

July 23, 2021

To the Families of the Members of the Delta Alpha Chapter of Pi Kappa Phi Fraternity:

It is with a heavy heart that I am writing this letter to you. As you know, your student is (or has recently been) a member of Pi Kappa Phi Fraternity at Virginia Tech. Fraternity and Sorority Life at Virginia Tech is an active and vibrant community of over 5,100 students. We believe that collegiate membership in a fraternity or sorority can be a transformative part of any student's development, however we also believe that when an organizational culture becomes dangerous, it is our responsibility to intervene for the well-being of those students and the broader community.

On June 4, 2021, the Delta Alpha Chapter of Pi Kappa Phi was found responsible for the following violations of the Student Code of Conduct that took place during the Spring 2021 semester:

1. Alcoholic Beverage Policy
2. Damage and Destruction Policy
3. Endangerment
4. Failure to Observe Rules and Regulations
5. Disorderly and Disruptive Conduct
6. Failure to Comply with a University Official

While we cannot share specific names and details of the student conduct hearings, it is clear that a culture of alcohol misuse, disorderly and disruptive conduct, and damage and destruction existed. For those who may be interested, we have included, as an addendum, a summary of incidents that occurred over the past few academic years for your reference. Most recently, there were multiple conduct referrals in the Spring 2021 semester, including ongoing significant damage to the chapter house on Oak Lane and two social gatherings involving alcohol consumption by underage members, which resulted in either transports to the hospital, injury to members, or citations from police.

While these situations in and of themselves are significant, it is important to note that at the time of the Spring 2021 violations, the chapter was already on deferred suspension for the following previous violations of the Student Code of Conduct: Endangerment, Disorderly or Disruptive Conduct, Damage or Destruction, Failure to Observe Rules and Regulations, Alcoholic Beverage Policy, and Involvement in a University Violation. Despite multiple efforts from our office, the Office of Student Conduct, and Pi Kappa Phi volunteers and staff, the leaders and members of the chapter refused to make the necessary changes within their chapter.

In light of these policy violations and the continued culture of disregard for health and safety, the University determined that Pi Kappa Phi should lose recognition from Virginia Tech effective June 4, 2021 through May 17, 2025. Additionally, Pi Kappa Phi Fraternity National Headquarters has suspended the Delta Alpha Chapter concurrently with the University's decision, and a memo outlining that decision is included with this notification. **As a result, Pi Kappa Phi is no longer a recognized organization at Virginia Tech or with their national fraternity and is not permitted to operate.**

Loss of recognition means the chapter must cease all operations and activities in the organization's and chapter's name including, but not limited to, any recruitment or initiation of members, any social activities, any recreational or intramural sports, correspondence or communication, and any financial transactions.

We know that when students join fraternities, they build lifelong relationships, and we hope that all of our students carry these relationships with them. However, this organization may not continue to operate in any capacity since they have lost recognition from the University and their national organization. Specifically, your student should not be recruiting for Pi Kappa Phi/Delta Alpha, paying dues, attending functions under this organizational name, etc.

We have shared this information with officers and members of Pi Kappa Phi to explain the student conduct outcomes and to answer any questions they have had, but we also wanted to share this information with you, the family members of our students. We know this may be disappointing to our students, but we also believe that this decision is in the best interest of the health and safety of our community.

Again, we know these decisions may be heartbreaking and disappointing to your student, so we hope that you engage them in conversations about what is next for them and their friends who were previously in the chapter moving forward. The risks of operating as an "underground" and unrecognized organization on top of the existing and problematic culture within the chapter, is not advisable. Unrecognized organizations are: 1) not advised by the university; 2) unable to utilize campus resources; and 3) prohibited from participating in Fraternity and Sorority Life events. Given the chapter failed to hold individuals accountable for behavior or to establish adequate risk-management processes, we are concerned that continued operation of the chapter could result in undesirable consequences for both individual members and that group.

If you have any questions about any of this information, please feel free to contact us at 540-231-6609 or gogreek@vt.edu.

Sincerely,

A handwritten signature in blue ink, reading "Rohsaan C. Settle". The signature is fluid and cursive, with a long horizontal stroke extending to the right.

Rohsaan C. Settle
Director of Fraternity & Sorority Life

Summary of Incidents Involving Pi Kappa Phi-Delta Alpha Chapter Fall 2019-Spring 2021

Below is a summary of multiple health and safety incidents that have involved Pi Kappa Phi over the 2019-20 and 2020-21 academic years. It is important to note that members and leaders of the chapter had access to support and guidance from Pi Kappa Phi headquarters staff and volunteers as well as support from staff in the Office of Fraternity and Sorority Life, but these behaviors continued over the course of the two years.

- **For the past 4-5 years**, Pi Kappa Phi has received numerous and ongoing complaints regarding damage to the chapter house, as well as for behavior at the off-campus satellite houses in the Center St. and Warren St. area. Many of these were addressed through conversation and education for the organization and/or individuals, depending on the situation. It is important to note that Pi Kappa Phi has had ongoing conflicts with the Warren Street house as far back as 2016, and that Student Conduct had mediated agreements between the organization and neighbor in fall 2016 and fall 2018, yet the behaviors continued. This resulted in a formal hearing in fall 2019 during which the hearing officer noted that Pi Kappa Phi's leaders and members failed to hold individuals accountable for behavior or to establish adequate risk-management processes. He noted that these elements "contribute to a deliberate apathy that the chapter demonstrates regarding individuals violating policies."
- **Fall 2019-** On-going damage to the chapter house was noted. This damage was not adjudicated through Student Conduct, but staff in the Office of Fraternity and Sorority Life addressed this behavior with chapter leadership and residents of the house. Additionally, the Chapter participated in a national program called "Ultimate Respect" that tied the behavior back to chapter values. It is important to note that as our Facilities staff were repairing the damage to the Great Room, they agreed to work with the chapter to complete a facilities enhancement to make cosmetic improvements to that space. Those damages and facilities enhancement were completed December 2019.
- **Fall 2019-** The chapter was referred to Student Conduct for hosting large events with alcohol at a satellite house at 400 Warren Street. The chapter was found responsible for Disorderly and Disruptive Conduct and placed on Probation through fall 2020. Pi Kappa Phi was ordered to cease all chapter operations and events at 400 Warren Street or surrounding areas through spring 2020 and to begin progressive social privileges in fall 2020, later postponed because of COVID-19 restrictions. The organization was also required to conduct a comprehensive risk assessment, to participate in risk-management programming with Pi Kappa Phi headquarters, and to develop risk-management plans for on and off-campus events.
- **Spring 2020-** Minor damage to the chapter house was noted. This was not adjudicated through Student Conduct, but the Chapter was billed for those repairs. Repairs were made prior to the Fall 2020 semester.
- **Fall 2020-** New damages to the chapter house were noted, including many damaged ceiling tiles, broken emergency exit signs, door and ceiling light panel damaged, floors soiled with food and rock salt, etc. This was not adjudicated through Student Conduct, but the Chapter and individuals

were billed for those repairs. Additionally, FSL staff worked with residents and leadership to stop the behavior.

- **Fall 2020-** Additional significant damage to the chapter house was noted which included large holes in multiple walls, damage to ceiling tiles, and unsanitary conditions involving bodily fluids in public spaces. This damage occurred after major repairs and updates had been done in January and summer 2020. Chapter was referred to Student Conduct and received a letter from the Director of Housing and Residence Life warning them of their behavior. Additionally, several individual residents of the house had their housing revoked.
- **Fall 2020-** Pi Kappa Phi hosted an unsanctioned event with alcohol at the chapter house, violating alcohol beverage policies and COVID-19 protocols (note: approximately 50-100 students were present during a time that no more than 15 students were allowed to gather). Additionally, the chapter was involved in an incident at a satellite house where members—including those who were underage--consumed alcohol, while they were on a cease of operations at that location.
 - The hearing determined that the organization fostered a culture that condones, encourages, and/or supports underage drinking and the use of satellite locations, rather than the on-campus chapter house, and to conceal such behavior.
 - As a result of the January hearing, Pi Kappa Phi was placed on deferred suspension for three semesters and issued a deferred denial of housing. In addition, the organization was required to complete a membership review with their headquarters, to cease all events with alcohol in spring 2021, and to cease all operations at the satellite house at 400 Warren Street through spring 2022, among other educational sanctions.
 - Separately, several residents of the house had their housing revoked.
 - It is important to note that as a result of their membership review Pi Kappa Phi International Headquarters removed 28 undergraduate members at the beginning of the spring 2021 semester from the Delta Alpha chapter because of their past conduct. Members that retained their membership verbally agreed to abide by the standards and expectations of the international organization through their continued membership. Despite the removal of those 28 members, similar behaviors occurred during the spring 2021 semester that had been previously addressed.
- **Spring 2021-** After being repaired in Winter 2021, additional significant damage, poor conditions of the house, fire, health and safety protocols were noted. These included: fire code violations (the stove top being left on at least three occasions), exterior door locks being tampered with, windows knocked out in multiple locations on multiple occasions, a fire door being cracked in half, ceiling tiles missing/damaged, and a large hole found in a newly repaired wall. This occurred while the chapter was on a deferred denial of housing sanction from their January 2021 conduct hearing. The chapter was referred to Student Conduct and this resulted in Housing and Residence Life terminating their lease with Pi Kappa Phi.
- **Spring 2021-** Pi Kappa Phi held a gathering that included alcohol and underage drinking at an off-campus apartment involving newly initiated members and other organizations to which police were called and citations were issued. This occurred while the chapter was on a cease of events with alcohol sanction during the spring 2021 semester that resulted from their January 2021 conduct hearing.

Spring 2021- Members of Pi Kappa Phi held a gathering at Collegiate Court apartments involving newly initiated members and older brothers, including executive board members. Two newly initiated members were transported to the hospital after this event, with one member falling and hitting his head while intoxicated. This occurred while the chapter was on a cease of events with alcohol sanction during the spring 2021 semester that resulted from their January 2021 conduct hearing.



MEMORANDUM

TO: The Presidents of All Inter/National Fraternities & Sororities Represented at Virginia Polytechnic Institute and State University

CC: Frank Shushok, Jr., Ph.D., Vice President for Student Affairs
Rohsaan Settle, Director of Fraternity & Sorority Life
Abbey Rowe Erin, Assistant Director of Fraternity & Sorority Life
Rachel Westra, Chief Operating Officer
Brandon Belote, Chief Administration Officer

FROM: Mark E. Timmes, Chief Executive Officer

DATE: July 8, 2021

RE: Closure of the Delta Alpha Chapter of Pi Kappa Phi Fraternity at Virginia Polytechnic Institute and State University

I regret to inform you that pursuant to the unanimous decision of the National Council of Pi Kappa Phi Fraternity on July 7, 2021, the charter of the Delta Alpha Chapter at Virginia Tech has been suspended concurrently with the university's decision to suspend the chapter. Notice of this decision was delivered to the chapter via e-mail on July 8, 2021.

Charter suspension is defined by Pi Kappa Phi's national constitution and bylaws as follows:

"The suspension of a charter of a chapter deprives it temporarily of all of its fraternal functions. It shall not be considered in good standing and shall deliver all of its fraternal and ritualistic paraphernalia and records to the Executive Director until the termination of the suspension..."

In short, the Delta Alpha Chapter at Virginia Tech is now closed. All initiated student members have been reclassified to conditional alumni status and are not released to join another fraternity at this time.

Pursuant to the North-American Interfraternity Conference (NIC) standards, and in recognition of previous agreements with the National Panhellenic Conference (NPC) regarding participation/partnering with chapter that have been closed by their respective organization, Pi Kappa Phi Fraternity requests your assistance in upholding this decision. Consequently, to the extent that you may have the Delta Alpha Chapter of Pi Kappa Phi on your social, intramural, and/or philanthropic calendars, you are now advised to pursue other options. Please note that the National Fraternity has already notified your inter/national headquarters and will not tolerate any form of "underground chapter activities."

While the closure of the chapter has been difficult for the students and the alumni, the National Council believes the decision was in the best interest of the National Fraternity. Pi Kappa Phi recognizes that the true distinction between a fraternity experience and that of a "social club" is ultimately the accountability to our shared standards and values. Thus, we look forward to returning to the Virginia Tech campus at a time when we believe we can be the most successful in building a chapter of Exceptional Leaders.

If you have any questions about this decision, please do not hesitate to contact the National Headquarters. Thank you in advance for your cooperation in this matter.