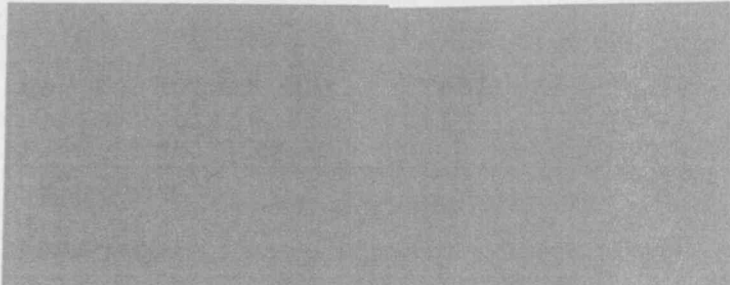


March 26, 1981

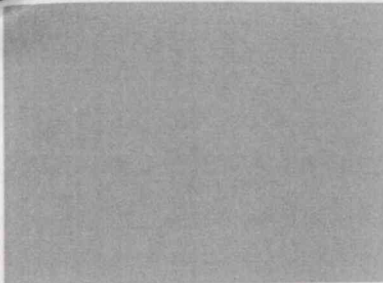


On March 24, 1981 the Committee on Student Conduct heard charges brought by the College against Delta Upsilon fraternity. These charges, contained in Dean MacEwan's letter to you of March 11, charged the fraternity with failing to meet the standards of the Code of Conduct. At that hearing, Delta Upsilon admitted to the charge and asked the Committee to take appropriate disciplinary action.

As I reported to you in our meeting of March 25, the Committee considered a number of factors in attempting to establish a disciplinary action which will be appropriate to this particular violation of College regulations. After considerable discussion, the Committee voted that,

Delta Upsilon be required to contribute to the College the sum of \$1,000.00 to be administered by the Joint Committee on the Cultural Program in support of lectures or symposia for all constituencies of the College to increase their awareness of the provisions and implications of the Code of Conduct, and in general foster better communication and respect among all students on campus. Delta Upsilon is required to participate in the planning and implementation of at least one of the programs and demonstrate its understanding of "honorable, ethical and mature" behavior.

As I indicated to you, the Committee believed that the behavior exhibited by the brothers of Delta Upsilon on the night in question fell far below the standards which this College holds for its students and student organizations. The Committee would not accept as an excuse that the group did not know that what they were doing would be considered offensive. A basic sense of human decency should have made clear to those planning this event that they had clearly stepped outside the bounds of propriety and had engaged in "behavior...that demeans others."



As a part of a statement to the campus community, the Committee on Student Conduct advises the fraternity that the behavior evidenced by members of the fraternity at its party on February 21 is repugnant, reprehensible and in clear violation of the expectations that Lafayette College has for its students and student organizations.

We have discussed the timing of this contribution to the College and the expectations that the Committee has for Delta Upsilon's participation in programs or symposia to meet the requirements of this action by the Committee. If you have any questions regarding the responsibilities of Delta Upsilon, I do hope that you will feel free to contact me.

As you know, Delta Upsilon may appeal this decision to the Faculty Committee on Appeals. Should you decide to appeal, your letter requesting appeal should be received in this office no later than three days after receipt of this letter.

From our conversation, I am confident that Delta Upsilon has learned a great deal since the evening of the party and is now prepared to meet the goal which you stated to the Committee at the time of your hearing:

Delta Upsilon recognizes that the problem of sexual harassment is widespread and we as a brotherhood are willing to take an active role in somehow alleviating the present situation. We would hope that the offering of our services in this circumstance may act as a catalyst towards inspiring other organizations and individuals to do the same.

The Lafayette College community now awaits your response.

Sincerely,

Herman C. Kissiah
Dean of Students

cc:



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