



UP TAU GAMMA PHI ALUMNI, INC.
BOARD OF TRUSTEES
REPUBLIC OF THE PHILIPPINES

**IN RE: DISCIPLINARY ACTION INVOLVING
FOUNDER/BROD VEDASTO "TITO" VENIDA**

BOT Case No. 01-08

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DECISION

Before this Board is the matter of the imposition of the appropriate disciplinary action/penalty against Founder/Brod Vedasto "Tito" Venida (Brod Tito).

A report dated 05 November 2008 was submitted by the *Tito Venida* Committee (TV Committee) headed by Brod Cid Diomampo of the '68 Founders Batch, reciting as follows:

"Brods:

The Tito Venida Committee ("Committee") composed of Rene Domingo (Condor '71) Vice Chairman, Dennis Salvador (Charter '69), Manny Andal (Charter '69), Romy Bernardo (Falcon '71), Reggie Mercado (Eagle '71), Bembot Aldecoa (Hawk '72), Elmer Lugtu (Vulture '73), Jun Zamora (Griffin '77), Ogie Orate (Auk '79), Dong Delos Reyes (Hyena '87), Joel Flores (Mongoose '91), Baguio and Kris Malihan (Alpha '95), LB with the undersigned acting as Chairman was convened in August 25, 2008.

As an initial task, a team was created to gather facts and materials to determine if there is a case against Tito Venida ("TV"). The team interviewed several senior brods who were able to provide a background sketch of the circumstances surrounding TV's past history. Similarly, the Committee was able to secure the now familiar YouTube posting featuring TV making a presentation to an audience of Triskelions. The Committee for reference also obtained a copy of his book.

All the available material were presented to the members of the TV Committee. After three meetings and thorough discussions, the TV Committee crafted a formal letter to Vedasto "Tito" Venida enumerating the charges and supporting evidences and forwarded the same to the Board of Trustees ("BOT") on Oct. 3, 2008. The BOT then sent the letter through registered mail, which was duly received by the addressee on 13 October 2008.

The addressee was given 10 days to reply from the receipt of the letter and an additional 5 days for the BOT to receive his reply in case the reply is also coursed via registered mail. Despite being given adequate time to respond, no reply was received by the BOT. The Committee reconvened last 30 October 2008 to review the findings based on the available facts and to make its recommendation to the BOT.

The specific complaints and accusations against Vedasto "Tito" Venida are as follows:

1. Having maligned, belittled and undermined the persons of the other Founding Fathers, namely Rod Confesor, Roy Ordinario, and Talek Pablo, as well as their respective roles in the establishment and propagation of the Fraternity;
2. Making false and exaggerated claims as regards to his own supposed role in the formation of the Fraternity and the crafting of its Tenets and Code of Conduct;
3. Undertaking the unfounded distortion of the origin and meaning of the Fraternity's many symbols; and,
4. Openly promoting a different kind of fraternal organization that is separate and distinct from Tau Gamma Phi while actively soliciting membership from within its ranks.

Upon careful deliberation, the Committee unanimously found Vedasto "Tito" Venida GUILTY of ALL four (4) major charges leveled against him by various members of the UP Tau Gamma Phi as supported by testimonies and evidences presented.

The "YouTube" video presented a damning piece of evidence against the accused, highlighting for the world to see, how Vedasto Venida carried out a character assassination campaign against the rest of his fellow Founding Fathers while belittling their contribution and participation in the formation of the fraternity. In the same video,

he shamelessly tried to steal credit for the creation of the Tenets and Code of Conduct to the detriment of its real author and proponent.

Although the Committee acknowledges the contributions of TV as a Founding Father during the formative years of the fraternity, we find his present actions to be highly deplorable and reprehensible. What started as an apparent attempt several years ago to form a sort of religious ministry within the fraternity has deteriorated into a malicious intent to replace the very foundation of the organization's belief system, philosophy, and culture to suit his own personal program and agenda. We find this to be a form of treachery and an open betrayal of the fraternity's established Tenets and Code of Conduct.

The fact that he used his stature as Founding Father to launch his campaign to subvert the existing order makes his offenses even more deplorable. His actions are not only divisive but they, to a larger extent, openly encourage a split within the organization. As such, the Committee regards his present course of action to be down right dangerous and highly inimical to the fraternity's welfare.

Thus, the Committee pursuant to its mandate and standing by the UP Triskelions' long held principle that no member, regardless of stature, rank, or position shall prevail over the general interest and welfare of the fraternity, hereby recommend that Vedasto Venida, Founding Father, having found guilty of the charges against him be subjected to the following:

1. **Censured** in the strongest possible terms by the UP Tau Gamma Phi through a statement issued by the BOT, circulated among the entire Triskelion community, including a detailing of all charges levelled against him; and
2. **Sanctioned and disciplined**, the manner and form of such is left to the BOT to decide, but short of expulsion, with the intent of providing him ample time to reform, rectify his errors, and atone for this mistakes, compliance to which shall be subject to evaluation by the BOT and the option to impose the ultimate penalty after the prescribed period.

These findings and recommendation are hereby forwarded to the UP Tau Gamma Phi Alumni, Inc. on the 5th day of November 2008."

Previously, and to afford Brod Tito the opportunity to be heard, among others, as an essential ingredient of due process, the former Board of Trustees through then President Brod Eduardo "Dong" de los Reyes, served upon Brod Tito on 09 October 2008, via registered mail, a letter dated 25 September 2008 informing him of the specific complaints and accusations leveled against him, advising him likewise to reply within ten (10) days from receipt thereof. Pertinently, said letter provides:

"Dear Brod Tito:

This is to formally inform you that the UP Tau Gamma Phi Alumni, Inc. Board of Directors, with the assistance of a Fact-Finding Committee, is looking into your possible violation of the various provisions of the Tenets and Code of Conduct of the Fraternity through your previously publicized actions.

As you are well-aware, you have been recently seen and quoted in at least two videos, as posted in "YouTube," allegedly maligning the character and reputation of other Founding Fathers of the Fraternity as well as those of certain Members of the Charter Batch in U.P., and of giving an apparently distorted view and/or rendition of the Fraternity's otherwise distinguished history.

The specific complaints and accusations against you include, among other things, you allegedly:

- having belittled and undermined the persons of the other Founding Fathers, namely Rod Confesor, Roy Ordinario, and Talek Pablo, including their respective roles in the establishment and propagation of the Fraternity;*
- making false and exaggerated claims as regards your own supposed role in the formation of the Fraternity, and the crafting of Its Tenets and Code of Conduct;*
- undertaking the unfounded distortion of the origin and meaning of the Fraternity's many symbols; and,*
- openly promoting a different kind of fraternal organization that is separate and distinct from the Tau Gamma Phi and solicits membership from it.*

The above alleged actions, if true, are in possible grave violation of the following provisions of the Tenets and Code of Conduct:

- *PRIMUM NIL NOCERE. First of all do not harm, let alone in defense of self, for whatever cause man has come into being, for whatever reason he exists, to whatever he is destined, kin to all living creatures around him, man is brother unto man.*
- *Brothers I shall love and respect, their counsel I shall heed.*
- *A Triskelion is a brother unto his fellow Triskelion.*
- *Treat others as you would have them treat you.*
- *Rise to defend the name and honor of the fraternity whenever it is unjustly criticized.*
- *Inform and orient your fellow brothers on every matter you consider vital to the fraternity.*
- *Salute and address your fellow brothers in the proper manner.*
- *Keep decorum in all fraternity meetings and act accordingly outside of the Fraternity.*
- *In your everyday life, take care of what you write or say, beware of misinterpretation and lasting misunderstanding.*
- *Obey all fraternity rules and regulations, be guided in your daily ventures by the Tenets and Code of Conduct of the Fraternity.*

In view thereof, we are hereby giving you ten (10) days from receipt of this letter to submit your letter-explanation including any other controverting evidence in your behalf or to appear before the Fact Finding Committee. Thereafter, UP Tau Gamma Phi Alumni Association, Inc., through its Board of Trustees will take the appropriate action.

We respect your fundamental right to be heard on the matter, and to actually explain, clarify and justify your actions and statements. Thus, we are hoping that you would give this matter your preferential attention and provide your immediate and appropriate response since failure to do so would constitute a waiver of such right."

Records disclose, however, that despite due receipt of the letter aforesaid and the sufficient time that had elapsed, no reply was filed.

Well-entrenched is the rule that, *"in an administrative proceeding, the essence of due process is simply the opportunity to explain one's side. Such process requires notice and an opportunity to be heard before judgment is rendered. One may be heard, not solely by verbal presentation in an oral argument, but also -- and perhaps even many times more creditably and practicably -- through pleadings. So long as the parties are given the opportunity to explain their side, the requirements of due process are satisfactorily complied with."* (SEBASTIAN GARCIA vs. JUANITO A. PAJARO and THE CITY OF DAGUPAN, G.R. No. 141149, 05 July 2002)

Given that the requisites of due process had been complied with in the case-at-bar, in harmony likewise with the Triskelion's motto, i.e. *"A Triskelion firmly believes in the power of reason and not in the use of force as reason "*, we now proceed with the crux of the controversy.

As factual backdrop, underscoring the Fraternity's humble yet illustrious beginnings,

*"The **Tau Gamma Phi** or the Triskelions' Grand Fraternity was established at the University of the Philippines, Diliman in Quezon City, Philippines on October 4, 1968, by student leaders from U.P. College of Arts and Sciences. Majority were members of the **U.P. Political Science Club**, one of the biggest campus organization during the period. In the pre-martial law years, they were active street parliamentarians, knowing the impending social upheaval and political turmoil looming in the fatherland.*

Moved from the discovery of a problem and by seeking viable solutions and initiating purposeful action for personal, familial,

*vocational and community betterment, prompted the action-group of Rodolfo Confesor, Roy Ordinario, Talek Pablo, Vedasto Venida, Restituto Alfonso and Romeo Fortes to form "The Fraternal Order of the U.P. Triskelions". Realizing however, that it would be to their best interest that they take the Greek Letter route as it was a more acceptable proposition from the perspective of recruitment, the founders voted to change the organization to a Greek-Lettered name. Finally, they adopted the Greek letters Tau (Τ), Gamma (Γ) and Phi (Φ), which stands for **Triskelions' Grand Fraternity** on that fateful Friday of October in the year Nineteen Hundred and Sixty Eight."*

And the rest, as the saying goes, is history...

Through the years, the Fraternity has evolved to what it is now, forged by its faithful adherence to its **Tenets** and the **Triskelion Code of Conduct** which apply to all Triskelions equally, without fear nor favor, while empowering our long held principle that: **"No Member, Regardless Of Contribution, Stature, or Role In Its Success Shall Prevail Over The General Interest and Welfare Of The Fraternity"**. Verily, it shall be in this manner, i.e. this faithful adherence to the Triskelions' Tenets and Code of Conduct, that we shall endeavor to judicially resolve the matter-at-hand.

It is beyond cavil that the incidents and acts complained of as against Brod Tito indeed transpired - transgressing and betraying the very core of our Tenets and Code of Conduct, the building blocks of our Fraternity. While Brod Tito is a Founder, he is not immune to nor is he above our laws. Like any Triskelion, Brod Tito must kowtow to the Tenets and Code of Conduct of the Fraternity, and be penalized accordingly when, as in this case, he has unduly and unjustly acted contrary to the same and besmirched the reputation of the Fraternity.

We are in accord with the recommendation of the TV Committee. And this Board deems it apropos, being humane and just under the circumstances, that **Brod**

Tito be **SUSPENDED** from the Fraternity indefinitely, effective immediately. He shall not and cannot actively participate in activities of the Fraternity. And during said suspension, he shall be persona non grata, stripped of all authority to represent and speak for the Fraternity.

In the event however, that Brod Tito shows sincere and genuine remorse and publicly apologizes in writing, this Board, upon his petition, shall again convene and take meticulous consideration of the same.

Let this be circulated within the Fraternity for the information and guidance of all concerned.

SO ORDERED.



PATRICK CARPIO
BOARD OF TRUSTEES 2008-2010
UP TAU GAMMA PHI ALUMNI, INC.

(For and In Behalf of all the members of the current board of the UP Tau Gamma Phi Alumni, Inc.)



DONN MACASPAC
GRAND TRISKELION 2008-2009, UP DILIMAN

(As Attorney-in Fact of All the Resident Brods in the entire UP System)