



September 22, 2020

Jake Sofro  
Alpha Epsilon Phi  
jsofro@iu.edu

Dear Jake,

On or around September 16, 2020, a student Code of Conduct complaint was submitted to the Office of Student Conduct. The complaint prompted an investigation into allegations that Alpha Epsilon Pi violated the *Indiana University Code of Student Rights, Responsibilities, and Conduct*.

Following this investigation by Indiana University, which included speaking with chapter leadership, as well as the chapter advisor and the Chief Executive Officer, Alpha Epsilon Pi has accepted responsibility for the following violations:

**Part II, H. Personal Misconduct on University Property/H7 - Actions that endanger one's self, others in the university community, or the academic process.**

**Part II, H. Personal Misconduct on University Property/H8 - Failure to comply with the directions of authorized university officials in the performance of their duties, including failure to identify oneself when requested to do so; failure to comply with the terms of a disciplinary sanction; or refusal to vacate a university facility when directed to do so.**

**Part II, H. Personal Misconduct on University Property/H25 - Violation of other disseminated university regulations, policies, or rules. Examples of such regulations include but are not limited to university computing policies, residence hall policies, and recreational sports facility policies.**

Specifically, it is alleged that on or around September 16, 2020, Alpha Epsilon Pi (AEPi), hosted a large, in-person event that exceeded the gathering size limitation established by both the City of Bloomington and the Monroe County Health Department ("MCHD"), and violated the directive from Indiana University regarding in-person events at the chapter facility, as well as the MCHD regulation regarding non-essential guests. Over 80 people were present, including live-out, live-in, and 45 new members from at least 12 different residence halls, who were invited on and/or into the facility, and all individuals who were present were not wearing face coverings or physically distanced while standing in close proximity to one another as they waited to enter the house and while attending an approximately one-hour long ceremony in a common space in the facility.

By participating in, approving, hosting, and facilitating this event, AEPi created an extremely dangerous situation that jeopardized the health and safety of its current members, new members, and the entire campus community by violating state, local, and university regulations, orders, and directives related to quarantine, face covering and physical distancing requirements, gathering size, non-essential guest policy, hosting in-person events, as well as the requirements of the IU Student Commitment Form. AEPi had individuals present at the event who are live-out members, as well as 45 new members

from at least 12 different residence halls, who were potentially exposed to and are now at risk of contracting COVID-19, and who returned to their residence halls to potentially expose all of the students and other individuals within their residence hall floor and/or building, as well as the broader campus community. AEPi also had one individual present in the chapter facility as a non-essential guest who had no affiliation with the organization. Further, AEPi risked the health and safety of the entire campus community by hosting this event prior to being released from quarantine, thereby exacerbating the risk of COVID-19 transmission. AEPi's blatant disregard for all of these COVID-19 related regulations, orders, and directives has created a serious threat of harm to current members, new members, and the entire campus community, and has increased the potential for the spread of COVID-19.

The chapter requested a Formal Agreement with the Vice Provost for Student Affairs and this request was accepted. Based on the organization's acceptance of responsibility, and in collaboration with Alpha Epsilon Pi's Headquarters and Advisors, the following was developed and agreed upon as the organization's action plan. This decision and action plan items have been reviewed and accepted by the Vice Provost for Student Affairs:

**Educational Pillar: Extension of Disciplinary Probation**

**Start Date: Current**

**Completion Date: July 5, 2022**

Your organization's Disciplinary Probation status has been extended to the date specified above. Disciplinary Probation is a status change with the University, which outlines that the organization is not currently in good standing. Disciplinary Probation is not a restriction on organization activity. The extension of this status will be reported on the Division of Student Affairs website for organizations on disciplinary status. Should the organization engage in the same misconduct or any other violations of the IU Code of Student Rights, Responsibilities and Conduct, it may result in your organization receiving an extended disciplinary probation, a suspension, or an expulsion from Indiana University.

**Educational Pillar – Closure of Alpha Epsilon Pi Chapter Facility**

**Start Date: September 30, 2020**

**Completion Date: August 12, 2021**

Alpha Epsilon Pi agrees to close the chapter facility beginning September 30, 2020 through August 12, 2021. All current live-in members must vacate the facility during this time period and it shall not be used for any formal or informal activities or events of any kind.

**Wellness Pillar – All Chapter Activities Held Virtually**

**Start Date: Immediately**

**Deadline: August 12, 2021**

Any activities facilitated, sponsored, or hosted by the chapter will take place virtually through August 12, 2021. This means no in-person activities or events may be hosted, sponsored, or facilitated by the chapter until after August 12, 2021, and any such activity or event after August 12, 2021 must be in accordance with any state, local, and IU orders, regulations or directives in effect at that time and as may be modified or updated thereafter.

**Restorative Pillar – Membership Review**

**Deadline: May 1, 2021**

Alpha Epsilon Pi agrees to conduct a membership review, facilitated by Alpha Epsilon Pi Headquarters and/or Designated Alumni, to determine the membership status of all active members, including which members are eligible to remain active members when the chapter facility reopens in Fall 2021. An updated roster must be submitted to the OSFL Chapter Coach and the Office of Student Conduct and is to be updated via BeInvolved by the organization president, or his designee, no later than May 1, 2021. At the conclusion of the membership review, Alpha Epsilon Pi will share a list of their updated roster with the Office of Student Conduct and Office of Sorority and Fraternity Life. If chapter leadership learns of any violations of the Indiana University Code of Student Rights, Responsibilities, and Conduct through this, or other

standards procedures, chapter leadership agrees to report any such violation(s) directly to the Office of Student Conduct by emailing [OSC@indiana.edu](mailto:OSC@indiana.edu).

**Restorative Pillar – Chapter Facility Re-Occupation Plan**

Deadline: May 1, 2021

Alpha Epsilon Pi agrees to create a comprehensive re-occupation plan that will guide the chapter and their leadership to be a productive, successful organization when they return to move into the chapter facility. The chapter leadership and advisor must meet with the Office of Sorority and Fraternity Life to review their plan no later than April 1, 2021 and the final plan must be submitted no later than May 1, 2021 to the Office of Student Conduct and Office of Sorority and Fraternity Life.

**Reflective Pillar – Submit Outstanding Documentation**

Deadline: October 7, 2020

Alpha Epsilon Pi agrees to complete their re-registration on BeInvolved with the Student Involvement and Leadership Center, and submit the following documentation to the Office of Sorority and Fraternity Life: Contact Lists, Policy Acknowledgement Form, Academic Program, Accountability Program, Health & Wellness Program and New Member Education Program. Resources and expectation for what needs to be submitted has been provided to chapter leadership and advisors by Chapter Coach Noah Reetz. The BeInvolved registration and documentation must be submitted by October 7, 2020.

**Additionally, Alpha Epsilon Pi agrees to complete all sanctions from previous conduct procedures, if applicable.** Assistant Director of Sorority and Fraternity Life, Noah Reetz, will work with the chapter to establish updated deadlines for these sanctions. OSFL shall retain final authority on implementing such deadlines. The successful completion of the items identified will enable Alpha Epsilon Pi to return to their chapter facility on the Indiana University Bloomington campus as of August 12, 2021.

The outcome of responsibility and action plan are not eligible for appeal. This action plan will be indicated on the student organization's conduct record. This case is considered resolved so long as the action plan, as stated above, is completed, including that all designated deadlines for action items are met. If the action plan is not completed as agreed upon, the case will be referred to a Formal Administrative Conference in which the organization may be recommended for suspension from Indiana University.

If Alpha Epsilon Pi engages in the same misconduct again or is involved in any further violations of university policy, the decision and action plan items from this incident will be taken into consideration for future conduct processes.

Please contact the Office of Student Conduct if you have questions about the Student Organization Misconduct process at [osc@indiana.edu](mailto:osc@indiana.edu) or (812) 855-5419.

Sincerely,



Kathy Adams Riester  
Associate Vice Provost for Student Affairs  
Executive Associate Dean of Students

cc:

Todd Maurer, Chapter Advisor  
Jim Fleischer, Headquarters Staff  
Jason Kirschtel, Headquarters Staff

Office of Student Conduct  
Office of Sorority and Fraternity Life

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On behalf of Alpha Epsilon Pi, we agree to adhere to the action items described above to allow Alpha Epsilon Pi to retain their recognition as an Indiana University student organization. We agree that while the chapter facility is closed, a finding of responsibility for failure to adhere to the Code, including any additional Code violation, Monroe County Health Department or City of Bloomington directives, orders, regulations or requirements, and/or failure to complete any action item or sanction assessed to the chapter will result in a Formal Administrative Conference for Alpha Epsilon Pi. We will work collaboratively with IU to help investigate and respond to any alleged violation.

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Chapter President Name                      Signature                      Date

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Alumni Advisor Name                      Signature                      Date

\_\_\_\_\_  
Headquarters Representative Name      Signature                      Date

Internal Incident Number: 01943-001-2020