



**University of California, Davis**  
**Office of Compliance and Policy**

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Other Inquiry Report: Tau Kappa Epsilon Fraternity  
Case #HDAC 2019-UCD-00014  
June 30, 2021

## **I. Other Inquiry Background**

In response to several complaints about a culture of sexual violence involving members of the Sigma Chi Chapter of Tau Kappa Epsilon (TKE), the University's Title IX Officer charged an "Other Inquiry" pursuant to the University's Sexual Violence and Sexual Harassment (SVSH) Policy. The SVSH Policy states that such an inquiry may be appropriate when the University receives complaints about prohibited conduct by an organization, a person whose identity is unknown, or when there are allegations of prohibited conduct by multiple people that could constitute a policy violation only when considered in the aggregate. Because the complaints received alleged organizational misconduct as well as misconduct by unnamed individuals of the organization, the allegations met the criteria for an Other Inquiry.

At the time the Other Inquiry was charged, the University had already engaged in formal resolution of two SVSH incidents involving TKE members. However, additional allegations were received that did not provide sufficient information to allow the University to conduct a formal investigation and, therefore, the Title IX Officer determined that an Other Inquiry was the most appropriate mechanism to discover facts related to any additional allegations of prohibited conduct and to inform whether additional action was necessary to stop, prevent and remedy conduct prohibited by the SVSH Policy.

This Other Inquiry was designed to include two phases: (1) a survey to gauge the TKE culture related to SVSH and (2) follow up interviews of individuals who provided relevant survey information and volunteered to participate in an interview with an investigator from the Office of Compliance & Policy.

TKE was provided with notice of the Other Inquiry on February 22, 2021 in a letter from Title IX Officer Wendi Delmendo to [REDACTED] [REDACTED] TKE President. (Attachment A). On March 4, 2021, all individuals who appeared on the rosters of TKE and chapters of the Davis Collegiate Panhellenic Association<sup>1</sup> (DCPA) between Spring 2019 and Fall 2020 were invited to participate in the survey. (Attachment B). The survey was sent to a total of 1,916 individuals. On March 12, 2021, a survey reminder was sent to all survey recipients. The survey closed on March 19, 2021 and, thereafter, the University contacted several survey respondents to schedule interviews.

## **II. The Survey<sup>2</sup>**

### **A. Survey Questions**

The survey was administered anonymously through Qualtrics. All survey questions were optional. Survey recipients were asked about their chapter affiliation, the frequency with which they participated in official and unofficial TKE events, their impressions of the TKE culture related to SVSH, their comfort with reporting SVSH incidents to the University's Title IX Office and seeking support from the Center for Advocacy, Resources and Education (CARE), and their experiences with all forms of

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<sup>1</sup> The DCPA is comprised of the following chapters: Alpha Chi Omega, Alpha Delta Pi, Alpha Phi, Chi Omega, Delta Delta Delta, Delta Gamma, Kappa Alpha Theta, Kappa Kappa Gamma, Pi Beta Phi, and Sigma Alpha Epsilon Pi. Members of the DCPA were invited to participate in the survey as several of the allegations of misconduct that prompted the Other Inquiry involved members of the DCPA.

<sup>2</sup> The survey was conducted in partnership with the Office of Student Support and Judicial Affairs (OSSJA). We thank Mikaela Falwell from OSSJA for all the time she devoted to developing the survey instrument and compiling the survey results.

conduct<sup>3</sup> prohibited by the SVSH Policy at TKE events or involving TKE members from July 2019 through December 2020. A copy of the survey questions is provided in Attachment C.

With respect to experiences of prohibited conduct, survey respondents could answer that they “personally experienced” the conduct, “directly witnessed” the conduct, “heard of” the conduct or had “no knowledge of” the conduct. If the survey respondents indicated that they personally experienced, directly witnessed or heard of prohibited conduct, they were invited to provide additional detail in narrative form. The survey also asked respondents to provide any additional information about TKE or other UC Davis chapters they wished and to indicate whether they would be willing to participate in a short follow-up interview. Anyone who answered in the affirmative about participating in an interview was asked to provide their name and contact information.

## B. Survey Responses

There were 469 survey responses recorded. The overall survey response rate was approximately 24.5%. A full review of the survey responses is provided in Attachment D.

The survey respondents included members of TKE as well as members of all DCPA chapters who were affiliated with Greek organizations for the following academic years: 2015-16, 2016-17, 2017-18, 2018-19, 2019-20 and 2020-21. Ninety-six respondents indicated they frequently or sometimes attended official TKE events during the relevant period and 100 respondents indicated they frequently or sometimes attended unofficial TKE events during this period. More than 200 respondents stated that they either knew of conduct that occurred at TKE events that may have violated the SVSH Policy or that they knew of troubling behavior but were not sure whether it violated policy.

In response to the question, “Do you believe the activities or culture of the TKE chapter at UC Davis create an atmosphere that promotes sexual violence or sexual harassment,” 163 respondents answered affirmatively and another 144 said they were not sure. Eighty respondents answered in the negative. When asked to provide additional detail, the majority of survey participants described that their perception of TKE was informed by things they heard rather than based on their personal experience or direct observation. Representative responses to this question included:

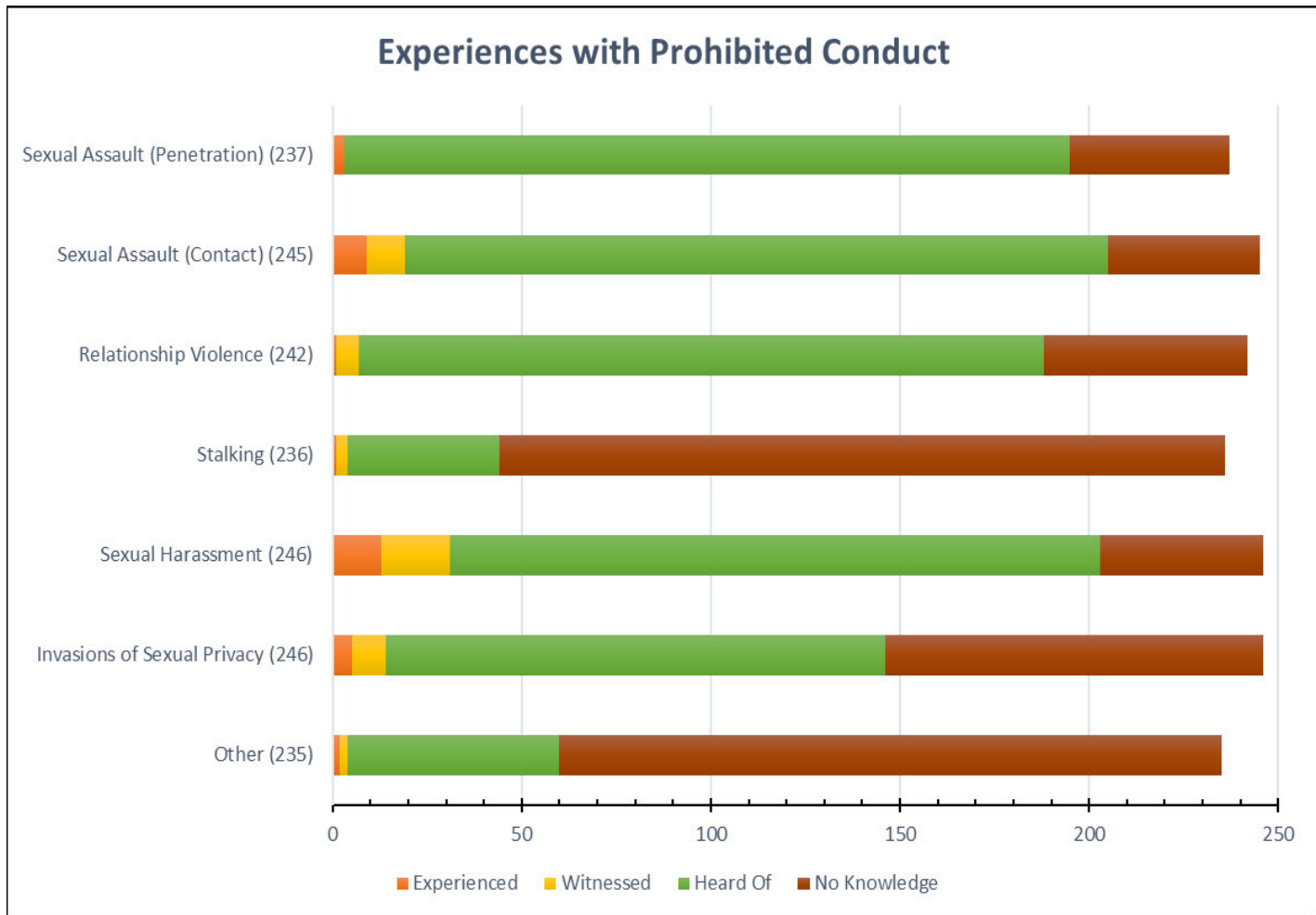
- “The people in TKE perpetuated the culture that deemed it acceptable to commit sexual violence and harassment.”
- “Members of TKE take PRIDE in assaulting women. They will openly admit to sexually assaulting women and do not see the problem with it. They view it as a promotion for the women.”
- “There are only a few guys that perpetuate that environment, while the rest of the guys are very nice.”
- “From the people that I have talked to when there is a case of a girl speaking up about sexual assault or abuse. They have said ‘I don’t want to take anyone’s side’ and only beloved their brother and continued to only believe him no matter what. The only time they care is when they could get in trouble for it or when it could make their chapter look bad.”

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<sup>3</sup> Definitions of each form of prohibited conduct were available when the survey respondent hovered over the terms in the questions.

- “I personally don't go to TKE events because I've heard from other people that it isn't a good place to be and that women have had bad experiences with them. I can't speak on anything first hand because I don't go, but as I'm sure is the same with other people I have heard of them making people feel uncomfortable and not holding their members accountable for their actions.”

The following chart summarizes the survey respondent’s responses to questions about experiences with various forms of prohibited conduct at TKE events:



Specific data regarding the number of responses in each category is available in Attachment D. There were 34 individuals who reported personally experiencing sexual assault, relationship violence, stalking, sexual harassment, invasions of sexual privacy and other forms of prohibited conduct related to TKE events or involving TKE members. The University is very concerned about these reports. Unfortunately, we did not receive sufficient information about any of these incidents, such as the identities of the individuals who allegedly engaged in the misconduct or details of the incidents and, therefore, we are unable to further review these reports at this time. While survey respondents had the opportunity to provide additional detail about these incidents, they also had the right not to provide such information and we respect their decision not to share additional information with the University. We hope that making this information public may inspire those who reported their experiences to come forward to share additional information so the University can address these concerns.

Large numbers of respondents reported hearing about incidents of prohibited conduct. When asked to provide additional details, the majority of survey responses referred to two incidents that were reported to and addressed through formal resolution by HDAPP and the University's Title IX Officer. These responses also underscore the power of information sharing, particularly through social media. Many of the survey respondents indicated that they heard about these two incidents through social media and that they did not otherwise know the details of the incidents they shared. To the extent other incidents were shared, the University endeavored to interview those who shared that information if they indicated they were willing to participate in an interview and provided their name and contact information.

While many survey participants highlighted concerns with TKE's culture related to SVSH, many others acknowledged that this is not a problem unique to TKE and noted that several other organizations, including eight fraternities, had similar or worse reputations. Survey participants expressed that sexual violence and sexual harassment is a widespread issue that many sorority members have encountered. Survey responses highlighted a pattern of reporting incidents to fraternal leadership instead of to the University, but they felt that incidents were mishandled by these organizations.

Two survey questions focused on campus resources available to provide assistance with concerns related to SVSH: the Title IX Officer, the Harassment & Discrimination Assistance and Prevention Program (HDAPP) and the Center for Advocacy, Resources and Education (CARE). These questions were intended to educate survey respondents and also to gauge comfort with seeking assistance from these offices. With respect to reporting SVSH to the University, 51% of survey respondents said they would be comfortable reporting to HDAPP or the Title IX Officer, 23% indicated they were not sure and 26% reported they would not feel comfortable reporting to these offices. With respect to seeking confidential advocacy services from CARE, 73% reported they would feel comfortable going to CARE, 16% said they were not sure and 11% said they would not be comfortable going to CARE.

### **III. Interviews**

Thirty-nine survey participants said they either were or might be willing to be contacted for a follow-up interview and provided their name and contact information. The Office of Compliance & Policy identified 13 individuals for interview based on their interview responses: seven DCPA members and six TKE members. Despite repeated attempts to schedule these interviews, only two of those individuals ultimately participated in an interview. Any summary of those interviewed could potentially identify these individuals so we have not provided interview summaries here. Neither of these interviewees provided information regarding specific incidents of SVSH.<sup>4</sup>

In the course of the Other Inquiry, we received information from TKE members about the chapter's approach to SVSH prevention. We were told that new leadership has been focused on decreasing the risk of sexual misconduct, recruiting members who are respectful toward women, and designating members to remain sober at events. However, there was also an acknowledgement that members tend to support those who have been accused of sexual misconduct and this affects the overall culture of the organization.

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<sup>4</sup> Although we had hoped to have greater participation in the interview process, we decided not to return to the list of 39 individuals who said they might be willing to participate in an interview because the only individuals who shared information that appeared to merit a further interview were the 13 we originally approached.

#### IV. Next steps

1. Monitoring of TKE SVSH prevention efforts by SFL

We heard, but did not validate, that TKE has enhanced its efforts to prevent SVSH. The Center for Student Involvement – Sorority and Fraternity Life (SFL) should obtain detailed information about these efforts and monitor the chapter’s SVSH prevention efforts over the 2021-22 academic year to ensure that TKE is engaging in the prevention efforts they describe. SFL should submit a report on the outcome of this monitoring to the Title IX Officer by July 1, 2022.

2. Enhanced SVSH education for Sorority and Fraternity organizations

The University would be able to more effectively respond to allegations of SVSH involving sororities and fraternities if those who experienced this conduct were more comfortable reporting to the University. Although the University currently provides SVSH prevention education to these organizations on an annual basis, this education could be enhanced by providing more information about the reporting and case handling processes. The Title IX Officer, HDAPP and CARE will consult with leadership from SFL to obtain feedback about enhancing the prevention education provided to these organizations.

3. Consideration of regular and broader survey related to culture of SVSH in Sorority and Fraternity Organizations

Not surprisingly, we heard about several other fraternities where there is a culture of SVSH. The Title IX Officer, HDAPP and SFL will confer and consider implementation of a regular survey that covers all fraternities that SFL supports.

# Attachment A



OFFICE OF COMPLIANCE AND POLICY  
ONE SHIELDS AVENUE  
DAVIS, CALIFORNIA 95616-8558  
TELEPHONE: (530) 752-6550  
FAX: (530) 752-0853

February 22, 2021

**IN STRICT CONFIDENCE**  
**FOR ADDRESSEE ONLY**

██████████ ██████████  
President, Sigma Chi Chapter  
Tau Kappa Epsilon International Fraternity  
500 Parkway Circle  
Davis CA 95616

**SUBJECT: Other Inquiry Notification Letter**  
**Case No. 2019-UCD-00014**

Dear ██████████ ██████████

As the Title IX Compliance Officer for UC Davis, I am writing to notify you that I have received allegations that members of the Sigma Chi Chapter of Tau Kappa Epsilon International Fraternity (TKE) engaged in conduct which may violate the [University's Sexual Violence and Sexual Harassment \(SVSH\) Policy](#). The information includes allegations from multiple individuals of sexual assault and invasions of sexual privacy committed by members of TKE in 2019 and 2020.

Due to the number and nature of the allegations, I am charging an Other Inquiry to determine what occurred and to inform any steps that need to be taken to stop any misconduct, prevent its recurrence and, where appropriate, remedy its effects. You can learn more about Other Inquiry in the Procedures section (V.A.5.d) of the attached UC SVSH Policy. Additionally, the Respondent Services Coordinator, e coté ([eacote@ucdavis.edu](mailto:eacote@ucdavis.edu); (530) 752-1128), as well as the staff at the [Harassment & Discrimination Assistance and Prevention Program \(HDAPP\)](#) are available to answer any questions you might have about the Other Inquiry Process. They can also give you information about your rights during the process.

As the first step in this Other Inquiry process, I will be administering an anonymous survey via email to students who were members of TKE or one of the women's fraternities and sororities comprising the Davis Collegiate Panhellenic Association (DCPA) in 2019 or 2020. I expect to administer the survey early next week. The Other Inquiry may also include interviews of you, other TKE members, and/or TKE or DCPA survey participants who elect to provide their names



02/22/2021

and contact information. I may also ask to review some of your Chapter's policy and procedures documents. Please keep in mind that neither you nor any member of TKE are required to participate in the Other Inquiry. It is your and each TKE member's right to not participate in the process and to not have that decision held against you.

Upon completion of the Other Inquiry, I will contact you about the outcome and next steps. Under the SVSH Policy, the deadline for completing an Other Inquiry is 60 business days. If the Other Inquiry will not be completed in 60 business days, or by May 18, 2021, I will inform you of the reason for this and the new deadline.

### **Resources available to you and the members of TKE**

I understand that participating in an administrative process like an Other Inquiry may be stressful to you and the other members of TKE. You may contact the campus Respondent Services Coordinator at (530) 752-1128 if you would like more information about campus and community resources available to you and the members of your organization. Confidential support from [Student Health and Counseling Services](#) as well as the [Ombuds Office](#) is also available. The Counseling Center offers confidential short-term therapy to all registered UC Davis students at no charge. Appointments can be made [online or via telephone](#). The Ombuds Office, at (530) 754-7233, is an informal and confidential resource that provides a safe space for UC Davis community members to discuss concerns and develop strategies to help navigate conflict.

### **Retaliation is prohibited**

The SVSH Policy prohibits retaliation against any person based on their report or disclosure of conduct prohibited by the policy, or their participation in an administrative process, reporting, remedial, or disciplinary processes provided for in the policy. Retaliation includes adverse actions such as threats, intimidation, harassment and coercion. This prohibition protects all participants in the administrative process. Retaliation will be treated as a separate violation under the SVSH Policy, and any student or employee who engages in retaliation may be subject to discipline.

The University takes reports of potential SVSH Policy violations very seriously. I appreciate your cooperation in this matter. Please contact me at [wjdelmendo@ucdavis.edu](mailto:wjdelmendo@ucdavis.edu) or (530) 752-9466 if you have any questions or concerns.

Sincerely,



Wendi Delmendo  
Chief Compliance Officer  
Title IX Compliance Officer

c: Director Dudley  
Coordinator Falwell

# Attachment B

**From:** [Wendi Delmendo](#)  
**To:** [Joaquin Feliciano](#)  
**Subject:** Title IX Inquiry Survey Regarding TKE  
**Date:** Wednesday, March 3, 2021 2:37:25 PM

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Dear Joaquin Feliciano,

In response to multiple reports of sexual misconduct engaged in by members of the Sigma Chi Chapter of Tau Kappa Epsilon International Fraternity (TKE) or at TKE events, the University is conducting an inquiry to obtain additional information. The inquiry will consist of two phases: (1) a survey sent to those who were members of the Davis Collegiate Panhellenic Association (DCPA) or TKE between July 2019 and December 2020, and (2) individual follow-up interviews with selected participants conducted by University staff members.

The survey asks a series of questions regarding your experience with or knowledge of sexual misconduct engaged in by TKE members or associated with TKE events. The survey should take 15 to 30 minutes to complete. It is important for all survey recipients to participate in the process. I strongly encourage each of you to take time out of your busy schedule to complete the survey.

**The survey is currently open and will close on Friday, March 19, 2021, at 11:59pm. You can access the survey through the following link:**

**[https://ucdavis.col.qualtrics.com/jfe/form/SV\\_aWuDjgTB1Ba197o](https://ucdavis.col.qualtrics.com/jfe/form/SV_aWuDjgTB1Ba197o)**

The second phase of the review consists of one-on-one interviews with members of DCPA and TKE, conducted by a University staff member through a video or phone meeting. Those who would like to be interviewed can volunteer and provide their contact information through the online survey. It may not be possible for all who volunteer to be interviewed. The survey reviewers may also independently ask some DCPA or TKE members to participate in interviews. You are not required to participate in any additional review conducted by the University.

I understand that deciding to share information regarding sexual misconduct is a complex process. While your survey and, if applicable, interview results will be treated as confidentially as possible, if you disclose that you were subjected to sexual violence or sexual harassment and provide your contact information, you will be contacted via email by the Harassment & Discrimination Assistance and Prevention Program (HDAPP) and the Center for Advocacy, Resources, and Education (CARE) with information about available resources and reporting options. Likewise, if misconduct against a particular individual is revealed through the Inquiry, the University may have an obligation to conduct a further review. If you are concerned about your confidentiality and how the information you disclose will be used, I suggest contacting the [Ombuds Office](#) or [CARE](#). These confidential resources, which are available to all students, can help you decide how much information you would like to share.

The University prohibits engaging in retaliation. Individuals and organizations are prohibited from taking adverse action against a person based on their participation in this inquiry process, or their report or disclosure of alleged prohibited conduct. If you experience or are aware of retaliatory behavior regarding this inquiry, please inform the Harassment & Discrimination Assistance and Prevention Program immediately at [hdapp@ucdavis.edu](mailto:hdapp@ucdavis.edu).

I appreciate your participation in this process. If you need support, [CARE](#) and [Student Health](#)

[and Counseling Services](#) remain a resource to the UC Davis community. If you have difficulty accessing the survey, please contact Mikaela Falwell at [mafalwell@ucdavis.edu](mailto:mafalwell@ucdavis.edu). If you have any questions regarding this inquiry or reporting process, please contact the Harassment & Discrimination Assistance and Prevention Program at [hdapp@ucdavis.edu](mailto:hdapp@ucdavis.edu).

Sincerely,

Wendi Delmendo  
Chief Compliance Officer  
Title IX Compliance Officer

# Attachment C

## Survey Questions

### All survey participants were asked the following questions:

1. What is your Greek chapter affiliation?  
Answer Options: Alpha Chi Omega; Alpha Delta Pi; Alpha Phi; Chi Omega; Delta Delta Delta; Delta Gamma; Kappa Alpha Theta; Kappa Kappa Gamma; Pi Beta Phi; Sigma Alpha Epsilon Pi; Tau Kappa Epsilon; Prefer Not to State
2. Please select the academic year(s) during which you were Greek-affiliated for at least part of the year.  
Answer Options: 2020-2021 Academic Year; 2019-2020 Academic Year; 2018-2019 Academic Year; 2017-2018 Academic Year; 2016-2017 Academic Year; 2015-2016 Academic Year or Before
3. Between July 2019-December 2020, on average, how often did you participate in and/or attend **official** events (e.g., rush, philanthropy events, retreats, etc.) hosted by TKE?  
Answer Options: Frequently (5+ times per quarter); Sometimes (3-4 times per quarter); Rarely (1-2 times per quarter); Never (0); Do not remember
4. Between July 2019-December 2020, on average, how often did you participate in and/or attend **unofficial** events (e.g., a “kickback”, informal happy hour, etc.) hosted by TKE?  
Answer Options: Frequently (5+ times per quarter); Sometimes (3-4 times per quarter); Rarely (1-2 times per quarter); Never (0); Do not remember
5. Do you know of any incident(s) that may violate the Sexual Violence and Sexual Harassment Policy (SVSH Policy) that occurred at any official or unofficial Tau Kappa Epsilon (TKE) event, at any event hosted by a TKE member or pledge, or at the TKE fraternity house between July 2019-December 2020?  
Answer Options: Yes; No; I know of behavior that troubled me, although I’m not sure whether it violated policy.
6. Do you believe the activities or culture of the TKE chapter at UC Davis create an atmosphere that promotes sexual violence or sexual harassment?  
Answer Options: Yes; No; Not Sure.
  - a. If “Yes” or “Not Sure” was selected by the survey participant, then the survey displayed the following statement and an open-ended text box: If you would like to provide additional information to help us better understand your answer, please do so below.
7. Incidents of sexual violence and sexual harassment can be reported to the Harassment & Discrimination Assistance and Prevention Program (HDAPP) or the University’s Title IX Officer. Would you be comfortable reporting incidents of sexual violence and harassment to HDAPP or the University's Title IX Officer?

Answer Options: Yes; No; Not Sure.

- a. If “No” or “Not Sure” was selected by the survey participant, then the survey displayed the following statement and an open-ended text box: If you would like to provide additional information to help us better understand your answer, please do so below.

8. The Center for Advocacy, Resources and Education (CARE) is an independent office that provides confidential support to those who have experienced sexual harassment or any form of sexual violence, including sexual assault, relationship violence, and stalking. If you experienced sexual harassment or any form of sexual violence, would you feel comfortable contacting CARE for support?

Answer Options: Yes; No; Not Sure.

- a. If “No” or “Not Sure” was selected by the survey participant, then the survey displayed the following statement and an open-ended text box: If you would like to provide additional information to help us better understand your answer, please do so below.

**Survey participants were asked the following questions (questions 9-15), unless they answer “No” on questions 5 and 6 above or “No” on questions 5 and “Not Sure” on question 6 above:**

9. In regard to **Sexual Assault - Penetration**, I have (fill in the blank) this behavior at the TKE Fraternity House, at a TKE event, or involving a TKE member or pledge between July 2019-December 2020.

Answer Options: Personally experienced; Directly witnessed; Heard of; No knowledge of.

10. In regard to **Sexual Assault - Contact**, I have (fill in the blank) this behavior at the TKE Fraternity House, at a TKE event, or involving a TKE member or pledge between July 2019-December 2020.

Answer Options: Personally experienced; Directly witnessed; Heard of; No knowledge of.

11. In regard to **Relationship Violence**, I have (fill in the blank) this behavior at the TKE Fraternity House, at a TKE event, or involving a TKE member or pledge between July 2019-December 2020.

Answer Options: Personally experienced; Directly witnessed; Heard of; No knowledge of.

12. In regard to **Stalking**, I have (fill in the blank) this behavior at the TKE Fraternity House, at a TKE event, or involving a TKE member or pledge between July 2019-December 2020.

Answer Options: Personally experienced; Directly witnessed; Heard of; No knowledge of.

13. In regard to **Sexual Harassment**, I have (fill in the blank) this behavior at the TKE Fraternity House, at a TKE event, or involving a TKE member or pledge between July 2019-December 2020.

Answer Options: Personally experienced; Directly witnessed; Heard of; No knowledge of.

14. In regard to **Invasions of Sexual Privacy**, I have (fill in the blank) this behavior at the TKE Fraternity House, at a TKE event, or involving a TKE member or pledge between July 2019-December 2020.

Answer Options: Personally experienced; Directly witnessed; Heard of; No knowledge of.

15. In regard to **other prohibited behavior covered under the SVSH Policy – including sexual intercourse with a person under the age of 18; exposing one’s genitals in a public space for the purpose of sexual gratification; failing to comply with a no contact order, and engaging in retaliation**, I have (fill in the blank) this behavior at the TKE Fraternity House, at a TKE event, or involving a TKE member or pledge between July 2019-December 2020.

Answer Options: Personally experienced; Directly witnessed; Heard of; No knowledge of.

**Survey participants were asked the following question (question 16), if they answered “Personally experienced” on questions 9, 10, 11, 12, 13, 14, or 15:**

16. You selected that you **personally experienced** one or more of the prohibited behaviors at the TKE Fraternity House, at a TKE event, or involving a TKE member or pledge. Please describe the incident(s) or behavior(s) you experienced with as much detail as you feel comfortable providing.

**Survey participants were asked the following question (question 17), if they answered “Directly witnessed” on questions 9, 10, 11, 12, 13, 14, or 15.**

17. You selected that you **directly witnessed** one or more of the prohibited behaviors at the TKE Fraternity House, at a TKE event, or involving a TKE member or pledge. Please describe the incident(s) or behavior(s) you directly witnessed with as much detail as you feel comfortable providing.

**Survey participants were asked the following question (question 18), if they answered “Directly witnessed” on questions 9, 10, 11, 12, 13, 14, or 15.**

18. You selected that you **heard of** one or more of the prohibited behaviors at the TKE Fraternity House, at a TKE event, or involving a TKE member or pledge. Please describe the incident(s) or behavior(s) you heard of occurring with as much detail as you feel comfortable providing.

**All survey participants were asked the following questions at the end of the survey:**



19. If there is additional information you would like to provide about the TKE chapter or any other chapter at UC Davis, please do so using the text box below. If not, please leave this question blank.
20. Would you be willing to participate in a short interview via phone or video chat with a University staff member regarding your responses to this survey?  
Answer Options: Yes; No; Uncertain at this time.
- a. If “Yes” was selected by the survey participant, then the survey displayed the following statement and fields for the participant to enter their full name, email address, and phone number: “Please provide your full name, email address, and phone number in the boxes below so we may contact you if additional information is needed. If we contact you, you are not obligated to respond.”
  - b. If “Uncertain at this time” was selected by the survey participant, then the survey displayed the following statement and fields for the participant to enter their full name, email address, and phone number: “CARE is available if you would like to discuss concerns regarding confidentiality or whether you would like to participate in an interview. CARE is a confidential resource and can be contacted by phone at (530) 752-3299 or email at [ucdcare@ucdavis.edu](mailto:ucdcare@ucdavis.edu).

If you would like to identify yourself so that a staff member can potentially reach out to you with resources or send you an invitation to interview, please do so below. If we contact you, you are not obligated to respond.”

- c. If “No” was selected by the survey participant, then the survey displayed the following statement and fields for the participant to enter their full name, email address, and phone number: “Although you selected you would not like to participate in an interview, if you would like to identify yourself so that a staff member can potentially reach out to you with resources, please do so below.”

**End of survey. The survey closure message that participants received after submitting their responses included resources and reporting information. Throughout the survey, there were messages regarding resources available to survey participants.**

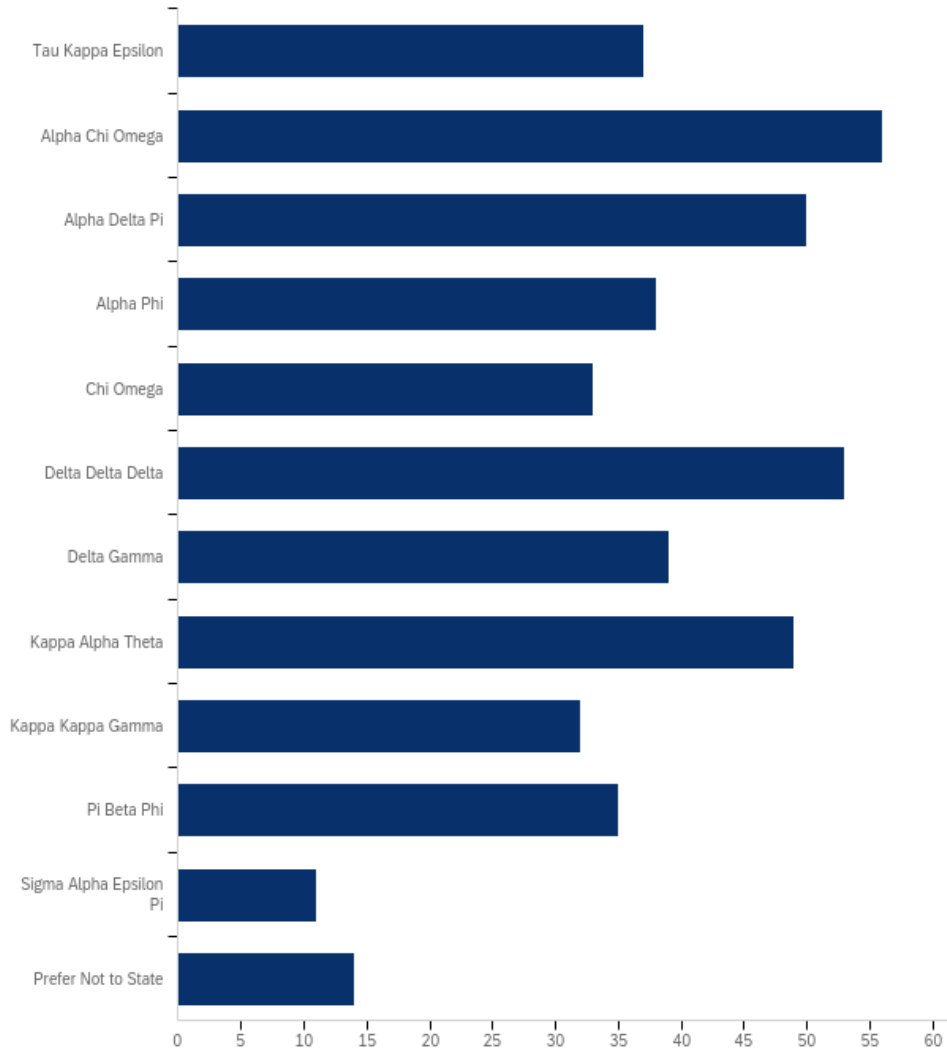
# Attachment D

## Survey Results

### 1. What is your Greek chapter affiliation?

Total Number of Responses: 450

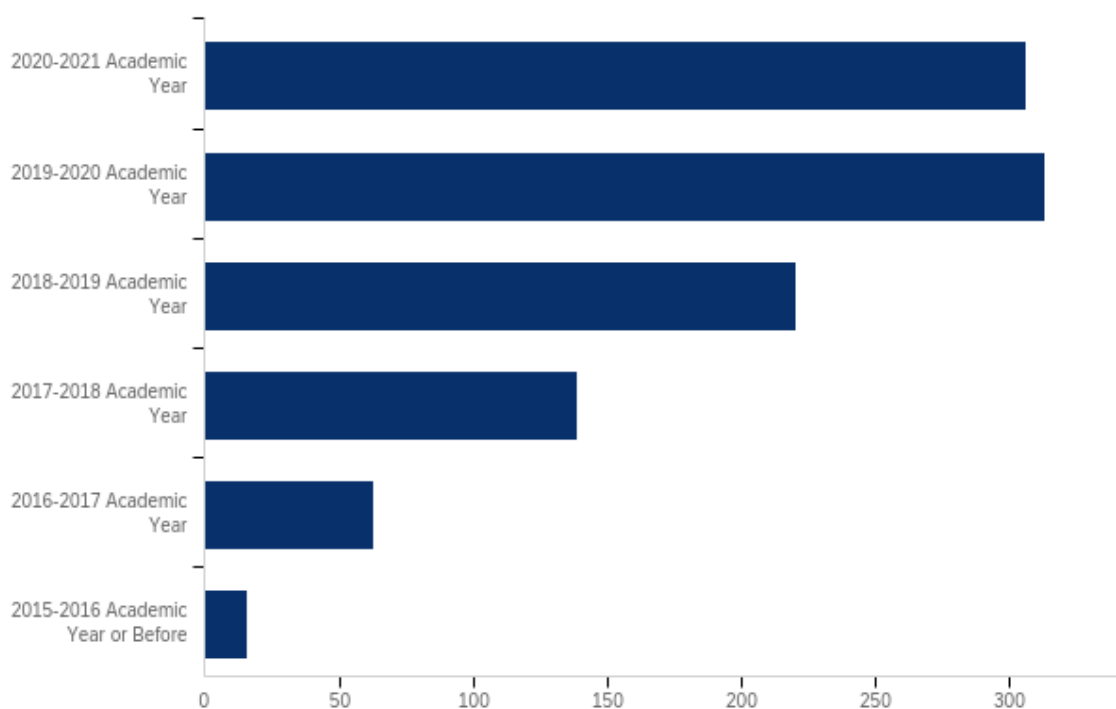
Answer	%	Count
Tau Kappa Epsilon	8.22%	37
Alpha Chi Omega	12.44%	56
Alpha Delta Pi	11.33%	51
Alpha Phi	8.67%	39
Chi Omega	7.33%	33
Delta Delta Delta	11.78%	53
Delta Gamma	8.89%	40
Kappa Alpha Theta	10.89%	49
Kappa Kappa Gamma	7.11%	32
Pi Beta Phi	7.78%	35
Sigma Alpha Epsilon Pi	2.44%	11
Prefer Not to State	3.11%	14
<b>Total</b>	<b>100%</b>	<b>450</b>



2. Please select the academic year(s) during which you were Greek-affiliated for at least part of the year.

Total Number of Responses: 454

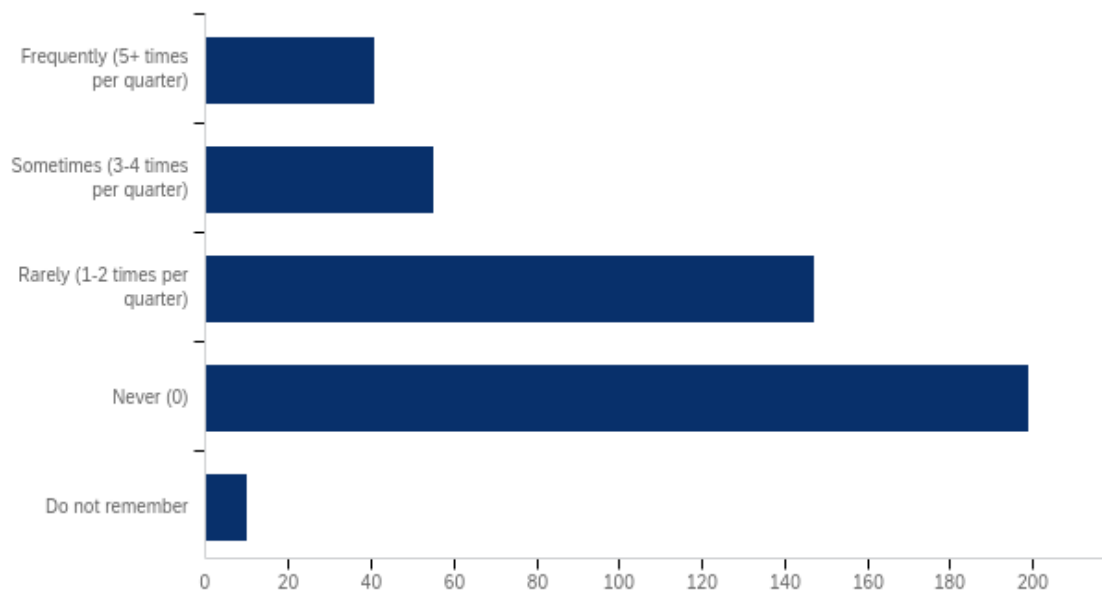
Answer	%	Count
2020-2021 Academic Year	28.83%	307
2019-2020 Academic Year	29.48%	314
2018-2019 Academic Year	20.85%	222
2017-2018 Academic Year	13.24%	141
2016-2017 Academic Year	6.01%	64
2015-2016 Academic Year or Before	1.60%	17
Total	100%	1065



3. Between July 2019-December 2020, on average, how often did you participate in and/or attend **official** events (e.g., rush, philanthropy events, retreats, etc.) hosted by TKE?

Total Number of Responses: 455

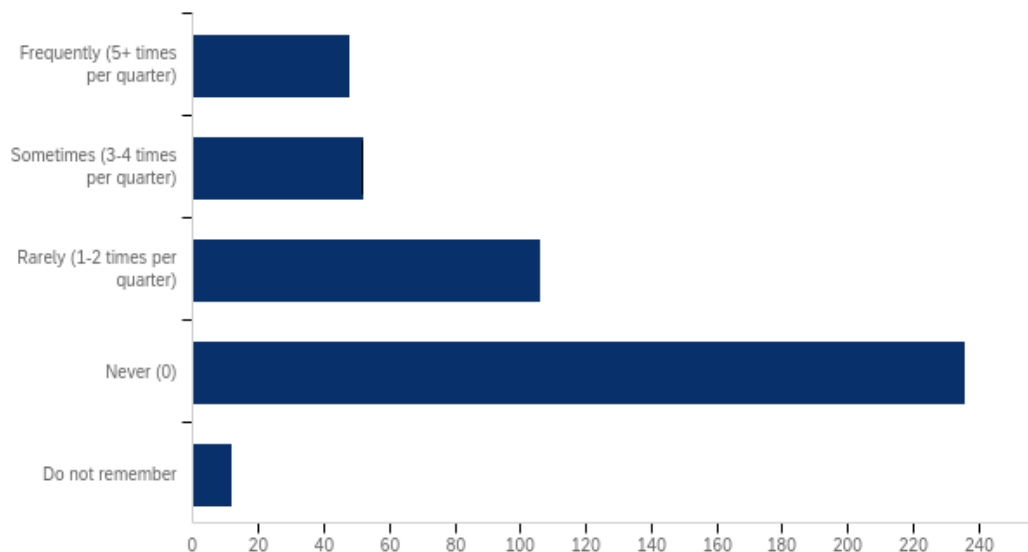
Answer	%	Count
Frequently (5+ times per quarter)	9.01%	41
Sometimes (3-4 times per quarter)	12.09%	55
Rarely (1-2 times per quarter)	32.97%	150
Never (0)	43.74%	199
Do not remember	2.20%	10
Total	100%	455



4. Between July 2019-December 2020, on average, how often did you participate in and/or attend **unofficial** events (e.g., a “kickback”, informal happy hour, etc.) hosted by TKE?

Total Number of Responses: 457

Answer	%	Count
Frequently (5+ times per quarter)	10.50%	48
Sometimes (3-4 times per quarter)	11.38%	52
Rarely (1-2 times per quarter)	23.63%	108
Never (0)	51.86%	237
Do not remember	2.63%	12
Total	100%	457

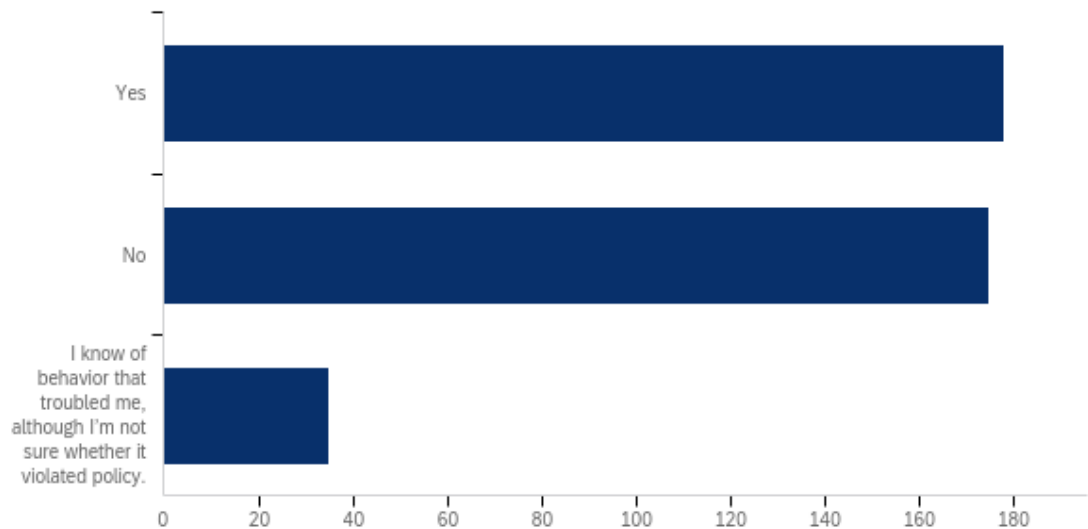


5. Do you know of any incident(s) that may violate the Sexual Violence and Sexual Harassment Policy (SVSH Policy) that occurred at any official or unofficial Tau

Kappa Epsilon (TKE) event, at any event hosted by a TKE member or pledge, or at the TKE fraternity house between July 2019-December 2020?

Total Number of Responses: 388

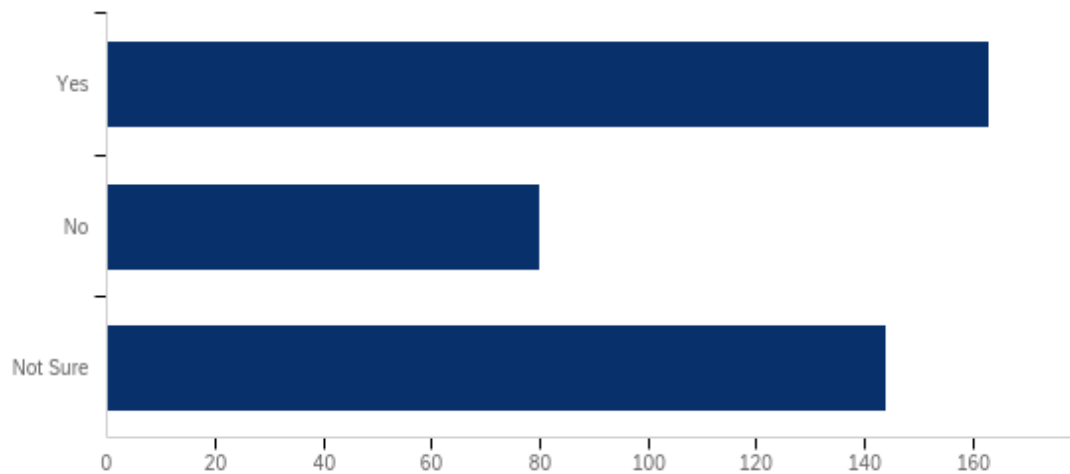
Answer	%	Count
Yes	45.88%	178
No	45.10%	175
I know of behavior that troubled me, although I'm not sure whether it violated policy.	9.02%	35
Total	100%	388



6. Do you believe the activities or culture of the TKE chapter at UC Davis create an atmosphere that promotes sexual violence or sexual harassment?

Total Number of Responses: 387

Answer	%	Count
Yes	42.12%	163
No	20.67%	80
Not Sure	37.21%	144
Total	100%	387



6a. If you would like to provide additional information to help us better understand your answer, please do so below.

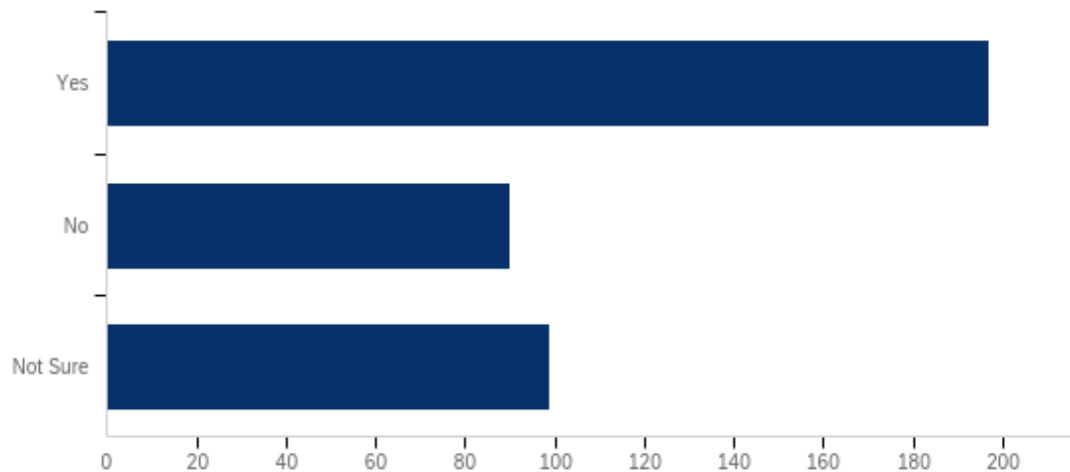
125 survey participants provided responses to this question. The majority of survey participants described that their perception of the TKE chapter at UC Davis was informed by information they had heard of, instead of directly witnessed or personally experience. Many survey participants indicated that they perceived that the activities or culture of fraternities in general, not solely TKE, create an atmosphere that promotes sexual violence and sexual harassment. Numerous survey participants shared information regarding two specific incidents that were reported to and addressed by the University.

Representative survey responses include:

- “The people in TKE perpetuated the culture that deemed it acceptable to commit sexual violence and harassment.”
- “Members of TKE take PRIDE in assaulting women. They will openly admit to sexually assaulting women and do not see the problem with it. They view it as a promotion for the women.”
- “There are only a few guys that perpetuate that environment, while the rest of the guys are very nice.”
- “I only know of the stories that have come out via social media regarding their sexual acts. I don’t know if anything else personally, but it definitely makes me hesitant to associate with them.”
- “From the people that I have talked to when there is a case of a girl speaking up about sexual assault or abuse. They have said ‘I don’t want to take anyone’s side’ and only believed their brother and continued to only believe him no matter what. The only time they care is when they could get in trouble for it or when it could make their chapter look bad.”
- “I personally don't go to TKE events because I've heard from other people that it isn't a good place to be and that women have had bad experiences with them. I can't speak on anything first hand because I don't go, but as I'm sure is the same with other people I have heard of them making people feel uncomfortable and not holding their members accountable for their actions.”

7. Incidents of sexual violence and sexual harassment can be reported to the Harassment & Discrimination Assistance and Prevention Program (HDAPP) or the University’s Title IX Officer. Would you be comfortable reporting incidents of sexual violence and harassment to HDAPP or the University's Title IX Officer?

Answer	%	Count
Yes	51.04%	197
No	23.32%	90
Not Sure	25.65%	99
Total	100%	386



- 7a. If you would like to provide additional information to help us better understand your answer, please do so below.

50 survey participants provided responses to this question. Many survey participants explained that they have not personally experienced sexual violence or sexual harassment so they are uncertain how they would respond. Another theme that appeared in the qualitative responses was that survey participants did not feel that reports of sexual violence and sexual harassment are taken seriously.

Representative survey responses include:

- “I would be more comfortable with a confidential source of support.”
- “I feel that historically there is a lack of accountability for perpetrators at UC Davis. So I would not feel comfortable as I feel that there would be little to no accountability.”
- “It's not my story to tell and I don't know all the details.”
- “I haven’t experienced anything myself, and the incidents I have heard of have already been reported.”

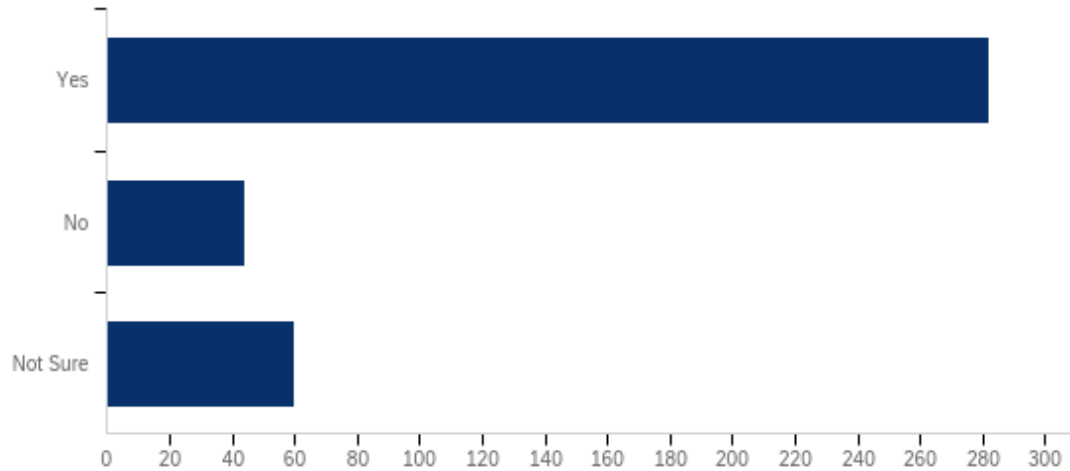
8. The Center for Advocacy, Resources and Education (CARE) is an independent office that provides confidential support to those who have experienced sexual harassment or any form of sexual violence, including sexual assault, relationship violence, and



stalking. If you experienced sexual harassment or any form of sexual violence, would you feel comfortable contacting CARE for support?

Total Number of Responses: 386

Answer	%	Count
Yes	73.06%	282
No	11.40%	44
Not Sure	15.54%	60
Total	100%	386



8a. If you would like to provide additional information to help us better understand your answer, please do so below.

20 survey participants responded to this question. Many survey participants indicated that they have not personally experienced sexual violence or sexual harassment so they are unsure of how they would respond. Several survey participants indicated that they had access to other resources that they would utilize if they experienced sexual violence or sexual harassment.

Representative survey responses include:

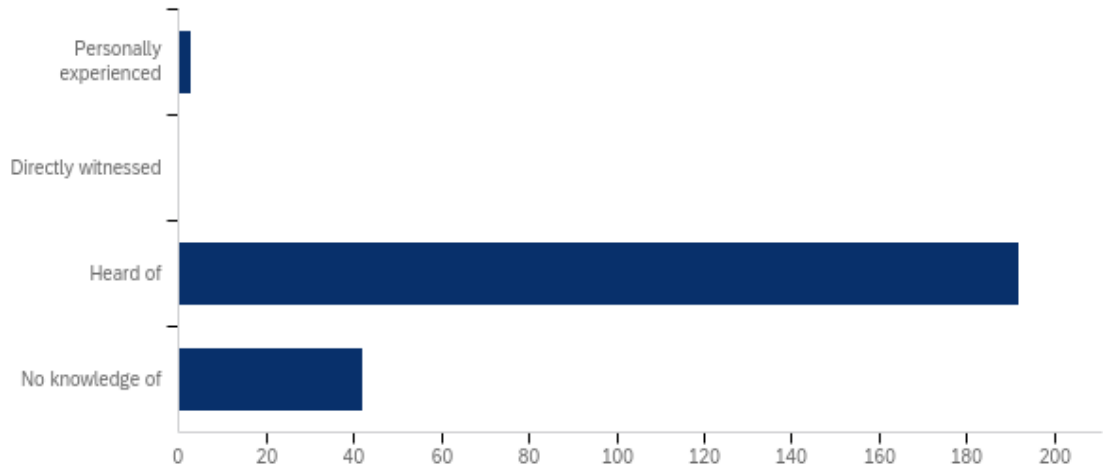
- “I have not personally experienced sexual harassment or any form of sexual violence so I do not know how I would feel reporting it.”
- “I have my own therapist. Maybe if i didn’t, I would reach out to CARE though.”

9. In regard to **Sexual Assault - Penetration**, I have (fill in the blank) this behavior at the TKE Fraternity House, at a TKE event, or involving a TKE member or pledge between July 2019-December 2020.

Total Number of Responses: 237

Answer	%	Count
Personally experienced	1.27%	3
Directly witnessed	0.00%	0
Heard of	81.01%	192

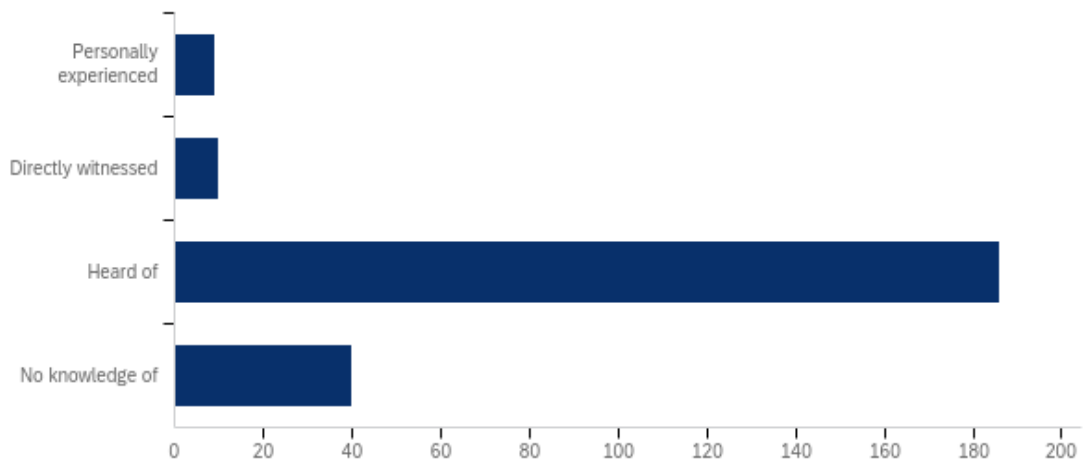
No knowledge of	17.72%	42
Total	100%	237



10. In regard to **Sexual Assault - Contact**, I have (fill in the blank) this behavior at the TKE Fraternity House, at a TKE event, or involving a TKE member or pledge between July 2019-December 2020.

Total Number of Responses: 245

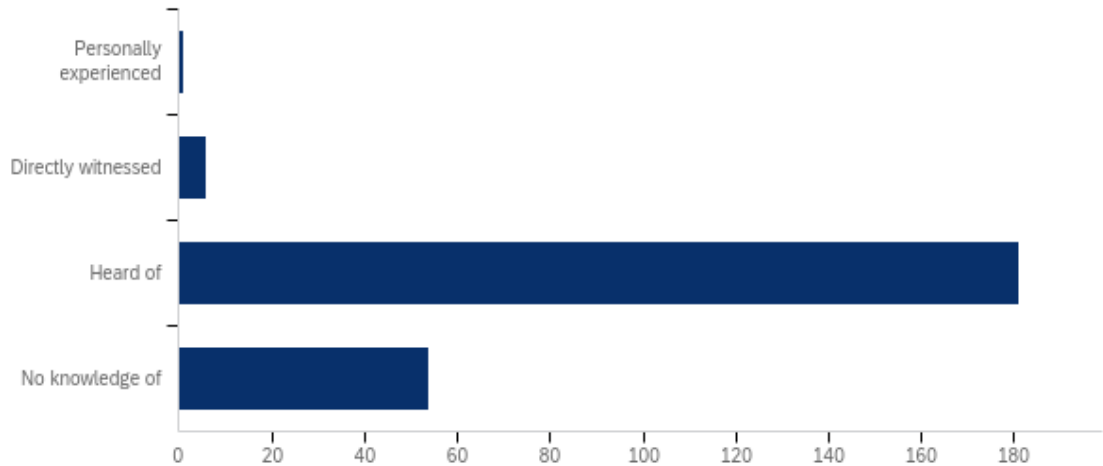
Answer	%	Count
Personally experienced	3.67%	9
Directly witnessed	4.08%	10
Heard of	75.92%	186
No knowledge of	16.33%	40
Total	100%	245



11. In regard to **Relationship Violence**, I have (fill in the blank) this behavior at the TKE Fraternity House, at a TKE event, or involving a TKE member or pledge between July 2019-December 2020.

Total Number of Responses: 242

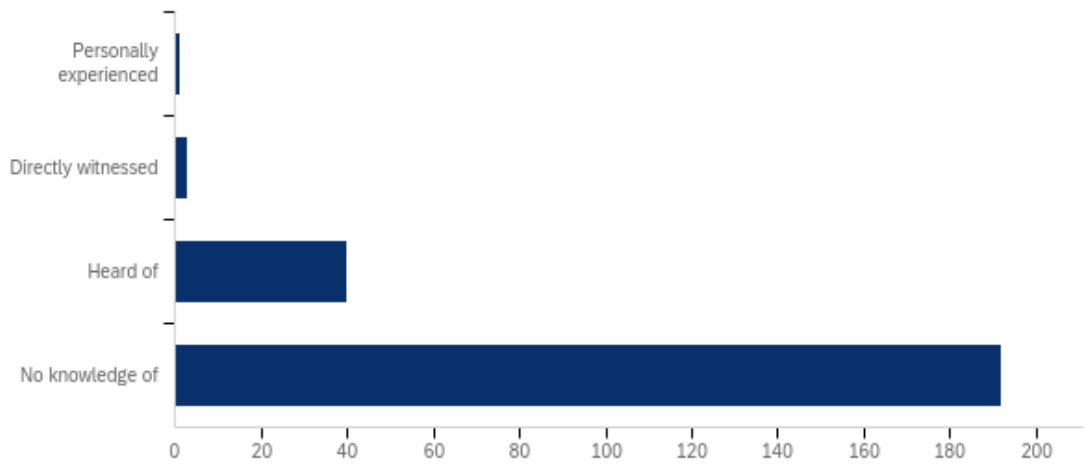
Answer	%	Count
Personally experienced	0.41%	1
Directly witnessed	2.48%	6
Heard of	74.79%	181
No knowledge of	22.31%	54
Total	100%	242



12. In regard to **Stalking**, I have (fill in the blank) this behavior at the TKE Fraternity House, at a TKE event, or involving a TKE member or pledge between July 2019-December 2020.

Total Number of Responses: 236

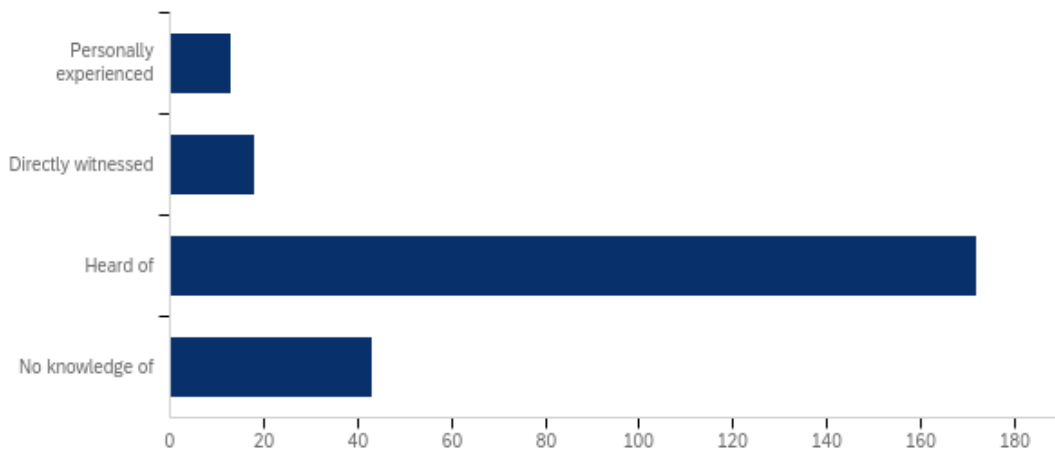
Answer	%	Count
Personally experienced	0.42%	1
Directly witnessed	1.27%	3
Heard of	16.95%	40
No knowledge of	81.36%	192
Total	100%	236



13. In regard to **Sexual Harassment**, I have (fill in the blank) this behavior at the TKE Fraternity House, at a TKE event, or involving a TKE member or pledge between July 2019-December 2020.

Total Number of Responses: 246

Answer	%	Count
Personally experienced	5.28%	13
No knowledge of	17.48%	43
Heard of	69.92%	172
Directly witnessed	7.32%	18
Total	100%	246

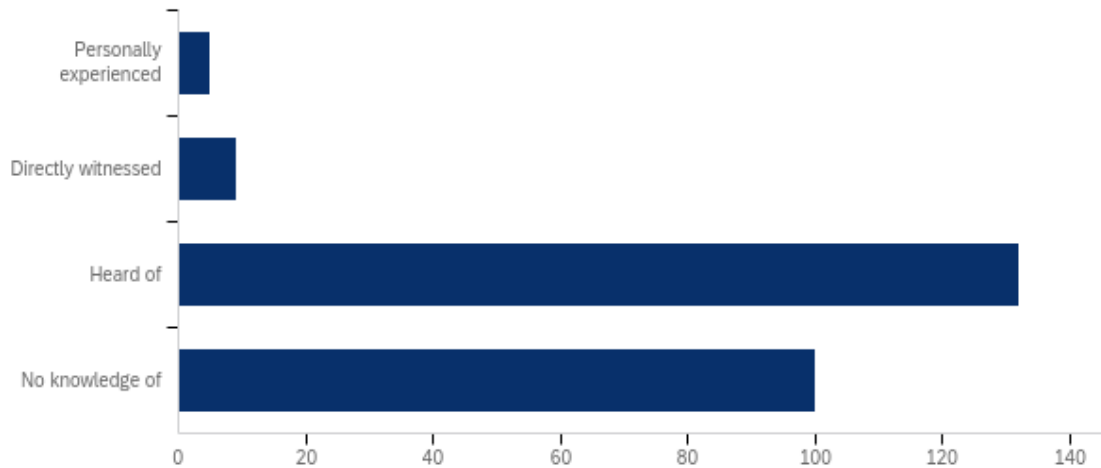


14. In regard to **Invasions of Sexual Privacy**, I have (fill in the blank) this behavior at the TKE Fraternity House, at a TKE event, or involving a TKE member or pledge between July 2019-December 2020.

Total Number of Responses: 246

Answer	%	Count
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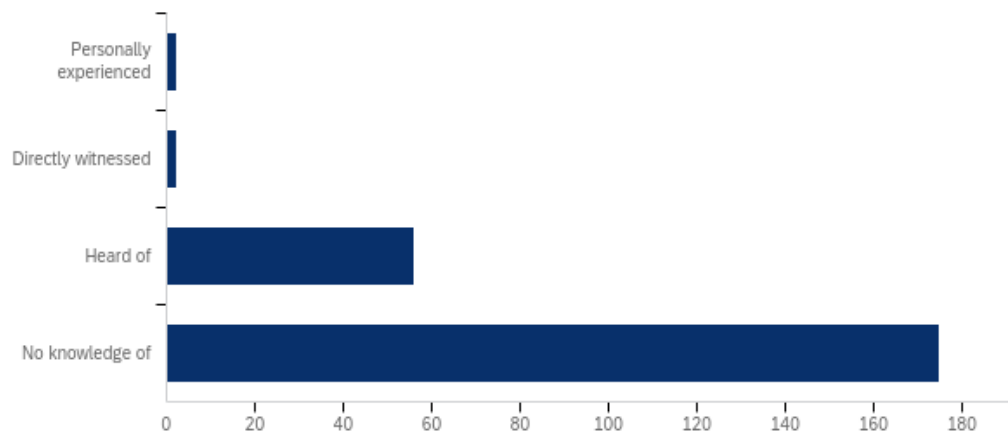
Personally experienced	2.03%	5
Directly witnessed	3.66%	9
Heard of	53.66%	132
No knowledge of	40.65%	100
Total	100%	246



15. In regard to **other prohibited behavior covered under the SVSH Policy – including sexual intercourse with a person under the age of 18; exposing one’s genitals in a public space for the purpose of sexual gratification; failing to comply with a no contact order, and engaging in retaliation,** I have (fill in the blank) this behavior at the TKE Fraternity House, at a TKE event, or involving a TKE member or pledge between July 2019-December 2020.

Total Number of Responses: 235

Answer	%	Count
Personally experienced	0.85%	2
Directly witnessed	0.85%	2
Heard of	23.83%	56
No knowledge of	74.47%	175
Total	100%	235



16. You selected that you **personally experienced** one or more of the prohibited behaviors at the TKE Fraternity House, at a TKE event, or involving a TKE member or pledge. Please describe the incident(s) or behavior(s) you experienced with as much detail as you feel comfortable providing.

11 survey participants responded to this question. To maintain the confidentiality and privacy of survey participants, no representative quotes are provided for this question.

17. You selected that you **directly witnessed** one or more of the prohibited behaviors at the TKE Fraternity House, at a TKE event, or involving a TKE member or pledge. Please describe the incident(s) or behavior(s) you directly witnessed with as much detail as you feel comfortable providing.

17 survey participants provided responses to this question. Many of the survey responses were regarding incidents witnessed at parties.

Representative survey responses include:

- “Men very creepy and aggressive with girls when under the influence.”
- “I have seen a handful of times girls saying ‘get off’ or ‘no, gross’ or something along those lines before. I assume they were being touched, spoken to, or something else that caused them to feel uncomfortable.”

18. You selected that you **heard of** one or more of the prohibited behaviors at the TKE Fraternity House, at a TKE event, or involving a TKE member or pledge. Please describe the incident(s) or behavior(s) you heard of occurring with as much detail as you feel comfortable providing.

157 survey participants responded to this question. The majority of survey responses referred to two incidents that were reported to and addressed by the Harassment & Discrimination Assistance and Prevention Program and the University’s Title IX Officer. Many of the survey responses indicated that survey participants heard about an incident through social media. Survey participants also indicated that they did not know details of incidents of sexual violence or sexual harassment.

Representative survey responses include:

- “I have heard of so many different instances of men in TKE being rapists, sexual assaulters, and much more. They are not promoting any positive healthy things for this campus.”
- “I heard about it through social media, then it became a topic of discussion in our chapter to make sure that we all were okay, and understood what happened in the situation.”

19. If there is additional information you would like to provide about the TKE chapter or any other chapter at UC Davis, please do so using the text box below. If not, please leave this question blank.

80 survey participants provided responses to this question. Many of the responses included information regarding other organizations, including eight fraternities. Survey participants expressed that sexual violence and sexual harassment is a widespread issue that many sorority members have encountered. Survey responses highlighted a pattern of reporting incidents to organizational leadership, instead of to the University. Survey participants felt that incidents were mishandled by organizational leadership. Many survey participants communicated that TKE members were respectful and were unaware of misconduct. Several survey participants called for TKE to be removed from campus.

Representative survey responses include:

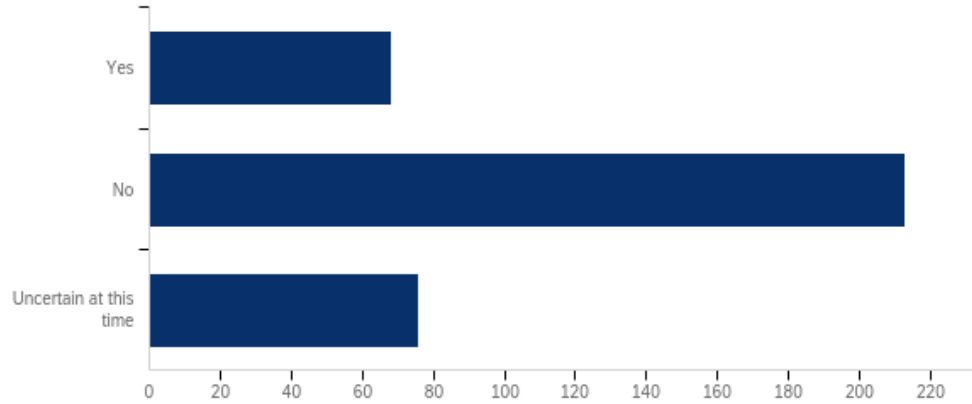
- “I think that this is a problem that is not unique to TKE. I think every fraternity perpetuates a culture of sexism and lacks understand of consent. However, undergraduates will continue to attend the parties because they are hosted and it is a part of college life. Kicking the frats off campus will not prevent parties from occurring. It's what happens at the parties that needs to be addressed.”
- “TKE was one of only 5 chapters I felt safe going to.”
- “The TKE chapter should be disbanded. Not shut down for four years until the victims and the predator graduate and the whole situation is swept under the rug.”
- “I have friends in TKE that I like and believe they are good people. However, I feel like events that happen in their house are in no means handled correctly and therefore breeds an environment where inappropriate behavior is accepted and will be protected by the TKE brotherhood. TKE has gained the reputation of being a ‘rapey’ Frat and when I would tell people I would be going to TKE I would be told ‘ok have fun, be careful’ not the response I’d get from going to other houses.”

20. Would you be willing to participate in a short interview via phone or video chat with a University staff member regarding your responses to this survey?

Total Number of Responses: 357

Answer	%	Count
Yes	19.05%	68
No	59.66%	213

Uncertain at this time	21.29%	76
Total	100%	357



20a. All 68 survey participants who indicated they were willing to participate in an interview provided their contact information. 21 of the 76 survey participants who indicated that they were uncertain at this time whether they were willing to participate in an interview provided their contact information. 16 of the 213 survey participants who indicated they were not willing to participate in an interview provided their contact information.