

Dear Members of the Campus Community,

In the opening weeks of the semester anti-gay bias incidents occurred at an off campus residence during fraternity parties hosted by Phi Kappa Theta. According to a statement posted on the Greek Community Blog, on two separate occasions the Phi Kappa Theta Fraternity hosted off-campus parties in which Phi Kappa Theta brothers sang a song to other members, encouraging them to consume alcohol. On one occasion, this incident was video taped by a student attendee at the party. The lyrics to the song included the following chant: "He's gay, he's gay, he's gay as f___."

After an investigation by the Office of Student Conduct, Phi Kappa Theta Fraternity has been charged with numerous violations of the Code of Conduct including harassment, hazing, and violations related to alcohol offenses. A conduct hearing is pending. Details about the charges are available on the Lehigh Greek Community Blog at <http://lehighgreeks.blogspot.com/>.

The campus is being notified of these incidents at this time (and was not informed sooner) in order to ensure that all of the necessary information was gathered to support conduct charges. As is typical protocol, the results of the conduct process will be posted on the Greek Community Blog immediately following the outcome of the hearing. The CEC will also notify the campus when that information is posted so interested community members can find the details of the outcome online.

Since the hearing has not yet been conducted, we will not comment on the allegations in this particular case. With that said, from our perspective and position as members of the Council for Equity and Community (CEC), we will speak out against any hateful, immature, or offensive behavior that occurs on our campus and we encourage you to get engaged in moving Lehigh forward.

You can show your support immediately by [adding your name to the list of those that support an environment in which it is safe for everyone to be "out"](#) (this list will be published in the Brown & White). You can also visit the website of the CEC at <http://www4.lehigh.edu/diversity/cec> to learn more or email the CEC leaders at cec@lehigh.edu.

Sincerely,

Jennifer Swann, professor of Biological Sciences
Joe Sterrett, Murray H. Goodman Director of Athletics
Lori McClaind, director of Academic Transitions
Tyrone Russell, director of Multicultural Affairs
Rita Jones, director of the Women's Center
Kathleen Hutnik, director of Graduate Student Life