THE OHIO STATE UNIVERSITY

OFFICE OF STUDENT LIFE
STUDENT CONDUCT
550 Lincoln Tower
1800 Cannon Drive
Columbus, Ohio 43210
614-292-0748 Phone
614-292-2098 Fax
studentconduct.osu.edu

PERSONAL AND CONFIDENTIAL

Regarding Case Number: [redacted]

To the members of Lambda Chi Alpha,

This letter is to notify you of the outcome of your disciplinary case. You have accepted responsibility for the following violations of the Code of Student Conduct:

1. 3335-23-04 (J): Alcohol: Use, production, distribution, sale, or possession of alcohol in a manner prohibited under law or applicable University policy -- In violation
2. 3335-23-04 (M): Hazing: Doing, requiring, or encouraging any act, as defined in the Code of Student Conduct, that causes or creates a substantial risk of causing mental or physical harm or humiliation -- In violation
3. 3335-23-04 (O): Violation of University Rules: Violation of other published University regulations, policies, or rules, or violations of federal, state, or local law -- N/A

As a result of the violations, the following sanctions have been given:

You have been placed on disciplinary probation beginning November 24, 2014 through December 20, 2015, which may include the loss of certain privileges. If you commit further violations of the Code of Student Conduct and/or Residence Hall Handbook during your probationary period, they will be viewed as a violation upon the act itself, as well as a violation of your probation. This may result in further disciplinary action including extended probation, suspension, or dismissal.

With respect to the information listed above, the following additional sanctions/stipulations apply:

Change Makers Workshop: Lambda Chi Alpha must make arrangements with the Office of Sorority and Fraternity Life to participate in the Change Makers Workshop. At least 75% of the chapter's membership must attend this workshop, and documentation confirming completion of the workshop must be provided to Student Conduct. This workshop must be completed no later than the end of the Spring Semester, 2015.

Bartender/Risk Management Training: Lambda Chi Alpha must make arrangements with the Office of Sorority and Fraternity Life to participate in Bartender/Risk Management Training. This training should cover a variety of risk-management topics that surround events with alcohol, and will be invaluable to all members of the chapter. Documentation confirming successful completion of the workshop must be provided to Student Conduct. This training must occur before the organization's first social event with alcohol.

Social Events: Lambda Chi Alpha is not permitted to host or otherwise engage in social events with alcohol until at least the end of the 2nd week of the Associate Member process during the Spring Semester of 2015. This first social event with alcohol must be held at a Third Party vendor. A discussion with Student Conduct and Sorority and Fraternity Life about the success of this event, as well as future events, will occur after Lambda Chi Alpha’s first event with alcohol. Additional resources and

information about events with Third Party vendors is available in the Office of Sorority and Fraternity Life.

Hazing & Title IX Training: Lambda Chi Alpha must contact the Office of Student Conduct to arrange and participate in the Hazing & Title IX training. This presentation addresses both hazing and sexual misconduct, with a special emphasis on consent and coercion. This training must be attended by both the Active and Associate Members of Lambda Chi Alpha, and must occur no later than the second week of the Associate Member process.

Because you accepted responsibility, you may only appeal on the basis that the disciplinary sanction imposed is grossly disproportionate to the violation committed . To do so, you must submit your appeal in writing, directed to the Vice President for Student Life, no later than 4:00 pm on December 1, 2014. Complete the Appeal Request Form found at http://studentconduct.osu.edu/forms.asp, and turn in your signed form with any relevant documentation to Student Conduct, 550 Lincoln Tower, 1800 Cannon Dr., Columbus, OH 43210, by the deadline. If you do not submit an appeal in writing, this decision will be effective at the end of your appeal period. If you have any questions, call (614) 292-0748 prior to the expiration of your appeal period.

If you have any questions concerning this matter, please do not hesitate to contact me at (614) 292-0748 between 8:00 a.m. and 5:00 p.m. Monday through Friday.

Sincerely,

Student Conduct

33 West 11th Avenue
Rm 115
Columbus, OH 43201

Phone: (614) 292-0748
Fax: (614) 292-2098
http://studentconduct.osu.edu

[redacted], President
Phi Beta Sigma Fraternity
[redacted]
[redacted]

PERSONAL AND CONFIDENTIAL

Regarding Case Number: [redacted]

June 6, 2012

Dear [redacted]:

This letter is to notify you, as representative for the fraternity in this disciplinary matter, of the outcome of Phi Beta Sigma's disciplinary case. You accepted responsibility for the fraternity for following violations of the Code of Student Conduct on June 4, 2012:

1. **3335-23-04 (M): Hazing**: Doing, requiring, or encouraging any act, as defined in the Code of Student Conduct, that causes or creates a substantial risk of causing mental or physical harm or humiliation -- **In violation**

As a result of the violations, the following sanctions have been given:

Disciplinary Probation: **Phi Beta Sigma is placed on disciplinary probation beginning June 6, 2012 lasting through June 9, 2014**. If Phi Beta Sigma commits further Code of Student Conduct violations during the probationary period, the violations will be viewed as a violation upon the act itself, as well as a violation of the probation. This may result in further disciplinary action under the Code of Student Conduct including extended probation, suspension, or dismissal from the University as a recognized student organization.

During the probationary period, the following stipulations must be completed by the chapter. Documentation may be requested from the chapter by Student Conduct for any of the following stipulations to ensure compliance.

1) **Follow-Up Meeting with Ms. Sharrell Hassell-Goodman**: As President, you will meet with Ms. Sharrell Hassell-Goodman, Assistant Director of the Office of Sorority & Fraternity Life. Ms. Hassell-Goodman may require attendance from other chapter leaders and/or active members at this follow-up meeting with her as she feels necessary.

In your meeting with Ms. Hassell-Goodman, you (and/or your members) should plan to discuss: (1) what you, as individuals and as a chapter, have learned from this incident and from going through the student conduct process; (2) what steps will be taken to improve upon individual behavior and chapter behavior; (3) how Phi Beta Sigma plans to spread the anti-hazing message throughout the OSU sorority and fraternity community as an entire chapter.

Any recommendations for follow-up or additional sanctions (ie: workshops, presentations, or speaking engagements) that Ms. Hassell-Goodman suggests must be followed, including specific deadlines she lays out for the chapter. Ms. Hassell-Goodman may require the entire chapter to participate in a presentation or speaking engagement. Failure to comply with Ms. Hassell-Goodman's suggestions may result in further charges under the Code of Student Conduct for the chapter or individuals for "failure to comply."

Deadline: Phi Beta Sigma's follow-up meeting with Ms. Hassell-Goodman must take place on or before August 31, 2012. Documentation should be sent to Student Conduct from Ms. Hassell-Goodman verifying compliance with her recommendations.

2) **Reflection Papers, All Chapter Members:** After completing Ms. Hassell-Goodman's recommendations, each and every chapter member must write a reflection paper discussing: (1) what you learned after completing OSU and Phi Beta Sigma sanctions (2) how you will best embody the values and morals of the fraternity and of the university, and (3) what you learned regarding/how you plan to prevent the psychological harms of hazing.

   The reflection paper should not be written to validate or evaluate the actions of individuals, actions of others, or actions of the chapter. The paper should utilize appropriate language, grammar, and spelling. **The paper should be typed, doubled spaced, in Times New Roman 12 point font, 1 inch margins, and a minimum of 5 pages**. **Every reflection paper is due to Student Conduct by October 1, 2012**, **and should be turned into Student Conduct directly.** Failure of one chapter member to provide the reflection paper according to these guidelines may result in additional charges for the chapter or individuals under the Code of Conduct.

3) **Compliance with Alumni Chapter sanctions**: The fraternity will complete and remain in compliance with any and all sanctions/stipulations provided by the alumni chapter and Mr. Joseph Copeland as a result of this incident. The fraternity will keep the University updated on its progress of these sanctions/stipulations. Failure to comply with any of these sanctions or university sanctions may result in further charges under the Code of Student Conduct.

Appeal: Because Phi Beta Sigma has accepted responsibility, you may only appeal on the basis that the disciplinary sanction imposed is grossly disproportionate to the violation committed. To do so you must submit your appeal in writing, directed to the Vice President for Student Life, c/o 33 West 11th Avenue, Room 115, Columbus, Ohio 43201 no later than 4:00 pm on June 16, 2012. Consult the Code of Student Conduct, Section 3335-23-18, for a detailed description of the appeal process, and allowable grounds for appeal. If you do not submit an appeal in writing, this decision will be effective at the end of your appeal period. If you have any questions, call (614) 292-0748 prior to the expiration of your appeal period.

I want to thank you for being very cooperative and honest during this investigative process. We are hopeful that Phi Beta Sigma will make positive progress and improvements here at The Ohio State University.

Sincerely,

Jennifer E. Geller, J.D.
Hearing Officer
Student Conduct

Cc: Joseph Copeland, Advisor, Delta Omicron Chapter of Phi Beta Sigma
Tracy Stuck, Assistant Vice President, Ohio Union
Kurt Foriska, Director, Ohio Union
Sharrell Hassell-Goodman, Assistant Director, Ohio Union

Student Conduct

33 West 11th Avenue
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Columbus, OH 43201

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http://studentconduct.osu.edu

February 26, 2013

Phi Beta Sigma
Sent electronically to [redacted]@osu.edu

PERSONAL AND CONFIDENTIAL

Regarding Case Number: [redacted]

Dear [redacted],

This letter is to notify you of the outcome of Phi Beta Sigma's disciplinary case. You accepted responsibility on behalf of the chapter for the following violations of the Code of Student Conduct on February 25, 2013:

1. 3335-23-04 (L): Disorderly or Disruptive Conduct: Disorderly or disruptive conduct that unreasonably interferes with University activities or with the legitimate activities of any member of the University community -- In violation
2. 3335-23-04 (N8): Failure to comply with one or more sanctions imposed under the code of student conduct -- In violation
3. 3335-23-04 (O): Violation of University Rules: Violation of other published University regulations, policies, or rules, or violations of federal, state, or local law -- In violation

As a result of the violations, the following sanctions have been given:

The chapter's disciplinary has been extended through June 11, 2016, which may include the loss of certain privileges. If the chapter commits further violations of the Code of Student Conduct and/or Residence Hall Handbook during it's probationary period, they will be viewed as a violation upon the act itself, as well as a violation of it's probation. This may result in further disciplinary action including extended probation, suspension, or dismissal.

The chapter is to create a Risk Management Handbook. This handbook should begin with research and a discussion of the risks associated with hosting events, especially those that include alcohol. Once you have completed this discussion, you should create a Risk Management plan for the chapter. This plan should detail the steps and actions to be taken by the chapter any time that it hosts an event, social or otherwise. This plan should be applicable to a variety of situations and events, especially those that include alcohol. You may find it useful to consult the Wellness Center's Party Smart materials, the FIPG Risk Management Manual, or the Office of Sorority and Fraternity Life here on campus for information and advice in creating this plan. The paper should not be written to validate your actions or evaluate the actions of others. The paper should utilize appropriate language, grammar, and spelling. The handbook should be typed, doubled spaced, in Times New Roman 12 point font, 1 inch margins, with a minimum number of 10 pages. The paper is due to your hearing officer by April 9, 2013 and may be emailed to majarian.1@osu.edu or turned into the office directly.

With respect to the information listed above, the following additional sanctions/stipulations apply:

Phi Beta Sigma will conduct a risk management and event planning workshop once per academic term for the next two years. This workshop and its supporting materials or documentation should be provided to

Sorority and Fraternity Life and Student Conduct for review and approval. The workshop must occur on university premises with an advisor present. Phi Beta Sigma may wish to refrain from hosting social events until the risk management manual and workshop materials have been completed, as they should both contain valuable information for future activities.

Because you accepted responsibility, you may only appeal on the basis that the disciplinary sanction imposed is grossly disproportionate to the violation committed . To do so, you must submit your appeal in writing, directed to the Vice President for Student Life, no later than 4:00 pm on March 5, 2013. Complete the Appeal Request Form found at http://studentconduct.osu.edu/forms.asp, and turn in your signed form with any relevant documentation to Student Conduct, 33 West 11th Avenue, Room 115, Columbus, Ohio 43201 by the deadline. If you do not submit an appeal in writing, this decision will be effective at the end of your appeal period. If you have any questions, call (614) 292-0748 prior to the expiration of your appeal period.

If you have any questions concerning this matter, please do not hesitate to contact me at (614) 292-0748 between 8:00 a.m. and 5:00 p.m. Monday through Friday.

Sincerely,

Jeffrey A. Majarian
Hearing Officer

CC: Asst. Director of the Ohio Union - Sharrell Hassell-Goodman

Student Conduct

33 West 11th Avenue
Rm 115
Columbus, OH 43201

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Fax: (614) 292-2098
http://studentconduct.osu.edu

March 29, 2013

[redacted]
President, Alpha Nu chapter of Pi Kappa Phi
200 E 15th Ave
Columbus, OH 43201

Regarding Case Number: [redacted]

Dear [redacted]:

This letter is to notify you of the outcome of the disciplinary case recently resolved for the Alpha Nu chapter of Pi Kappa Phi. You accepted responsibility on behalf of the organization for the following violations of the Code of Student Conduct on March 26, 2013:

1. 3335-23-04 (M): Hazing: Doing, requiring, or encouraging any act, as defined in the Code of Student Conduct, that causes or creates a substantial risk of causing mental or physical harm or humiliation -- In violation

As a result of the violations, the following sanctions have been given:

The Alpha Nu chapter of Pi Kappa Phi is placed on disciplinary probation beginning March 29, 2013 lasting through December 15, 2013. If the chapter commits further Code of Student Conduct violation during the probationary period, the violations will be viewed as a violation upon the act itself and as a violation of the probation. This may result in further disciplinary action under the Code of Student Conduct including extended probation, suspension, or dismissal from the University as a registered student organization.

1) Revamping of the New Member Education Process: The former Phi Kappa Phi new member education process will be revamped and overhauled, specifically altering and improving the areas of concern discussed during this investigation. Representatives will work directly with Student Conduct, Fraternity Headquarters, and Sorority & Fraternity Life to improve and update the new member process to provide for long term sustainability.

Due Date: The new process must be approved by Student Conduct, Fraternity Headquarters, and Sorority & Fraternity Life no later than May 31, 2013

2) Hazing Education Workshop: Phi Kappa Phi chapter members (at least 90 % attendance) must participate in a hazing education workshop, focused on OSU and Phi Kappa Phi hazing rules and policies, bystander behavior, hazing prevention, and the consequences of hazing behavior. This workshop must be led by a professional or expert in the area, who must be approved by Student Conduct, Fraternity Headquarters, and Sorority & Fraternity Life before the workshop is conducted.

Due Date: An original chapter attendance sheet is due to Student Conduct, with signed documentation that the professional/expert conducted the workshop no later than April 25, 2013.

3) Risk Management Workshops: Phi Kappa Phi chapter members (at least 90 % attendance) must participate in a workshop focused on risk management and risk prevention. The workshop should discuss

OSU and Phi Kappa Phi risk management rules and policies, safety measures, and the consequences of poor risk management habits for the chapter and individual members. This workshop must be led by a professional or expert in the area, who must be approved by Student Conduct, Fraternity Headquarters, and Sorority & Fraternity Life before the workshop is conducted.

Due Date: An original chapter attendance sheet is due to Student Conduct, with signed documentation that the professional/expert conducted the workshop no later than April 25, 2013.

Because you accepted responsibility, you may only appeal on the basis that the disciplinary sanction imposed is grossly disproportionate to the violation committed . To do so, you must submit your appeal in writing, directed to the Vice President for Student Life, no later than 4:00 pm on April 5, 2013. Complete the Appeal Request Form found at http://studentconduct.osu.edu/forms.asp, and turn in your signed form with any relevant documentation to Student Conduct, 33 West 11th Avenue, Room 115, Columbus, Ohio 43201 by the deadline. If you do not submit an appeal in writing, this decision will be effective at the end of your appeal period. If you have any questions, call (614) 292-0748 prior to the expiration of your appeal period.

If you have any questions concerning this matter, please do not hesitate to contact me at (614) 292-0748 between 8:00 a.m. and 5:00 p.m. Monday through Friday.

Sincerely,

Brian Tomlinson
Interim Director

CC: Asst. Director of the Ohio Union - Sharrell Hassell-Goodman