

Hello,

See below our official statement. We remind you that you must use our statement in verbatim and must not manipulate it.

STATEMENT: Provided by the international legal chair

We would like to thank *The Charlatan* for reaching out to the International Council of Alpha Pi Phi (ICAPP) regarding concerns that were shared. We would also like to state that the current Board of the International Council was just voted in within August of 2023. Many of the board members have had no prior knowledge of the events that have occurred.

We are adamant on sharing that we unequivocally stand with the survivors that have come forward. We take these allegations very seriously, and can confirm that disciplinary action was in fact taken.

Regarding the incident involving a member and a local fraternity, once this situation became aware to us, we offered our unwavering support for the survivor. Within the organization, our policies are very clear. Within our SA policy, the policy has a victim-centered and focused approach. We encourage survivors to report the incident to law enforcement, and no matter the decision, we stand by all survivors. As of today's date, the organization has cut ties with this fraternity, and the alleged offender has been reported to the superiors within the fraternity. The members of the International Council are, unfortunately, too familiar with SA, and we will continue to offer our full support to all survivors. The following steps were taken when we were notified

1. The individual who experiences the SA informed the chapter leadership and did not want to escalate it to ICAPP at that point
 - a. The executive team offered to go with her to the police or school authorities - this was not requested
 - b. The executive team offered to inform the leaders of the chapter to investigate the member - this was not requested
 - c. The individual was given multiple resources
 - d. The executive team then informed ICAPP for further ways to help the individual
2. ICAPP offered to connect with the International Board of the fraternity - this was not requested;
3. ICAPP offered any help the individual required, she stated those she believed played a role in this occurring, all memberships of those members were terminated;
4. The individual requested to go alumni which ICAPP approved, she then chose to disaffiliate and ICAPP continued to offer support;
5. Relations with the fraternity has ceased indefinitely, the fraternity member who assaulted her has been banned from all greek-life wide events as well;

Alpha Pi Phi has a strong Anti-Hazing and Anti-Bullying policy. While the International Council cannot be everywhere at once, we take allegations seriously. When the hazing incidents are brought to our attention the following action is taken immediately:

1. A meeting is held with the person who shared the occurrence of hazing within 2 business days
2. A meeting is held with any and all names of others who were involved based on the information provided in the meeting
3. The Executive Team at the Chapter is notified of the investigation
4. At each meeting, any names provided during the meeting are also followed up with through further investigative meetings
 - a. All of these are kept confidential and names are only shared within the ICAPP board of directors
5. The information gathered is shared with the board of directors, and further steps are taken, these include but are not limited to
 - a. Anyone found perpetuating hazing is brought towards a judicial council meeting and termination of membership is discussed, thus far, our zero tolerance for hazing has always been enforced with membership being terminated
 - b. All victims are provided with support and resources specific to location (school counseling services, local outreach programs)
 - c. We ask the victims what steps they would like to see occur further → should the chapter be on probation, should it be closed
 - d. The Chapter is placed on probation or Charter is pulled
 - i. The above depends on what the membership demonstrates, hazing is a dangerous occurrence as often times victims believe it is normal and does not constitute hazing and so the behavior continues, if that is the case, we work towards restorative actions keeping in mind they are also the victims with anyone who knowingly participated in or encouraged hazing or an unsafe environment having their membership terminated
 - ii. If it is found that this is a chapter mentality that participating in such actions is acceptable, the charter is pulled
6. If any federal, provincial, or state laws are broken these are reported to the appropriate authorities
7. All victims are continually checked in with throughout the the process
8. If the Chapter is placed on probation the following will also occur (This list is not exhaustive)
 - a. Regular check ins with ICAPP
 - b. ICAPP attendance at Chapter meetings and initiation
 - c. Regular meeting with all members of the Chapter to ensure growth and a safe environment
 - d. Mandatory trainings → Anti-hazing, Anti-bullying, Sensitivity, etc
 - e. Check ins with all new members

- f. Close monitoring of future recruitments **if** recruitment is permitted
 - g. The Chapter will maintain this level of ICAPP requirement for 5 years following the incident to ensure continued growth
9. The terms are reviewed semesterly and any additional needed parameters are placed

Regarding the incident of a “sexually charged dance”, we have the following to state regarding that:

ICAPP and the Executive Team of Alpha Chapter have never received any concerns regarding the Greek O dance. ICAPP has looked into this concern after finding out the allegation through your correspondence. We have found proof that participation in this was absolutely voluntary and was expressed multiple times. The ability to stop participation was also expressed throughout the process. The choreography, outfits, and practice times are decided on by all who **choose** to participate. At no point are individuals forced to participate or yelled at. No injuries were reported that we identified. These allegations are untrue and unfounded as multiple other members have expressed as well.

Through continuing education provided to all chapters, we are committed to providing a safe environment for all members. We promise to do better.