.

On January 26, 2026, the University informed the Case Managers that the Case Managers would be making findings of fact, but that the University would review the findings of fact and determine whether a preponderance of evidence existed to support a finding that D. Sig. violated the policy as alleged.

During the course of the Investigation, the Case Managers obtained statements from the following individuals in chronological order.³

Witness	Date Interviewed	Case Manager	Role
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² Kylie Stryffeler's colleague, Heather Clingerman, shadowed this meeting.

³ A Witness Key was provided to the University contemporaneously with this Report.

Witnesses		
1	November 21, 2025	Dianne Tanjuaquio
2	December 15, 2025	Rebecca Joseph
3	December 17, 2025	Rebecca Joseph
4	December 16, 2025	Kylie Stryffeler
5	December 16, 2025	Kylie Stryffeler
6	December 15, 2025	Erin Heidrich
7	December 22, 2025	Kylie Stryffeler
8	December 30, 2025	Kylie Stryffeler
Org. Representative		
Informational Meeting	November 24, 2025	Kylie Stryffeler
Admin. Conference 1	December 4, 2025	Kylie Stryffeler
Admin. Conference 2	January 13, 2026	Kylie Stryffeler

Evidence Reviewed

The following evidence was collected and reviewed by the Case Managers as part of the Investigation. Redacted documents were shared with the [REDACTED] by email; and unredacted versions of the same documents were made available by screen share. Redacted documents are available in the Appendix.

- November 20, 2025 – Notice of Allegations
- November 3, 2025 – Community Care and Support Form
- Signature Sheets
- Texts Provided between PSOC Kammerzell and Witness 1
- November 8, 2025 – UOPD Contact Card/Records Form
- Sigma Nu Ring Camera Footage (by Video Screenshare during Informational Meeting)
- Administrative Conference Notes – December 4, 2025
- Administrative Conference Notes – January 13, 2025
- Texts provided by [REDACTED]
- Interview Notes by Witness 1 with Additional Information from Witness 1
- Interview Notes Witnesses 2 to Witness 8

Information Shared with Witnesses

At the outset of the interviews, the Case Managers explained that they were hired as external, neutral investigators to investigate hazing allegations against Delta Sigma Phi at the University of Oregon. The Case Managers explained they were attorneys but were not acting as an attorney in their capacity as an investigator and did not represent the University, the fraternity, or any individuals in the case. The Case Managers explained the applicable policies and procedures,

including the role of witnesses, the expectation that interviewees provide truthful information, the prohibition against retaliation, and that this process is private but not confidential. The Case Managers explained that the D. Sig. chapter president (“[REDACTED]”) will have access to the investigation report and that witnesses will be identified by name in the report. The Case Managers explained that the information shared in these interviews may be used by the University to pursue conduct charges against individuals alleged to have engaged in prohibited conduct. The Case Managers shared that questions about the investigation process could be directed to Diane Tanjuaquio. The Case Managers explained that the interview is voluntary and that participants could decline to answer some or all questions.

IV. Summary of Facts

This section contains a summary of the information collected throughout the investigation. This section begins with a holistic overview of Witness 1’s account, followed by a topic-by-topic summary of the information provided by the [REDACTED] and Witnesses 2-8.

Before turning to the summary of information collected, it is important to note that, as explained above, the definition of hazing does not require that the conduct be unwelcome or non-consensual by participants. The [REDACTED] and Witness 2-8 emphasized that, contrary to Witness 1’s account, their experience with the fraternity was positive and that the new member activities were welcomed by and voluntary for new members. Because the Code does not require that the conduct be unwelcome or non-consensual, the findings of fact below focus primarily on whether the conduct occurred, rather than on whether the conduct was welcomed by new members. The information Witnesses 2-8 provided as to their positive experience with the fraternity is included in their respective investigative interview summaries, attached in the appendix to this report.

In this determination, the Case Managers have highlighted those areas where Witness 1’s account is corroborated by the [REDACTED] Witnesses 2-8, and/or by contemporaneous objective evidence. This external corroboration of key aspects of Witness 1’s account bolsters Witness 1’s credibility and those key areas of corroboration are noted and analyzed below.

Witness 1’s Account & Initiation of Investigation

On November 1, 2025 a Professional Staff On-Call (PSOC) received a call from University of Oregon Police Department (UOPD) requesting assistance with a wellness check on a student, Witness 1. Witness 1’s initial account is captured in the Appendix, at pages 5-9.

According to the incident report, during this wellness check, Witness 1 appeared “sobbing heavily.” Witness 1 reported that he was at a party and was accused of “choking a girl.” Witness 1 explained that, prior to the party, he had been tasked by his fraternity, with carrying a “sacrificial grape” as part of the new member process. Witness 1 said that he was instructed that, if the grape was lost or damaged, he would be punished. Witness 1 explained that he became upset at the party because an initiated D. Sig member asked to see the grape and then smashed it and that a girl at the party videotaped the incident. Witness 1 said that he feared punishment from active members

for failing his assigned task, and so he tried to “push the [girl’s] phone away” and was accused of choking her.

Witness 1 then disclosed that Pledges were forced to do the following:

- Forced to a “dungeon” where they were then hazed.
- Forced to drink a gallon of milk to ensure they vomited.
- Forced alcohol consumption.
- Forced purchase of snacks for older members, including walks to and from the residence hall, the house, and the convenience store at odd hours.
- Spitting on pledges and blowing smoke on them.
- Forced planks on broken glass, resulting in injury to Witness 1.
- Forced laying on broken glass.
- Forced cleaning of vomit.
- Forced to send texts of puppy videos daily at 6:30 AM

Witness 1 also reported that Pledges were provided an “agenda” of hazing (the “Signature Sheets”).

Witness 1 told the PSOC that, following his report, he was subsequently contacted by D. Sig. and that the organization was trying to “silence” him.⁴

Witness 1 later participated in an investigative interview with Dean Dianne Tanjuaquio. During the interview, Witness 1 disclosed that he was added to a chat between himself and a figure called “the Prophet,” the pledge master. Witness 1 said that the Prophet was identified as a non-student and that new members were told that the Prophet could do anything to new members and not get in trouble. According to Witness 1, the Prophet concealed his identity with a ski mask.

Witness 1 then described the following additional conduct that occurred during the new member process:

- New members were forced to bring a white T-shirt and blue jeans to the house, mocked for it, and then told to wear it as their hazing uniform. These clothing items could not be washed and became covered in puke, blood, and were ripped.
- They were blindfolded in the “dungeon” for hazing.
- That hazing lasted from 2-4 hours on “most nights.”
- That they would be penalized if they did not remember the preamble.
- That they would be lined up with their heels on the wall, hands covering their groins, looking straight ahead, in a position called “basement etiquette.”
- They were forced to memorize names and hometowns.
- They were forced to exercise including pushups as punishment and planks on their elbows.
- They were forced to drink water out of large bowls while they were barked at.
- They were told to steal from Duck House.

⁴ Witness 1 did not initially identify D. Sig. as the organization at issue; however, Witness 1 later confirmed that D. Sig. was the fraternity/organization at issue.

- They were forced to clean after parties including unflushed toilets full of urine and feces, and put their faces on urine, vomit, and feces covered floors.
- That they were told to spend their own money on older members.
- That they were told to buy older members drugs and alcohol.
- They were given roles and tasks including the following:
 - Bong Pledge
 - Drinking Pledge
 - Weather Pledge
 - Gambling pledge
 - Fruit pledge

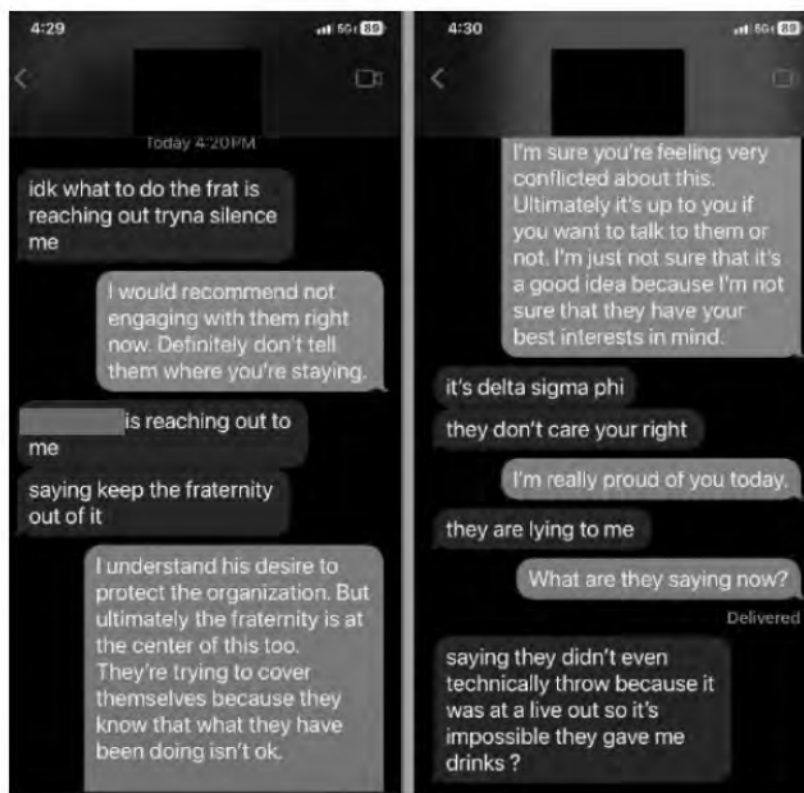


In the following sections of this determination, the Case Managers have broadly summarized the information gathered related to Witness 1's report across primary subject areas, beginning with the allegations of retaliation below.

Allegations of Retaliation



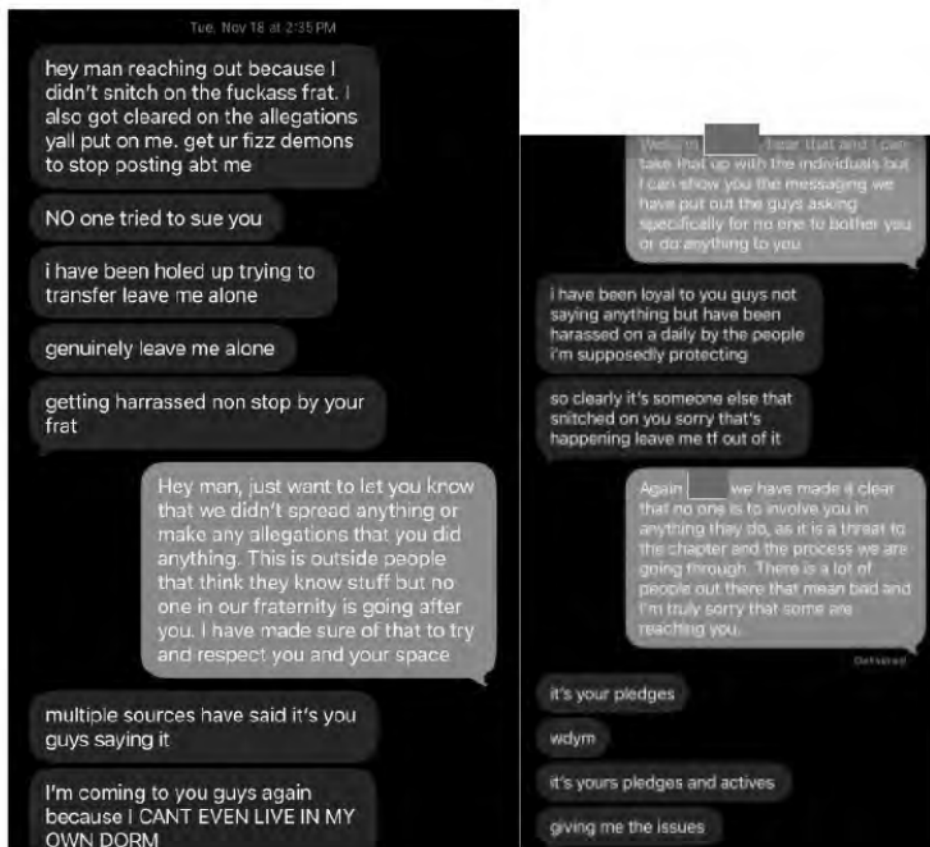
In messages to the PSOC, Witness 1 disclosed the following, where Witness 1's texts are in grey:



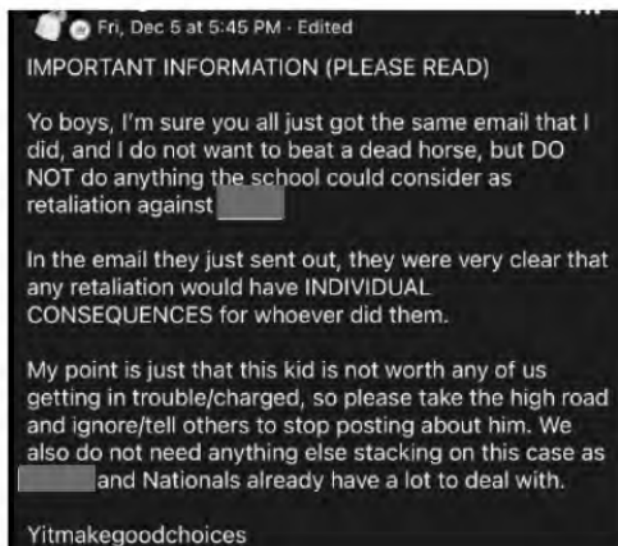
Appendix, pp. 12-13.

The [REDACTED] does not dispute that he contacted Witness 1. During the initial administrative conference, the [REDACTED] said that he texted Witness 1 because he understood that Witness 1 was going through a tough time personally and was trying to be supportive of Witness 1. The [REDACTED] said he did not “intend to obstruct or interfere with the investigation” and that he “wanted to keep Delta Sigma Phi out of those personal things” that Witness 1 was going through.

The [REDACTED] provided screenshots of a November 18, 2025, message exchange between he and Witness 1, which appear to be sent after the initial conversation he and Witness 1 had following Witness 1’s report:



The [redacted] provided the Case Managers with a message sent on December 5, 2025, by a D. Sig. member to the organization's group chat (platform not identified):



Witnesses 2-8 all reported that they were generally aware that Witness 1 was removed from the fraternity following an altercation of some form with a woman at a party on or around Halloween weekend.

While Witnesses 2-7, each reported that they were aware of online rumors about this altercation circulating on Fizz, an anonymous platform, they did not know where the rumors originated. Witness 8 said he was not on Fizz and did not see the rumors.

Witnesses 4, 5, 6, all reported that they were directed by the organization not to interact with Witness 1.

Witness 2-8 denied having knowledge of Witness 1 being subjected to threats, slurs, or physical harassment.

Because it is undisputed, the Case Managers find a preponderance of evidence supports a finding that the [REDACTED] contacted Witness 1 after he reported to the PSOC. Because it is undisputed, a preponderance of the evidence demonstrates that the [REDACTED] and Witness 1 spoke on November 18. A preponderance of the evidence supports a finding that Witness 1 disclosed to the [REDACTED] that Witness 1 believed he was being harassed by new and active members of D. Sig. A preponderance of the evidence supports a finding that the [REDACTED] told Witness 1 that D. Sig. members had been specifically instructed to leave Witness 1 alone and not to engage in conversation about Witness 1 with others.

Upon examination of the materials provided by the PSOC and by the [REDACTED] the Case Managers find there is insufficient evidence to show that after November 18, 2025, new and active members were directed by the [REDACTED] or others in the fraternity to retaliate against Witness 1 using Fizz or through other means.

As Fizz is an anonymous platform, and because no witnesses were able to corroborate knowledge of conduct by D. Sig. members directed toward Witness 1, the Case Managers find the evidence is insufficient to find that that conduct occurred as alleged or by members of D. Sig.

Group Exercise

Witness 1 reported that he cut his arm when he was forced to do planks on broken glass and to place his face against the broken glass during a new member activity. Witness 1 said he did not seek medical attention for the cut out of fear that the “Prophet” would get him in “trouble” for “leaking information.”

In addition to this incident, Witness 1 reported that punishments from the “Prophet” (discussed below) included forced pushups if a new member made a mistake during a new member activity. Witness 1 said that members of the executive board also forced new members to do pushups and that new members had to do planks on the tips of their elbows.

Witness 1 provided the following messages he exchanged with the Prophet, dated October 24, which corroborates that Witness 1 did sustain a cut:



The [REDACTED] corroborated Witness 1's report that he (Witness 1) was cut during a new member event at the fraternity house. During his Administrative Conference, the [REDACTED] said he knew that Witness 1 was injured on a stray piece of glass while doing pushups or planks at the fraternity house, but he did not know any details about the context in which Witness 1 was injured or who else was present when the injury occurred. The [REDACTED] clarified that he did not learn until later that Witness 1 sustained a significant-enough injury to require stitches.

Regarding group exercises in general, the [REDACTED] confirmed that new members sometimes participated in group workouts at the Intramural (IM) fields, but he denied that these workouts were forced or that they involved forced planks or laying on glass. The [REDACTED] explained that these group exercises were used to help teach new members how to be a part of a team, but he clarified that he was not aware of any new member who was maliciously forced to do pushups or workouts. The [REDACTED] said that as part of team building exercises, if someone dropped a ball, then the new members would do planks collectively to ensure that they were "moving as a unit." The [REDACTED] denied that new members were yelled at during workouts, were instructed to do "extra" pushups by the Prophet, or were required to do pushups or planks on their elbows.

Witnesses 2-8 generally agreed that new members exercised as a group and they provided a largely consistent characterization of these group exercise activities, although there were minor inconsistencies across their accounts.

Notably, none of the witnesses reported doing pushups at the house, nor did they report knowledge of Witness 1's injury. Because the [REDACTED] confirmed that Witness 1 was cut on glass while doing planks or pushups at the fraternity house, the Case Managers found Witnesses

2-8's lack of knowledge of this incident to weigh against the reliability of their recollection because they were all members of Witness 1's pledge class and because the injury was ultimately serious enough to require stitches.

Witnesses 2, 3, 4, 5, 6, 7, and 8 all confirmed that new members participated in group workouts, typically at the IM fields or the recreation center.

Witnesses 2-8 all described the workouts as optional. Witnesses 2 and 4 similarly noted that there were no repercussions for missing a workout and that not all new members attended each workout. Witness 6 noted that he sometimes did not participate in the workouts because he had sustained an injury in high school. Witness 6 stated that anyone with injuries could "just sit out" and not participate. Witness 7 similarly stated there were no punishments if someone chose not to participate, and that he knew some folks (not identified) who did not participate in those events. However, Witness 5 said he missed a workout once and was told to make it up by visiting the house to play video games. Witness 5 said there were never threats to be dropped from the organization for not attending the workout.

Witnesses 2, 4, and 5 all reported that the D. Sig. [REDACTED] organized the group workouts.⁵ Witness 3 said that new members were told that prior pledge classes used to work out together and that it would be good for the current pledge class to exercise together too. Witness 7 stated that workouts were typically organized when an active member would text the Group Me letting the new members know a workout or game would happen and inviting them to join. When asked if the [REDACTED] attended the exercise events, Witness 7 said the [REDACTED] went to IM football and basketball games to support the new members.

As to who attended the workouts, Witness 2, 4, 6, 7, and 8 stated that both new and active members participated in the workouts. Witness 3 stated that new members attended the workouts, and that members of the D. Sig. executive board or the [REDACTED] never attended the workouts. Witness 5 stated that new members attended the workouts organized by the [REDACTED]

Witnesses 2, 3, 4, and 5 all similarly described workouts that included running, pushups, planks, and sit-ups. Witnesses 6, 7, and 8 recalled playing group activities like football and basketball. Witness 4 said the workouts were "nothing crazy" and were "like a sport practice." Witness 4 said there was no "yelling" during the exercises, except for those of encouragement (e.g., "You can do it!"). Witness 4 said there was no degradation or any extra exercises directed toward specific members. Witness 5 similarly said that the workouts were not "intense" and that water was available, and he did not recall anyone "having an issue" with the exercises.

Witness 4 said the workouts were "nothing crazy" and were "like a sport practice." Witness 4 said there was no "yelling" during the exercises, except for those of encouragement (e.g., "You can do it!"). Witness 4 said there was no degradation or any extra exercises directed toward specific members. Witness 5 similarly said that the workouts were not "intense" and that water was available, and he did not recall anyone "having an issue" with the exercises.

⁵ Importantly, the [REDACTED] and Witness 4 both identified the D. Sig. [REDACTED] as the Prophet.

None of the witnesses reported knowledge of any new members getting cut or injured during workouts or being cut by glass at any time. Witnesses 5 and 8 further explained that they never observed workouts that included punishments and that no one was required to do extra exercises as punishment for making a mistake. Witness 5 said the workouts involved a specified number of exercises for each participant to complete, and no one had to do extra exercises or was otherwise singled out.

As to the time of day that the workouts occurred, Witness 2 said workouts were typically scheduled for the afternoon and that new members would get invited through group message the day before or morning of the workout. Witness 2 stated that these workouts never occurred at night. Witness 4 said these exercises happened once or twice per week, but he did not recall the exact times. Witness 4 said he thought that these group exercises occurred around midday. Witness 7 stated that workouts were typically organized when an active member would text the Group Me letting the new members know a workout or game would happen and inviting them to join. Witness 8 stated that the workouts occurred at various times of day.

As noted above, Witnesses 2-8 generally agreed that they exercised as a group and that this group exercise included pushups and planks. While Witnesses 2-8 provided consistent accounts, their accounts were inconsistent with the account presented by Witness 1, who reported that exercise resulted in an injury to Witness 1 and said that the exercise happened at the fraternity house. The [REDACTED] corroborated Witness 1's account that group exercise included exercise that occurred at the house and that Witness 1 was injured during that exercise activity. In summary, while no witness reported doing pushups at the house, they also did not report knowledge of Witness 1's injury despite the [REDACTED] corroboration of this incident. This weakened the reliability of Witness 2-8's recollections, respectively. No witnesses corroborated Witness 1's account that new members exercised on glass, and the [REDACTED] provided a plausible account that the glass was a stray shard of glass on the floor and that the glass was not placed there intentionally. Accordingly, as to exercise, the Case Managers make the following findings of fact:

- New members worked out in the presence of active members.
- New members did planks and pushups together.
- Witness 1 cut his arm at the house on a shard of glass while doing pushups and/or planks.
- Members of the eBoard, including the [REDACTED] were present while physical exercise occurred.

Witnesses 2-8 did not report that exercise was used as punishment. However, the [REDACTED] said that if someone dropped a ball while working out as a group, then the group would do planks to promote working as a "unit." Because this fact is not disputed, it is also supported by a preponderance of the evidence.

The Prophet

In his interview with Dean Tanjuaquio, Witness 1 said that during the new member process, he was added to a chat between himself and "the Prophet," a figure in the role of the "pledge master." Witness 1 said the Prophet was identified as a non-student who could do anything to new members

and not get in trouble. According to Witness 1, the Prophet concealed his identity with a ski mask. Witness 1 said the Prophet conducted the hazing in the presence of “every single member on the executive board.”

During his meeting with Dean Tanjuaquio, Witness 1 opened his messaging app and allowed Dean Tanjuaquio to screen record the messages between himself and the Prophet. The Screen captures are included below:



Appendix, pages 45-47.

The messages between the Prophet and Witness 1 include messages between October 24 and October 28, 2025.

The [redacted] answered questions about the Prophet in his follow-up Administrative Conference. According to the [redacted] the Prophet was the Fall 2025 D. Sig. [redacted]. The [redacted] agreed that the Prophet's identity would have been concealed from the new members. The [redacted] said the Prophet was a “joke” and existed in prior years under other names (e.g., the Pharaoh). The [redacted] said the Prophet was introduced to new members in the D. Sig. house and, while the [redacted] stated he was not present when the Prophet was introduced, he assumed that they would have said something like, “I am the Prophet and I am here to help you guys learn.”

The [redacted] said the goal of the Prophet would have been to give new members something of interest, so they would stay engaged throughout the new member process. The [redacted] said the role of the Prophet was to help new members learn

things about the chapter. The [REDACTED] said he was “disappointed” to see that the Prophet communicated with Witness 1 as captured in the screen captures above. The [REDACTED] said that the Prophet would not have been given any direction for how the Prophet would interact with new members.

As to the screen captures of Witness 1’s interaction with the Prophet, the [REDACTED] denied that new members were “punished” and did not know what “consequences” Witness 1 was referring to in the message exchange with the Prophet.

The [REDACTED] denied that any members ever reported discomfort with new member activities, including discomfort about the Prophet, and said there was never a time in which new members were spit at, threatened, yelled at, or otherwise demeaned.

Turning to witness accounts, Witness 4 said that he knew of the Prophet and said the Prophet was the [REDACTED]. Witness said that the role of the “Prophet” was to ensure that the new members got to know each other and to organize new member activities. Witness 4 said that they were told a “bunch of not believable things” about the Prophet, including that the Prophet did not go to the University and was old. Witness 4 said the Prophet was “not serious” and was intended to keep up the “mysteriousness” of the new member process. Witness 4 said the Prophet did not punish new members and that the Prophet would sometimes tell new members to do pushups during workouts. Witness 4 said that the Prophet concealed his identity with a ski mask initially but revealed his identity before the interim suspension.

Witness 8 said that he knew of the “Prophet” but was unable to recall any details about the Prophet beyond that he recalled this figure was a “joke” and that the “joke” related to the Prophet coming to “get them.” When asked to provide additional details about the prophet, Witness 8 said that that joke would come into play if the members did not memorize things they were expected to memorize. In a follow up-email to the Case Manager after his interview, Witness 8 said that “jokes” about the Prophet were not “anything more than jokes” and that he was “stressed” during his interview and did not believe he saw the Prophet wearing a ski-mask or mask of any sort to an event.

Witnesses 2, 3, 6, and 7 said they had not heard of the Prophet.

Given the corroboration by Witnesses 1, 4, and 8, as well as the corroboration by the [REDACTED] the Case Managers find it is more likely than not that the Prophet was a part of the D. Sig. new member process, that his identity was concealed, and that new members were told the Prophet was not associated with Oregon.

The Case Managers reviewed the messages provided by Witness 1, which were recorded and captured by Dean Tanjuaquio during Witness 1’s interview. The messages between Witness 1 and the Prophet contradict the accounts presented by Witnesses 4 and 8, which characterized the Prophet as a “joke.” In the messages provided, the Prophet uses demeaning terms toward Witness 1 (“pussy”) and appeared to be controlling Witness 1’s new member activities, including by telling Witness 1 to see [REDACTED] by telling Witness 1 to stop leaking information, and by telling Witness 1 that Witness 1 needed to make up an activity at the next meeting. Together, these texts cut against

the accounts presented by the [REDACTED] and Witnesses 4 and 8 that the “Prophet” was a “joke.” Accordingly a preponderance of the evidence supports a finding that the Prophet was an intimidating figure who communicated with new members in demeaning ways.

It is notable that, despite the corroboration by Witnesses 4 and 8, and by the [REDACTED] Witnesses 2, 3, 6, and 7 each denied the Prophet existed. Their denial that the Prophet existed, despite admission by the [REDACTED] impacted the reliability of their recollections weight given to their accounts.

The “Dungeon”

No witnesses, aside from Witness 1, recalled any locations referred to as the “dungeon.” Given the lack of corroboration by any documentary evidence or other witnesses, the Case Managers find the evidence is insufficient to support the basement was referred to as a dungeon.

Line-Ups and Elephant Walks

No witnesses, aside from Witness 1, said they were ever lined up against a wall, told to stare forward, and told to cover their groins (a “lineup”). No witnesses described any knowledge of “elephant walks” aside from Witness 1. Given the lack of corroboration by any documentary evidence or other witnesses, the Case Managers find the evidence is insufficient to support that lineups or elephant walks were threatened or occurred.

Mandatory Clothing

During his interview with Dean Tanjuaquio, Witness 1 said, “Pledges were told to bring a white t-shirt and blue jeans to the chapter facility. Some of the pledges arrived at the D. Sig. House wearing the shirt and jeans and were mocked for it, with statements like ‘you look like a gay boy band’ and ‘you look like you’re about to get hazed.’” Witness 1 stated that pledges had to put on the shirt and jeans every time that they had a hazing session, and it was their “uniform.” Witness 1 stated that the uniform never got washed and they became disgusting, covered in puke, blood, and ripped to the point where some pledges were basically shirtless.

The [REDACTED] said that new members were asked to bring a white shirt and blue jeans to the house. The [REDACTED] said this was to make sure the new members had a change of clothing, and that new members were not forced to wear this clothing. The [REDACTED] denied the account provided by Witness 1, and specifically denied that new members’ clothing would have been covered in vomit, blood, or would have become ripped. The [REDACTED] denied that the outfit was a “uniform” for Hazing.

Witness 3 recalled that new members were asked to bring a white shirt and blue jeans to the house “for some reason” and that new members changed into these outfits upon arrival. Witness 3 could not recall the date this occurred and clarified that it took place on more than one occasion. Witness 3 recalled an active member telling new members that wearing this outfit was important, but he could not recall who said this. Witness 3 said it was okay for new members to wash these outfits. Witness 3 stated there was never a time that these clothes were covered in vomit or blood and that he did not hear of this happening to any other new members. When asked whether these clothes became ripped up at any point, Witness 3 stated that he had not witnessed anything like this but

that it may have happened during a new member meeting that he had missed. Witness 3 said he heard from others in the fraternity that shirts got ripped up at a meeting, but he could not recall who he heard this from or whose shirts were ripped. Witness 3 also did not know what activity caused the shirts to get ripped, but he guessed that maybe guys were wrestling for fun because “that’s just what teenage guys do.” When asked what happened during the matching clothes event(s), Witness 3 stated that new members changed into their white shirts and blue jeans, and that they were taught about the founders. Witness 3 said the purpose of the meetings was to learn about the founders and the fraternity, teach the new members to follow rules, be good people, and respect women.

When asked if he was ever told to wear certain attire, Witness 4 said that they were told to wear workout clothes to the workouts and do dress up for the socials. When asked if he was ever told to wear a white t-shirt and blue jeans, Witness 4 said yes. When asked what they were told to wear those to, Witness 4 said that they were told to wear those to “hang out” at the house or to clean. Witness 4 said they did not wash the white shirt, as “symbolism.” When asked what the symbolism was to represent, Witness 4 did not know.

Witness 8 initially denied that new members had to bring a white shirt and blue jeans to the house, and later recalled a new member event in which members were asked to bring a white shirt and blue jeans to the house on one occasion and that this was done to “promote the group dynamics.” Witness 8 denied that the clothing would have become covered in vomit, blood, or would have become ripped.

Witnesses 2, 5, 6, and 7 denied that they were asked to wear or bring a white shirt and blue jeans to the house.

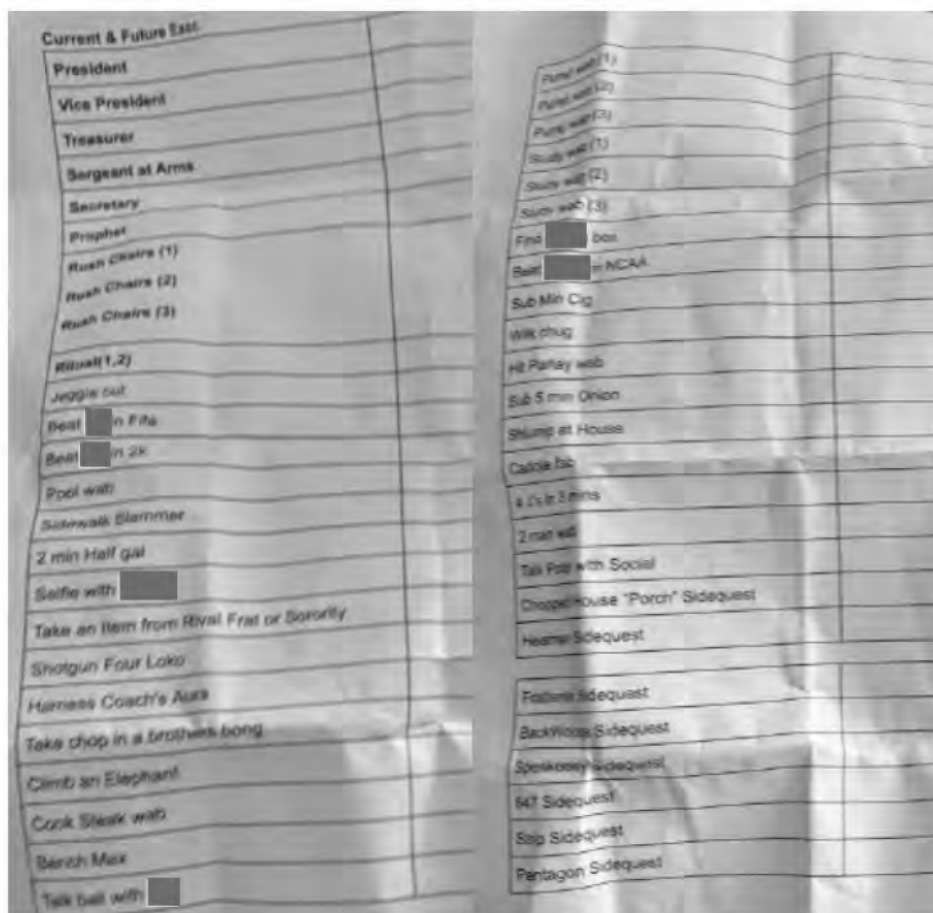
The [REDACTED] and Witnesses 3, 4, 5, and 8, corroborated that they were asked to bring or wear a white shirt and blue jeans to the house. Witness 4 corroborated Witness 1’s account that they did not wash the shirt. Additionally, Witness 3 corroborated that while he did not see this personally, he heard about a meeting where the clothing got ripped up, although no other witnesses corroborated that the shirt would have become ripped up or covered in blood or vomit. Witness 3 said that they were wearing shirts and jeans while learning about the fraternity.

Based on the foregoing, the Case Managers find it is more likely than not that new members were told to bring or wear a white shirt and blue jeans to the house. On at least one occasion, these items became ripped or dirty, and new members were not permitted to wash these items.

Again, that Witnesses 2, 5, 6, and 7 denied that a white shirt and blue jeans were involved in their new member process is notable and diminished the reliability of their accounts overall.

Signature Sheets and Forced Consumption of Food or Other Items

In his initial report and in his interview, Witness 1 alleged that new members of D. Sig. were required to consume milk, onions, and alcohol. Along with this report, Witness 1 provided the following “signature sheet” to the PSOC on or around November 1, 2025:



Appendix, pages 10-11.

In his interview with Dean Tanjuaquio, Witness 1 shared that new members were often forced to start a session by chugging a gallon a milk to ensure that they would throw up at some point and that they “had” to complete the signature sheet.

The [REDACTED] agreed that D. Sig. provided new members with a signature sheet. The [REDACTED] said that the signature sheet sheet was intended to be “fun” and in “good faith” for new members to get to know active members. The [REDACTED] said that the sheet had “recommendations” for new members to “bond” with active members. The [REDACTED] said that he agreed that the signature sheet had activities involving alcohol consumption, but denied that new members were ever coerced or forced to consume alcohol. The [REDACTED] said that there were certain items, specifically those that related to drugs and alcohol, that should have been removed and that the Organization is revising the contents of sheet. The [REDACTED] said that no new member was ever forced or pressured to complete the tasks on the sheet.

The [REDACTED] agreed that this list included items like chugging milk and eating an onion in under five minutes. The [REDACTED] said that the list also included meetings with the eBoard and ritual chairs. The [REDACTED] said there was no set number of “tasks” that new members had to complete.

Witnesses 2-8, each said they recalled the signature sheet. Witnesses 2-8 each said that the signature sheet was voluntary and they did not have to complete the tasks.

Witnesses 2-8 said the signature sheet did not feel forced or coerced, and that there was no penalty for not completing the list. Aside from Witness 1, none of the witnesses possessed a copy of their signature sheet.

Witness 2 described the signature sheet as “cool” and was a chance to get to know other members. Witness 2 said that he recalled that cooking a steak, playing pool, and caddying were activities on the list.

Witness 3 said the signature sheet was a “scavenger hunt” of “optional” bonding events with active members. Witness 3 said that some activities, like smoking a joint, were intended as “jokes.” Witness 3 recalled that he completed an activity wherein he and another D. Sig. brother went on a double date with two women. During his interview, Witness 3 reviewed the items on the signature sheet with the Case Manager and provided an explanation of each activity. A summary of those activities is included in the Appendix. Appendix, Pages 61-62.

Witness 4 also described the signature sheet as optional and explained that it was intended to be a “bonding” event. Witness 4 said that there were no repercussions for failure to complete items.

Witness 5 said that he recalled the signature sheet was introduced in a meeting by the [REDACTED] as an optional activity. Witness 5 said he recalled chatting with active members who explained that some active members only completed a quarter of the items on the sheet. Witness 5 said that the PC had a group chat conversation about the sheet, but he no longer had access to that group chat.

Witness 6 said he was not present when the signature sheet was handed out but that he received a copy at a later date. Witness 6 recalled that the sheet included activities like, “shotgun a four loko” but said he understood that some of these activities were intended to be a joke.

Witness 7 also reported that the signature sheets were presented as “optional” and that he was not punished for failure to complete any tasks, nor did he feel pressure to complete tasks.

Witness 8 also agreed that the signature sheet was voluntary and noted that he did not recall items related to drugs or alcohol. Witness 8 said he is over the legal drinking age and denied being asked to purchase alcohol or drugs for members. Witness 8 said there were no repercussions for failing to fill out the sheet.

A preponderance of the evidence supports a finding that new members were provided the signature sheets as part of the new member process and that the signature sheets were provided by the fraternity. The signature sheet contained activities related to alcohol consumption, drug consumption, and theft. New members were encouraged to complete tasks and obtain the signature of an active member. The signature sheet included items related to drug consumption, based on the information provided by the [REDACTED]

As to alcohol generally, Witness 1 described that he was forced to drink from a jug of mixed alcohol when his fruit was squished on Halloween Weekend. In response, the [REDACTED] said that the organization does not “condone” forcing consumption of alcohol on new members. The [REDACTED] said that the running assumption at events is that if you have alcohol, then you are over the age of 21, but there is no standard mechanism used by the fraternity to verify a member’s age. Of the Halloween event referenced by Witness 1, the [REDACTED] said this party occurred at an off-campus residence, and the fraternity had not anticipated the number of individuals who ultimately showed up that night. The [REDACTED] said that they did not provide alcohol at that event.

Witness 2 said that he believed alcohol was present at gatherings and new members were discouraged from getting drunk. Witness 2 denied that he was forced to consume alcohol.

Witness 3 described that the drinking pledge had to rate “alcoholic” beverages. Witness 4 said he was never forced to drink, or provided with alcohol. Witness 5 said he was never forced to drink. Witness 6 said he was never pressured to drink to excess. Witness 7 said he was never provided with alcohol or drugs. Of the Witnesses interviewed, only Witness 8 was over 21 years of age, and he denied that he was ever forced to drink.

The Case Managers find that new members were provided the signature sheet which included items related to alcohol. The Case Managers find that at an event on or around Halloween, it is more likely than not that Witness 1 was provided alcohol. Witness 1 is under the age of 21.

Memorization

Witness 1 stated that new members were forced to recite the Preamble for the Organization and if anyone failed to remember a part, all of the new members were lined up against the wall, heels against the wall, hands by their own crotch, looking straight ahead. This was called “basement etiquette,” and if anyone was caught looking at The Prophet or the other pledges, they would get in trouble. Witness 1 stated that new members were also often forced to recite one another’s peoples’ names and hometowns.

In the messages between the Prophet and Witness 1, dated October 26, Witness 1 discussed “memorizing” a “Quizlet.”



The [REDACTED] said that the Pledge Class made a Quizlet to help themselves learn each other's names and hometowns. The [REDACTED] said new members completed the Quizlet on their own time. When asked about the messages between Witness 1 and the Prophet, The [REDACTED] said he believed Witness 1 would have been working on the Quizlet in his own room. The [REDACTED] did not know whether [REDACTED] referred to [REDACTED], both of whom are on the eBoard. The [REDACTED] said he did not know what Witness 1 was referring to when he said he would "be there at 9:40."

Witness 2 recalled that there was an expectation to memorize the names and hometowns of new and active members but denied that there were any punishments for failing to memorize these details. Witness 2 said he was not certain that there was a requirement to memorize details about the fraternity. Witness 2 said the pledge class created their own Quizlet to aid memorization efforts and said there was no requirement to do the Quizlet.

Witness 3 stated that the active members encouraged the new members to make a Quizlet with the names and hometowns of the new member class, to help new members get to know one another. Witness 3 stated this was the only Quizlet he took and that it was created by new members. Witness 3 stated that there was never a time that he had to stay up late to take this quiz (no nighttime quizzes), nor any times on which there were consequences for getting a question wrong. Witness 3 noted that new members were never asked to complete this Quizlet during any in-person new member events.

When asked about whether he had to do Quizlets, Witness 4 said the pledge class did a Quizlet to learn names. Witness 4 said he did this on his own time and was not connected to the fraternity. When asked if he had to memorize the preamble, Witness 4 said yes. Witness 4 said that they were not tested on this, but sometimes, members would check if you had it memorized. Witness 4 did

not recall who did this. When asked to describe what context this happened in, Witness 4 said it happened at the house or while working out at the IM field. Witness 4 said that he would not get punished if new members failed to memorize it. Witness 4 said he was not yelled at.

Witness 5 said new members were “encouraged” to know information about the founders of the fraternity but did not have to memorize a preamble. Witness 5 said that new members did not have to memorize the names and hometowns of new and active members, but it was “a good idea” to learn their names. Witness 5 said there were no punishments for failing to know this information. When asked if there was a Quizlet, Witness 5 said that there was, but that new members were not required to complete it. Witness 5 said new members wanted to learn things about their group.

When asked whether the fraternity had a constitution or similar governing document, Witness 6 said, “No, they taught us about the founders and when it was founded.” When asked whether he ever heard references to a “preamble,” Witness 6 said, “No.” When asked whether he was ever asked to memorize anything, Witness 6 said new members were asked to memorize the names of the founders and when the fraternity was founded. When asked whether new members were required to memorize the names of members or their hometowns, Witness 6 said they were “not asked to,” but that he “got to know them pretty easily” because new members were “encouraged” to “do stuff together.”

When asked if the group had to learn certain things about the organization, Witness 8 said yes. Witness 8 explained that new members were required to learn the Greek Alphabet, information about the Founders, and information about the “creed” and “what it stands for.” When asked how they were supposed to learn them, Witness 8 said that he studied with other new members at the library, that sometimes he spent his own time learning it, and that sometimes he would talk to older members. When asked if he was ever “tested” on the material, Witness 8 said yes. When asked to explain how new members were tested, Witness 8 said they were “asked if [they] knew [the information].” When asked if there were any repercussions for not knowing the material, Witness 8 said “No.” Witness 8 said that it was “well natured.” When asked if he was yelled at or called names, Witness 8 said no. Witness 8 said he did not use any Quizlets to study, but understood some members of his PC used a Quizlet to learn each other’s names, but he did not know who made it. Witness 8 said that the “joke” of the “Prophet” was invoked related to memorization, and noted that he did not take this seriously.

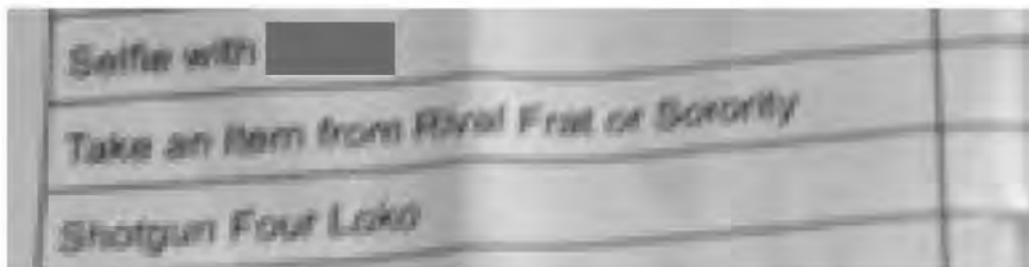
Although there is no consensus that memorization was *required*, Witnesses 2-4 and the [REDACTED] generally agreed that members were encouraged to get to know each other, including their names and hometowns. The witnesses and the [REDACTED] generally agreed that there was a “Quizlet” but disagreed that this was mandatory. However, when weighed against the messages provided by Witness 1, in which Witness 1 had to report to the Prophet that he fell asleep doing the Quizlet, the Case Managers find it is more likely than not that new members were required memorize details about the fraternity and/or names and hometowns of the membership and that taking a Quizlet was required as part of this.

Theft

According to the Incident Report dated November 8, 2025, day after the interim suspension officially went into effect, three new members of the fraternity were stopped on suspicion of theft where they admitted they were heading to Theta Chi to take their flag. Additionally, the group was caught on camera at Sigma Nu, again carrying the ladder.



The signature sheet provided by Witness 1 includes the following item, “Take an Item from Rival Frat or Sorority”:



The [redacted] said that after the Interim Action was put into place, the organization was directed not to engage with new members. The [redacted] said that he “made it clear” by sending a text to members letting them know what was happening and that they were not allowed on the house. The [redacted] said that one of the Signature Sheet items included “theft” and said that it was never the intention to permanently deprive organizations of their belongings. The [redacted] said that the actions of the three new members on November 8 were individual actions and that those individuals would face penalties.

According to the [redacted] on November 6, 2025, the [redacted] sent the below message to the new members.

Hey boys, can't believe I'm sending this text rn. Just got a call from nationals that they are putting our chapter under interim suspension for allegations of hazing and social event misconduct.

Breaks my heart we gotta go thru this again but so be it. I don't know any info really but yall should be getting an email from nationals soon explaining a little more.

We are not allowed to have any kind of events whether it be brotherhood, social, philo, or community service and you are not allowed to have people over to the house. Also there is to be absolutely no contact with new members. It sucks and is what happened to us freshmen year. You can text me with questions but this is pretty much all I know.

While no new members reported knowledge of any theft-related incidents, the incident reports provided by the University identify three then-D. Sig. pledges as the suspects in the attempted thefts. The [REDACTED] does not dispute that these individuals were affiliated with the fraternity. Additionally, while no new members reported contact with the organization's active members following the interim suspension, taking an item from a "rival" fraternity or sorority was included as an item on the signature sheet provided by the fraternity during the new member process.

Spitting; Kicking; Contact with Feces, Urine, and Vomit; and Cleaning

According to Witness 1, during the new member process, new members were spit upon, had smoke blown at them, were forced to clean or touch their faces against vomit, feces, and/or urine. Witness 1 said that new members were kicked at and forced to drink out of water bowls while being barked at. Witness 1 said that there were times in which new members were blindfolded while being hazed.

The [REDACTED] denied that any new member was ever spit on or had smoke blown in their faces and said he has no knowledge of such incidents occurring. The [REDACTED] characterized this behavior as "dehumanizing." In his follow-up administrative conference, the [REDACTED] said there were no times in which the Prophet or any member of the executive board yelled at, touched, spit on, demeaned, or engaged in similar behavior toward new members. Similarly, the [REDACTED] denied that there were any occasions in which new members were forced to clean urine or feces or put their faces

on the floor. While the [REDACTED] agreed that new members would have participated in post-event clean up, the [REDACTED] said this was entirely voluntary and engaged in by active members too. The [REDACTED] said that if someone vomited at an event, then it would need to be cleaned up but no one was pressured to clean vomit.

No witnesses, aside from Witness 1, reported that they were spit upon, had things thrown at them, were pushed, kicked, called slurs, forced to drink out of dog bowls while barked at, or otherwise degraded. No witnesses reported being forced to interact with feces, urine, or vomit, either through cleaning or being told to put their face on the floor.

Several witnesses including Witnesses 2, 4, 5, 6, and 7 agreed that they sometimes helped clean up after parties, or helped active members clean their own homes. Witnesses reported this was voluntary and that house residents also participated in the clean-up process. Witness 5 said that on one occasion, he helped clean a live out after a party, and then spent five hours there watching football and having out with the people who live there. Witness 8 said he did not participate in clean up events, but that he helped set up. Notably, Witness 4 said that new members were asked to wear the shirt and jeans to “clean” the house and agreed that new members did not wash the designated shirts.

No witnesses, aside from Witness 1, reported being blindfolded.

Given the consensus amongst the witnesses, including the [REDACTED] the Case Manager finds it is more likely than not that new members cleaned up the house after events, new members also cleaned “live outs,” and new members wore the white shirt and blue jeans to clean.

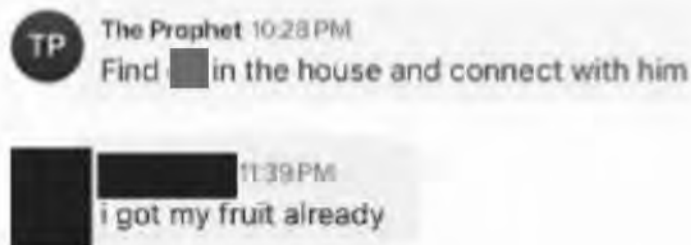
Based on text message screenshots, it is also more likely true than not that new members, particularly Witness 1, were subject to degrading language including being told to “chill ur fucking pussy.” Additionally, the Prophet’s texts to Witness 1, suggest a level of control exerted on new members, including by granting permission to go out.

As to the remaining allegations, the Case Managers find that there is insufficient evidence to support the allegations by a preponderance of the evidence. However, it is notable that although Witnesses 2-8 denied that new members were subject to degrading language and degrading behaviors (including kicking, spitting, having smoke blown at them, drinking out of water bowls, etc.), Witnesses 2-8 provided accounts of certain activities and incidents that were refuted by information from the [REDACTED] and by objective evidence. The inconsistencies between the accounts of Witnesses 2-8, compared to the objective evidence and statements by the Organization Representative, diminish their overall credibility. However, in contrast to other findings made in this determination, beyond the statement provided by Witness 1, there is no additional corroboration from other witnesses or objective evidence that new members were spit on, kicked, had smoke blown at them, were forced to drink out of bowls while being barked at, blind folded, or forced to interact with urine, vomit, and feces.

New Member “Tasks” or “Nicknames”

According to the initial incident report and Witness 1's interview, Witness 1 reported that he was told to carry a fruit (either a grape or grape tomato) and that the fruit could not be smashed. Witness 1 reported that his fruit was smashed at an event before he was removed from the fraternity. In messages between Witness 1 and the Prophet, Witness 1 messaged the "Prophet" that he got his fruit, when the Prophet told him to "find [REDACTED]" in the house.⁶

Oct 28



The [REDACTED] in his first Administrative Conference, said he was aware of Witness 1 having to carry the sacrificial grape. The [REDACTED] said he was aware that this was crushed and that this initiated the conflict between Witness 1 and a woman. The [REDACTED] said that there was no punishment for the grape being crushed and did not know why Witness 1 would be upset.

Witness 1, in his investigative interview then reported that certain pledges had tasks or roles assigned to them, including "bong pledge," "drinking pledge," "weather pledge," "gambling pledge," and "fruit pledge." Witness 1 provided the following explanations:

- The "Bong Pledge," who had to do a bong rip every time they told him. They knew his class schedule and would purposely make him do a bong rip at bad times (like right before a class or midterm).
- The "Drinking Pledge," who had to drink a ton of any drink they made him, rate it, and send a video about the drink in the group chat.
- The "Weather Pledge," who they filmed a video of him naked doing the weather report, and sent the video in the group chat.
- The "Gambling Pledge," who they had make picks on certain games, and if their picks lost them money, everyone would be punished.
- Witness 1 stated that he was the "Fruit Pledge," who was required to carry a cherry tomato at all times, and the whole group would get punished if something happened to it.

The [REDACTED] provided additional information in his follow-up administrative conference. Specifically, he said, these tasks were assigned "randomly," possibly by the [REDACTED] and were intended to be "for laughs" and "lighthearted." The [REDACTED] said that there were "no consequences" for failing to complete the assigned task. The [REDACTED] explained that he did not know what each of the

⁶ No witnesses were able to identify [REDACTED]"

tasks meant but generally recalled that the “drinking pledge” had to review drinks (e.g., lemonade from the cafeteria), the puppy pledge had to send texts and a picture of a puppy to a member’s girlfriend, the gambling pledge had to send a “play of the day” to a group of brothers who gambled, and that the fruit pledge had to carry a fruit as alleged by Witness 1. The [REDACTED] did not know what the weather pledge had to do. The [REDACTED] said that there was no “Bong” pledge. The [REDACTED] did not know who was assigned tasks as he was not present when that occurred.

Witness 2 recalled that one member was called a “food pledge.” Witness 2 could not recall who the food pledge was and said that any of the new members could have volunteered for this role and that multiple new members could have been the “food pledge” at any given time if they wanted to. Witness 2 explained that the “food pledge” was tasked with giving food reviews for foods they had tried. Witness 2 noted that none of the other example pledges (bong, drinking, weather, gambling, or fruit) were familiar to him. Witness 2 said he was asked to text a girl with words of encouragement but could not recall who gave him that task.

Witness 3 did not know what “bong pledge” referred to. Witness 3 identified three individuals assigned to the roles of Weather pledge, drinking pledge, and fruit pledge. Witness 3 said that he and other members were “puppy pledges” and had to send pictures of puppies to a friend every morning. Witness 3 said witness one was the fruit pledge. Witness 3 identified another role, called the “pants pledge” and another called the “clash royale” pledge. The pants pledge had to wear “super skinny pants” to meetings and the “clash royale” pledge had to play the game and win. Witness 3 said some members were assigned more than one role, and said some roles were assigned while others were volunteered for.

Witness 4 said he was aware of the roles, but was not present when they were assigned and did not have a role.

Witness 5 said there were “things we had to do.” Witness 5 said that one or two guys were tasked with doing food reviews one or two times per week. Another pledge was a “puppy pledge” and had to send texts of a picture of a puppy to another person every morning. Witness 5 said “a lot of the time, it was a brother’s girlfriend.” Witness 5 said that this was “funny.” Witness 5 said he had a nickname, but his nickname was because he looked like a former member.

Witness 8 said he was aware of some “jobs” pledges were assigned. Specifically he saw he know of the puppy and weather pledge, but was not sure what the drinking, bong, or gambling pledge. When asked about the fruit pledge, Witness 8 said he thought this was Witness 1, and that he understood this is what prompted Witness 1 to touch the girl who squished his fruit.

Witness 6 and Witness 7 said they were not aware of these roles.

Notably, Witness 7 was identified by Witness 3 as the “drinking pledge.”

Given the consensus among Witness 1, the [REDACTED] and Witnesses 2, 3, 4, 5, and 8, the Case Managers find a preponderance of evidence exists to support a finding that new members were assigned pledge roles.

Purchase of Food, Drugs, and Alcohol

In his initial report, Witness 1 said that active members pranked new members by telling them to go buy active members snacks in the middle of the night, forcing them to go from the residence hall, to the fraternity, to the store, to the fraternity, and then back to the residence hall. In his interview with Dean Tanjuaquio, Witness 1 explained that new members were expected to spend “a lot of their money to buy the older members stuff,” that they were asked to use their meal points on older members, and that they were asked to give new members drugs, weed, and alcohol.

The [REDACTED] discussed this in his initial administrative conference. In his initial administrative conference, the [REDACTED] said that new members are sometimes asked to pick things up but noted they are always repaid. The [REDACTED] provided an example. The [REDACTED] said that there was one occasion where the new members and active members were making dinner together, and the new members were asked to pick up dessert on the way, but they were paid back. As to the prank, the [REDACTED] said that if what Witness 1 alleged was true, he was not aware of that occurring. The [REDACTED] said that if it did occur, then “it’s not okay at all.” In his follow-up administrative conference, as to the allegation that new members had to give older members drugs and alcohol, the [REDACTED] said that new members were never told to buy alcohol, drugs, or weed for active members. The [REDACTED] said that new members purchased snacks and that this was a “friendly” “voluntary” thing that new members did.

When asked about running errands or getting food for active members, Witness 2 stated that if someone needed food he would volunteer to get it for them because he had a lot of extra money left in his dining plan. Witness 2 stated that the person he got food for would always pay him back and that he viewed this as doing a favor for a friend. Witness 2 also explained that these were opportunities to hang out with active members and get to know them better.

When asked about meals with active members and related details (where, planning, contributions, whether he was asked to buy items, whether he was forced to buy items, whether he used his meal plan to buy food for older members, and consequences for not complying), Witness 3 stated that sometimes if they were hanging out at the house, someone might ask “if you grab me something, I’ll pay you back,” and Witness 3 stated there was never a situation where he was forced to purchase food for an active member or where he was not paid back for a purchase.

Witness 4 said there were times when members asked new members to buy them food, but that they were reimbursed for this. Witness 4 said he did not recall who asked him to do this or what time of day. Witness 4 said this was “not a big deal.” Witness 4 said that he was never forced to drink or provided with alcohol.

Witness 5 said he was never asked to give active members drugs or alcohol, and was never felt pressured to drink.

When asked whether he had meals with active members, Witness 6 said he did, but he can't remember who he had meals with or when. When asked how those meals were planned, Witness 6 said he "Just wanted to get to know them, so [he'd] text them." When asked whether he was ever asked to bring anything or buy anything for the active members, Witness 6 said, "No, but like if I was going to the house I'd be like, can I get you something from The Market? They'd usually say no, but if I did [bring something], they'd pay me back." When asked whether he was ever asked to use his meal plan for active members, Witness 6 said, "I offered a couple of times. They wouldn't accept it. I guess I was just trying to get in good standing with them, because I was a new member." Witness 6 denied being asked to provide drugs or alcohol to older members, being blindfolded, and being forced or pressured to drink to excess.

When asked if he had to purchase items for active members, Witness 7 said that because in order to get to the house, new members had to walk past stores, sometimes active members would ask folks to pick up things from the store on the way to the house, and that they were reimbursed. Witness 7 said he was never asked to do this. Witness 7 said he never heard of anyone who was told the errand was a joke. Witness 7 said he was never blindfolded, provided alcohol or drugs, or forced to provide alcohol or drugs to active members.

When asked if Witness 8 was asked to purchase items for older members, Witness 8 said he did not live on campus and did not have a meal plan, so he did not experience this and was unaware of other members who were asked to do this, but said he was "sure" they were. Witness 8 said he was never forced to buy drugs or alcohol for members and never felt pressure to drink.

As to the allegations that new members were forced to buy active members drugs, weed, or alcohol, the Case Managers find a preponderance does not exist. Witnesses 2-8, at various times demonstrated above provided information that was refuted by the [REDACTED] and by objective evidence. This diminished their overall credibility. However, in contrast to other findings made in this determination, beyond the statement provided by Witness 1, there is no additional corroboration from other witnesses or objective evidence that new members forced to buy active members drugs, weed, or alcohol.

A preponderance of evidence does exist to support a finding that new members were asked to buy active members food or snacks, or to use their meal points, on active members. Aside from witness 1, all witnesses interviewed said that this was voluntary and that they were repaid.

V. Application to Policy

The Case Managers had the opportunity to review the information collected and evaluate the respective credibility of Witness 1, the [REDACTED] and Witnesses 2-8. As to several of the allegations, Witness 1's account was verified by either the [REDACTED] or some of the witnesses in several key areas. That Witness 1's account was verified in these ways bolstered the weight and credibility of Witness 1's account. As examined above, the Case Managers made findings of fact utilizing a preponderance of evidence standard, and found the following was more likely than not to be true:

- As part of the new member process, new members purchased snacks and/or used meal points on active members.
- As part of the new member process, new members were encouraged to drink milk, consume a full onions, drink alcohol, and consume drugs through the “signature sheets” provided to new members.
- As part of the new member process, new members worked out including by planking and/or doing pushups at the house and/or at other locations. In one such circumstance, Witness 1, a new member, was cut on a shard of glass. During these workouts, members would do pushups if someone dropped a ball.
- As part of the new member process, new members cleaned active members’ houses and the D. Sig. house.
- As part of the new member process, new members were forced to bring or wear a white shirt and blue jeans to the house. They wore these items while cleaning and while memorizing.
- As part of the new member process, new members memorized details about the fraternity including names and hometowns of members.
- As part of the new member process, new members were assigned “Tasks” including, “drinking pledge,” “bong pledge,” “gambling pledge,” “fruit pledge,” and “puppy pledge.”
- As part of the new member process, new members interacted with a figure referred to as the “Prophet.” This individual communicated with new members, specifically, Witness 1, via a chat, where he referred to Witness 1 in derogatory terms and implied punishment for Witness 1 “leaking” information about the fraternity and for falling asleep while doing the Quizlet.
- New Members were given a signature sheet with items including alcohol and drug consumption, as well as theft, consumption of milk and onions in a certain amount of time.
- Three new members of D. Sig. attempted to steal from rival fraternity houses on November 8, 2025. This incident reflected a “task” on the signature sheet.
- The [REDACTED] contacted Witness 1 after he submitted a report and said Witness 1 should “keep” D. Sig. “out of it.”

Having found these facts are more likely true than not, the next inquiry is whether the organization engaged in violations of the code related to hazing, safety hazard, alcohol, retaliation, and theft. Below, the Case Managers address each in turn.

- **Retaliation or Obstruction**

The first alleged policy violation includes whether the organization engaged in “retaliation or obstruction” Retaliation or Obstruction are defined as “any adverse action taken toward a person who is, or is perceived to be, engaged in an investigation, a report, or student conduct process, because that person participated in the University’s process, or to deter a person from participating in the University’s process. Includes retaliation as defined by the Discrimination Complaint and Response Policy.”

As outlined above, the allegations include that members of D. Sig. communicated with Witness 1 in a way meant to deter Witness 1 from participating in this investigation through a series of online and in person conduct directed toward Witness 1. A preponderance of evidence did not exist to

support a finding that that the Fizz posts, slurs, or threatening/physical conduct reported occurred or that it occurred at the direction of members of D. Sig.

The only conduct supported by a preponderance of evidence was that the [REDACTED] contacted Witness 1. By Witness 1's account, the [REDACTED] contacted Witness 1 and told him to keep the fraternity out of "it" after Witness 1 had a conflict with a woman around Halloween, and the [REDACTED] said this in an effort to discourage Witness 1 from reporting hazing allegations to the University. By the [REDACTED] account, he contacted Witness 1 because he knew Witness 1 was going through difficult personal circumstances. The [REDACTED] also provided the Case Managers with some of his messages with Witness 1, which occurred on November 18, several weeks after the conduct reportedly occurred over Halloween weekend, in which the [REDACTED] told Witness 1 that he had directed members not to bother Witness 1. Additionally, the [REDACTED] provided messages from December 5, in which the organization instructed members not to bother Witness 1, and messages from November in which the [REDACTED] advised no contact between active and new members.

By the time the [REDACTED] contacted Witness 1, Witness 1 had already been scolded by the Prophet via electronic messaging for "leaking" information about the organization (about the cut) and called a "pussy." Because Witness 1 had already reported hazing misconduct to the University and because Witness 1 had already been scolded by the Prophet for "leaking" information about fraternity activities, it is more likely than not that the [REDACTED] conduct, specifically telling Witness 1 to leave the fraternity out of "it", would be "adverse." A preponderance of the evidence supports a finding that Witness 1 was perceived to be engaging in the University's process, having been advised to "keep" the fraternity "out of it."

Here, as the President of the group, the [REDACTED] contacted Witness 1 and told him to keep the fraternity out of "it." Because this communication came from the President following actions of the Organization, the Case Managers find it is more likely than not that Witness 1's affiliation with D. Sig. provided the impetus for the violation.

Accordingly, a preponderance of evidence supports a finding that the organization engaged in "Retaliation or Obstruction" as defined by the Code.

- **Theft**

The Case Managers must next assess whether the Organization engaged in theft, defined as the "Unauthorized taking or possession of property of another, including goods, services, and other valuables." According to the Code, "attempts" are also prohibited conduct. (Code, Section IV.3.a).

The Case Managers found it is more likely than not that three new members of D. Sig. attempted to take a ladder to steal items from two rival fraternities, Theta Chi and Sigma Nu. The Case Managers further found that theft was an item included on the signature sheets provided to new members during the new member process. No information has been presented which would suggest or support a finding that this behavior was authorized. Additionally, although the thefts

were not completed, because “attempts” are also prohibited by the policy, the behavior constitutes the attempted, unauthorized taking of goods, in violation of the Code.

The next question is whether the organization should be found responsible for this behavior. Here, while the organization was on interim suspension at the time, and while the group had been notified of the interim suspension, because the “signature sheet” included theft, the evidence a finding by a preponderance of evidence that the organization provided the “impetus” for this violation, thus, under the standards set for the in the Organization Responsibility procedures, the organization is responsible for these attempted thefts.

- **Alcohol**

The Case Managers must next assess whether the Organization is responsible for Alcohol violations. Under the Code, Alcohol violations can occur when in the following four circumstances:

- Possession or consumption of alcohol by those under the legal drinking age.
- Furnishing of alcohol to a person under the legal drinking age.
- Possession or consumption of alcohol by a person of the legal drinking age in unauthorized areas or furnishing of an alcoholic beverage to any person in unauthorized areas.
- Causing another to ingest alcohol without consent

During the D. Sig. new member process, alcohol was included in the new member experience through its inclusion on the “signature sheet” task list. The Case Managers found Witness 1’s account that he was provided alcohol at a Halloween event, though off campus, to be credible. The Case Managers considered the [REDACTED] account that this was a birthday party for a non-member, the [REDACTED] also noted that this residence was also a “live out.” Considering Witness 1’s characterization of this event as a “fraternity party” and that the location was a live out associated with members of the fraternity, the Case Managers find it is more likely than not that the fraternity, through its members, provided alcohol to the new member, Witness 1 at this event. Because the Halloween Party incident arose out of a connection to the fraternity (i.e., the fraternity provided the impetus for the violation), the Organization is responsible.

- **Hazing**

The Case Managers must next consider whether the organization engaged in Hazing, as that term is defined by the Policy. Hazing is:

Intentionally subjecting another to a situation or action that a reasonable person would foresee as causing mental or physical discomfort, embarrassment, injury, or ridicule. Individual acceptance of or acquiescence to any activity does not affect a

determination of whether the activity constitutes hazing. This includes **compelled participation in behavior which would violate the law and/or University Policy.** Hazing may include, but is not limited to, sleep deprivation or causing excessive fatigue, physical or psychological shock, compelled ingestion of a substance, and other activities not consistent with the parent organization's rules and regulations.

Above, the Case Managers made the following findings of fact:

- As part of the new member process, new members purchased snacks and/or used meal points on active members.
- As part of the new member process, new members were encouraged to drink milk, consume a full onions, drink alcohol, and consume drugs through the "signature sheets" provided to new members.
- As part of the new member process, new members worked out including by planking and/or doing pushups at the house and/or at other locations. In one such circumstance, Witness 1, a new member, was cut on a shard of glass. During these workouts, members would do pushups if someone dropped a ball.
- As part of the new member process, new members cleaned the D. Sig. house while wearing the white shirt and blue jeans.
- As part of the new member process, new members were forced to bring or wear a white shirt and blue jeans to the house. They wore these items while cleaning and while memorizing and the outfit could not be washed. On at least one occasion the shirts became ripped.
- As part of the new member process, new members memorized details about the fraternity including names and hometowns of members via a Quizlet.
- As part of the new member process, new members were assigned "Tasks" including, "drinking pledge," "bong pledge," "gambling pledge," "fruit pledge," and "puppy pledge."
- As part of the new member process, new members interacted with a figure referred to as the "Prophet." This individual communicated with new members, specifically, Witness 1, via a chat, where he referred to Witness 1 in derogatory terms and implied punishment for Witness 1 "leaking" information about the fraternity and for falling asleep while doing the Quizlet.
- Three new members of D. Sig. attempted to steal from rival fraternity houses on November 8, 2025. This incident reflected a "task" on the signature sheet.

Because each of these incidents arose out of a connection to the fraternity (i.e., the fraternity provided the impetus for the violation), if found to have violated the policy, the Organization is responsible.

Importantly, acceptance or acquiesce to the behavior alleged does not negate whether the conduct could constitute Hazing under the Code. Although every participating witness, with the exception of Witness 1, emphasized that all fraternity activities reported were not forced, or were voluntary, this is ultimately not material to the Case Managers' assessment as to whether the conduct violated

the Code. Rather, the inquiry is whether (1) the organization intentionally subjected new members to the behavior and (2) whether a reasonable person would foresee the behavior would cause mental or physical discomfort, embarrassment, injury, or ridicule, including compelled participation in behavior which would violate policy/law.

A preponderance of the evidence supports a finding that the behavior captured in each of the above findings of fact constitutes “intentionally subject[ing]” new members to the behavior. For each fact found above, an act by the organization, or a member of the organization, prompted the behavior.

The next question is whether a reasonable person would foresee that the behavior would cause mental or physical discomfort, embarrassment, ridicule, or injury. Here, the Case Managers take each allegation in turn.

- As part of the new member process, new members memorized details about the fraternity including names and hometowns of members.

The Case Managers find that memorizing details about the organization or details about your new “brothers” would not reasonably be foreseen to cause mental discomfort or ridicule. However, here, it is important to examine information from Witness 1 as to this allegation, and specifically, evidence he provided of his communications with the Prophet. Specifically, Witness 1 texted the Prophet that he fell asleep while doing the “Quizlet” and that he was “told” to text the Prophet about that. The Prophet then texted Witness 1 that he was “very disappointed” in Witness 1 and told Witness 1 not to come to some unknown event. Similarly, Witness 8 said the “joke” of the Prophet would be introduced when the topic of memorization arose. Accordingly, given this additional context, the Case Managers find it is more likely than not that memorization in this manner, would reasonably be foreseen to cause mental discomfort or ridicule. Accordingly, the Case Managers find this conduct would also constitute Hazing under the Code.

- As part of the new member process, new members interacted with a figure referred to as the “Prophet.” This individual communicated with new members, specifically, Witness 1, via a chat, where he referred to Witness 1 in derogatory terms and implied punishment for Witness 1 “leaking” information about the fraternity and for falling asleep while doing the Quizlet.

While members provided varied, and inconsistent accounts, as to the Prophet, the Case Managers found the communications between Witness 1 and the Prophet to be troubling. In those communications, the Prophet condemned Witness 1 for “leaking” information about the cut Witness 1 sustained while doing group exercise at the house, called Witness 1 a “pussy,” and told Witness 1 that he was “very disappointed” in him. This behavior also included the Prophet telling witness was he could not come to some event. Given this additional context, the Case Managers find it is more likely than not that this behavior would reasonably be foreseen to cause mental discomfort or ridicule, and in fact did cause such mental discomfort and ridicule of Witness 1. Accordingly, the Case Managers find this conduct would also constitute Hazing under the Code.

- As part of the new member process, new members were assigned “Tasks” including, “drinking pledge,” “bong pledge,” “gambling pledge,” “fruit pledge,” and “puppy pledge.”

While members provided varied, and inconsistent accounts, as to the new member tasks, these behaviors included conduct that could be reasonably be foreseen to cause mental discomfort or ridicule. For example, texting a random person – be it a girlfriend or friend of someone else - a picture of a puppy along with a message, or making a weather report video, or rating an alcoholic beverage, could reasonably be foreseen to cause discomfort or ridicule. Additionally, as in the case of the “fruit pledge” being tasked with carrying around a small fruit – be it a grape or a grape tomato, and ensure that the item not be damaged for fear of some repercussion – in the context of an organization that already utilized the “Prophet” to intimidate its members, would reasonably be foreseen to cause mental or physical discomfort or ridicule. Here, it did cause such discomfort or ridicule. In the case of witness 1, witness 1 said his fruit was intentionally squished, causing him to lash out. Given this context, the Case Managers find it is more likely than not that this behavior would reasonably be foreseen to cause mental discomfort or ridicule, and in fact did cause such mental discomfort and ridicule of Witness 1. Accordingly, the Case Managers find this conduct would also constitute Hazing under the Code.

- As part of the new member process, new members purchased snacks and/or used meal points on active members.

While no new members reported feeling pressure to purchase items for active members, aside from Witness 1, the such requests would reasonable person foresee mental discomfort. Specifically, it is reasonable to conclude that a new member would feel pressure to purchase items or use their meal points on active members in order to remain in good standing with the organization. As finances and food can be areas of discomfort for students – particularly if those individuals are less affluent – using finances or meal points on others could reasonably result in mental discomfort. Accordingly, the Case Managers find this conduct would also constitute Hazing under the Code.

- As part of the new member process, new members were encouraged to drink milk, consume a full onions, drink alcohol, and consume drugs through the “signature sheets” provided to new members.

The signature sheets contained numerous items that included degrading tasks like chugging milk and or eating full onions. The case managers find a reasonable person would foresee that these items would cause mental and physical discomfort or ridicule, particularly in light of an organization which already utilized the “Prophet” in a manner that could cause ridicule or discomfort amongst the membership. Additionally, other items on the signature sheet includes smoking and drinking alcohol, both of which would also reasonably be foreseen to result in physical discomfort. Accordingly, the Case Managers find this conduct would also constitute Hazing under the Code.

- As part of the new member process, new members worked out – including by planking and/or doing pushups at the house and/or at other locations. In one such circumstance, Witness 1, a new member, was cut on a shard of glass. During these workouts, members would do pushups if someone dropped a ball.

While members provided varying, and inconsistent accounts, as to the nature of the group physical exercise, each member agreed that the group worked out together and the [REDACTED] and Witness 1 each agreed that pushups were used as punishment. Accordingly, the Case Managers find a preponderance of evidence supports a finding that this conduct would reasonably be foreseen to cause both mental and physical discomfort. This finding is bolstered by the presence of the Prophet as an aspect of the new member process. Additionally, where exercise was used as a punishment, the Case Managers find the conduct would reasonably be foreseen to cause ridicule. Accordingly, the Case Managers find this conduct would also constitute Hazing under the Code.

- As part of the new member process, new members were forced to bring or wear a white shirt and blue jeans to the house. They wore these items while cleaning and while memorizing and the outfit could not be washed. On at least one occasion the shirts became ripped.

While members provided varying, and inconsistent accounts, as to the nature of the white shirt and blue jeans, the case managers noted that these items could not be washed and became ripped on at least one occasion. Based on this, the Case Managers find that forcing members to wear particular attire while memorizing and cleaning the house could reasonably be foreseen to cause mental discomfort or ridicule. This finding is bolstered in light of the presence of the Prophet within the organization which utilized the “Prophet” in a manner that could cause ridicule or discomfort amongst the membership. Accordingly, the Case Managers find this conduct would also constitute Hazing under the Code.

- As part of the new member process, new members cleaned the D. Sig. house while wearing the white shirt and blue jeans.

While members provided varying, and inconsistent accounts, as to the nature of the group clean up efforts, each member agreed that the group either helped clean up the house or set up parties. This is an understandable part of being a member of a group when that group hosts events. On its own, the Case Managers find this conduct would not reasonably be foreseen to cause mental or physical discomfort. However, it is notable that at least one witness said that new members were forced to wear a white shirt and blue jeans while cleaning the D. Sig. house and Witness 1 referred to this attire as the Uniform. Accordingly, given this additional context, the Case Managers find it is more likely than not that this behavior would reasonably be foreseen to cause mental discomfort or ridicule. Again, this finding is bolstered in light of the presence of the Prophet with the organization which utilized the “prophet” in a manner that could cause ridicule or discomfort amongst the membership. Accordingly, the Case Managers find this conduct would also constitute Hazing under the Code.

However, the Hearing Officer notes that one member said they assisted the [REDACTED] in cleaning his own residence. That individual said he offered to help and then spent the day hanging out at the [REDACTED] residence. Therefore, as to this incident, the Case Managers find the evidence is insufficient to support a finding that this behavior would reasonably be foreseen to cause mental or physical discomfort or ridicule.

- Three new members of D. Sig. attempted to steal from rival fraternity houses on November 8, 2025. This incident reflected a “task” on the signature sheet.

Three new members of D. Sig. attempted to steal an item from two rival fraternity houses. This occurred after the organization was put on interim suspension; however, “theft” was an item included on the signature sheet provided by the organization. Theft is a violation of law and University of Oregon policy. For this allegation, hazing can occur in the context of “compelled participation in behavior which would violate the law and/or University Policy.” To compel means to bring something about by way of pressure or force. Here, the evidence does not support a finding that these new members were “forced” to steal, however, pressure, even social pressure, could be considered behavior that “compelled” the new members to attempt the thefts. Here, again, this finding is bolstered in light of the presence of the Prophet with the organization which utilized the “Prophet” in a manner that could cause ridicule or discomfort amongst the membership, as it did with Witness 1. Accordingly, the Case Managers find this conduct would also constitute Hazing under the Code.

It is also important to note for the purposes of this determination that while these items individual each could constitute hazing, collectively, they also would constitute hazing as defined by the Code.

- **Safety Hazard**

Finally, the case managers must assess whether the organization created a “safety hazard” in violation of the code. Here, tampering with firefighting equipment or smoke detectors, causing a false alarm, or endangering the health or safety of others constitutes the creation of a safety hazard. Here, the key allegation is that a safety hazard was created with respect to the glass and the signature sheets. Because each of these incidents arose out of a connection to the fraternity (i.e., the fraternity provided the impetus for the violation), if found to have violated the policy, the Organization is responsible.

Here, Witness 1 was cut on glass in the D. Sig. house during group exercise. That the organization not only had such exercise occurring in the house but did so in such a way that a new member was injured on glass supports a finding of a safety hazard. Moreover, it is notable that when Witness 1 explained to the Prophet that he was telling someone how he got “the cut” and the Prophet replied merely “Idgaf” again supports a finding that a safety hazard was created through the exercise, such that the prophet would feel compelled to stop Witness 1 from “leaking” information.

Moreover, as noted above the organization included on the signature sheets items related to alcohol (shotgun Four Loko; Sidewalk Slammer), and consumption of liquids/foods. These items included timed events (sub 5 min onion and 2 min half gal), all of which could cause a danger to someone’s health or safety.

VI. Conclusion

In summary, the Case Managers find based on a preponderance of the evidence:

D. Sig. **is responsible** as an organization for violations of the following provisions of the Policy:

- Retaliation or Obstruction
- Theft
- Alcohol
- Hazing
- Safety Hazard