



November 19, 2014

Dr. Laura Bayless
Assistant Vice Chancellor for Student Affairs

Dear Dr. Bayless:

The Women's Greek Council (WGC) held a Judicial Board (JB) on Wednesday, November 12, 2014. The Dean of Students office letter, dated October 28, 2014, requested a WGC JB Hearing for Zeta Beta Chi (ZBX) Sorority's alleged violations of Greek Life Policies. And due to the length of time for the hearing, we finished up the deliberations on Wednesday, November 19, 2014.

Below are the formal charges against ZBX Sorority concerning alleged violations of the Hazing Policy of the University of Wisconsin-Platteville Greek Life Policies and Procedures. The JB voted, point by point as to whether ZBX was in violation or not in violation of the policies. It is important to note an "**abstention**" is to reflect there was not enough evidence to support finding the group in violation or not in violation, and was not counted as an affirmative nor a nay vote.

IV. Risk Management C. Hazing Awareness Management (page 10)

2. The NIC/NPC Policy Statement on Hazing:

- c. Hazing is defined as any action taken or situation created, intentionally, whether on or off fraternity premises, to produce mental or physical discomfort, embarrassment, harassment, or ridicule. Such activities may include but are not limited to the following: use of alcohol; paddling in any form, creation of excessive fatigue; physical and psychological shocks; quests, treasure hunts, scavenger hunts, road trips or any other such activities carried on outside or inside the confines of the Chapter house; wearing of public apparel which is conspicuous and not normally in good taste; engaging in public stunts and buffoonery; morally degrading or humiliating games and activities; and any other activities which are not consistent with academic achievement, fraternal law, ritual or policy or regulations and policies of UWP, or applicable state law."**

These charges are also supported by Wisconsin State Statute (948.51):

- (1) In this section "forced activity," means any activity which is a condition of initiation or admission into or affiliation with an organization, regardless of a student's willingness to participate in the activity.*
- (2) No person may intentionally or recklessly engage in acts which endanger the physical health or safety of a student for the purpose of initiation or admission into or affiliation with any organization operating in connection with a school, college or university. Under those circumstances, prohibited acts may include any brutality of a physical nature, such as whipping, beating, branding, forced consumption of any food, liquor, drug or other substance, forced conferment or any other forced activity which endangers the physical health or safety of the student.*



WGC JB Recommendation Letter for ZBX

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Specifically, it is alleged that during the Spring 2013 semester, pledges were subject to the following:

1. Activities not consistent with academic achievement:
 - a. Meeting very late at night or very early in the morning

WGC JB found ZBX not in violation (0-2-4)

2. Creation of excessive fatigue:
 - a. Meeting very late at night or very early in the morning

WGC JB found ZBX in violation (6-0-0)

3. Mental or physical discomfort:
 - a. Interrogation for two hours (included crying)

WGC JB found ZBX in violation (4-0-2)

- b. Being blindfolded for long amounts of time and not being able to talk

WGC JB found ZBX in violation (6-0-0)

- c. Being blindfolded and asked to drink an unknown liquid

WGC JB found ZBX not in violation (0-0-6)

- d. "Reviews" at the end of I-Week in which members wrote in pledge's book the reasons they believed pledges would fail or why they weren't liked

WGC JB found ZBX not in violation (0-0-6)

- e. Took phones away from pledges, not allowing use of social media and only 10 minutes/day to contact friends and family

WGC JB found ZBX not in violation (0-0-6)

- f. Told they could not wear makeup, use hair products, hair tools, or hair accessories

WGC JB found ZBX in violation (4-0-2)



4. Morally degrading or humiliating game and activities:

- a. Being made to drink alcohol

WGC JB found ZBX in violation (2-0-4)

- b. Being made to have sex with men in a specific fraternity

WGC JB found ZBX not in violation (0-0-6)

5. Scavenger Hunts/Quests

- a. Being made to search for a brick and/or zebra in house. The brick did not exist.

WGC JB found ZBX not in violation (0-0-6)

The WGC JB found ZBX was in violation of 5 out of 11 specific charges. Once found in violation, we were able to review past history to determine any patterns of behavior. We took particular note of the following previous occurrences with ZBX.

A. March 2009 – 1st Situation

Alleged incident of underage drinking and hazing incident while supervising TKE pledges in ZBX backyard, eating pizza and drinking 40 ounce bottle of malt liquor, one student broke bottle in hand requiring a number of stitches.

April 21, 2009

Dean of Students Office dropped Hazing from the list of charges.

May 4, 2009 - WGC JB Results

1. Probation until May 31, 2010, dry house.
2. Risk Management Plan on file with Greek Life
3. ½ of membership attend Sam Spady presentation + President, Vice President, Risk Manager, New Member ed., Recruitment Chair, and Social Chair
4. Educational program on how to check ID and serve alcohol responsibly.

B. Nov. 19, 2009 – 2nd Situation

Letter to suspend ZBX for Alleged Hazing Incidents, alleged 3 or more hazing incidents (Nov. 15 & 16, 2009)

Dec. 16, 2009 - Judicial Board

1. New members blindfolded, location outside of Platteville, left on road, told not to speak and walk single file back to campus. No cellphones. – Found in violation (4-0-0)
2. Awakening new members at midnight to watch pornographic video. - Found in violation (4-0-0)
3. Sent on quest, 3 or more times to find a brick on campus. - Found in violation (4-0-0)



The members of the JB came to these decisions after spending time reflecting on Dean Egley's statements regarding the University's recommendation to not seek termination as a student organization. The JB struggled with the reality that if this were a national chapter, the headquarters would likely revoke their charter immediately and review the viability of recolonizing in the future with new leadership, new members and commitment to follow the national recruitment, educational and ritual processes. In addition the Chapter admitted these practices and educational membership strategies have been occurring for at least fifteen years. The ZBX President has stated that she now sees how these activities can be considered hazing. The JB has concerns that ZBX is currently not able to fully understand that there are appropriate ways to engage new members in the new member educational process without implementing activities that are considered hazing. However, we do believe there is strong potential for educational growth, positive leadership, and commitment to values which would allow ZBX to become a model Greek Chapter.

C. Dec. 2, 2011 – 3rd Situation

ZBX Banquet held in Markee 7-9:15pm

Markee Staff reporting extreme drunk behavior by women and dates. No tickets were issued. That night, one of the dates, was found unconscious in Ottensman Hall. He stated he had been drinking at several places including the Zeta Beta Chi house while they were on probation.

Feb, 1, 2012 – Settlement Agreement

Dean of Students investigation results. Student confirmed he was at the ZBX banquet, went to ZBX house after banquet and consumed alcohol, found in Ottensman Hall, transported to Southwest hospital. Dean of Students office created a Settlement agreement.

1. Probation will be extended until May 18, 2012;
2. ZBX Dry sorority from now Feb. 8, 2012 until Feb. 8, 2016 (4) years.

D. June 6, 2012 – Change Status

Request to change from Probation status to good standing, with the expectation to follow point #2 listed in the settlement agreement.

E. March 7, 2013 – 4th Situation

Incident Report - Alleged hazing violations from 2013 spring by former member, about a brick and other activities not approved for the new member education plan. Drafted letter for a JB Hearing. Sherry Nevins, investigated and was told by the members, they were not allowed to use the attic and these events did not occur. She did not have enough supported materials to go forward with a Judicial Board Hearing.

F. 10-29-14 – 4th Situation – 2nd Individual Report

Current incident reported about alleged hazing with ZBX in the Spring of 2013.



Based on the evidence and history presented we came up with these conclusions:

1. They do not respect the commitment to stand up for “zero tolerance of hazing;”
2. There appears to be a repetitive pattern of behavior;
3. In the past five years, there were not enough significant changes made by the chapter to support Greek ideals and values, since they were first charged with hazing in 2009;
4. The lack of respect of University Policies not only in the process we recently reviewed, but including ZBX’s Suspension Notice Letter, “In addition, ...immediate and indefinite suspension, ZBX shall ...lose the opportunities to: #5. Display ZBX letters, signs, and or insignias on chapter facility and grounds. These items need to be taken down and removed from public view by 5:00 pm on Friday, October 24, 2014.” All of the letters have not been removed or covered up on the porch of the ZBX Chapter’s house.

To maintain a strong Greek Community at the University of Wisconsin-Platteville, we do not support any form of hazing. The WGC JB unanimously voted to recommend to Assistant Vice Chancellor Bayless the termination of Zeta Beta Chi Sorority as a Greek Chapter and registered student organization at UW-Platteville. This decision was not made lightly and we realize the severity of this action would prevent ZBX, a local sorority, from ever returning to campus (per Greek Life Policies). This recommendation was primarily based on the continued disregard to policies by ZBX and lack of positive changes to the chapter.

The WGC Judicial Board attending members were:

Amy Kurth, CERES, Vice President	Brook Smith, Theta Phi Alpha, President
Emily Yenter, Gamma Phi Beta, Vice President	D’Laney Thelke, WGC President and WGC JB Chair
Jessica Symons, Kappa Alpha Sigma, President	Jeremy Payne, WGC JB Advisor
Victoria Goad, Sigma Alpha, President	Valerie Wetzel, WGC JB Advisor
Amanda Frisch, Sigma Alpha Iota, Vice President	

On behalf of the WGC Judicial Board, we stand firm and united, hazing is unacceptable within the Greek Community. I am available to answer any questions or concerns you have after reviewing these recommendations. Thank you for reviewing and considering our recommendations and concerns.

Sincerely,

D’Laney Thelke

D’Laney Thelke
President Women’s Greek Council and Chair of the WGC Judicial Board

cc: Ms. Sabina Burton, Advisor to Zeta Beta Chi Sorority
Dr. Melissa Gormley, Advisor to Zeta Beta Chi Sorority
Mr. Jeremy Payne, Advisor to Women’s Greek Council
Ms. Valerie Wetzel, Assistant Director Involvement, Greek Judicial Board Advisor
Ms. Kate Demerse, Assistant Dean of Students
Ms. Sherry Nevins, Dean of Students
Ms. Kasey Wisnefski, President of Zeta Beta Chi Sorority